



Burlington Stores Inc

# 2024 CDP Corporate Questionnaire 2024

Word version

**Important: this export excludes unanswered questions**

This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.

[Terms of disclosure for corporate questionnaire 2024 - CDP](#)

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## C1. Introduction

### (1.1) In which language are you submitting your response?

Select from:

English

### (1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

USD

### (1.3) Provide an overview and introduction to your organization.

#### (1.3.2) Organization type

Select from:

Publicly traded organization

#### (1.3.3) Description of organization

*Burlington Stores, Inc., headquartered in New Jersey, is a nationally recognized off-price retailer with Fiscal 2023 net sales of 9.7 billion. The Company is a Fortune 500 company and its common stock is traded on the New York Stock Exchange under the ticker symbol "BURL." The Company operated 1,057 stores as of the end of the second quarter of Fiscal 2024, in 46 states, Washington D.C. and Puerto Rico, principally under the name Burlington Stores. The Company's 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.*

[Fixed row]

### (1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

#### (1.4.1) End date of reporting year

**(1.4.2) Alignment of this reporting period with your financial reporting period**

Select from:

Yes

**(1.4.3) Indicate if you are providing emissions data for past reporting years**

Select from:

Yes

**(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for**

Select from:

3 years

**(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for**

Select from:

3 years

**(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for**

Select from:

3 years

[Fixed row]

**(1.4.1) What is your organization's annual revenue for the reporting period?**

9708973000

**(1.5) Provide details on your reporting boundary.**

	<p>Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?</p>
	<p>Select from:</p> <p><input checked="" type="checkbox"/> Yes</p>

[Fixed row]

**(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?**

**ISIN code - bond**

**(1.6.1) Does your organization use this unique identifier?**

Select from:

No

**ISIN code - equity**

**(1.6.1) Does your organization use this unique identifier?**

Select from:

No

**CUSIP number**

**(1.6.1) Does your organization use this unique identifier?**

Select from:

Yes

**(1.6.2) Provide your unique identifier**

## Ticker symbol

### (1.6.1) Does your organization use this unique identifier?

Select from:

Yes

### (1.6.2) Provide your unique identifier

BURL

## SEDOL code

### (1.6.1) Does your organization use this unique identifier?

Select from:

No

## LEI number

### (1.6.1) Does your organization use this unique identifier?

Select from:

No

## D-U-N-S number

### (1.6.1) Does your organization use this unique identifier?

Select from:

No

## Other unique identifier

### (1.6.1) Does your organization use this unique identifier?

Select from:

No

[Add row]

### (1.7) Select the countries/areas in which you operate.

Select all that apply

United States of America

### (1.22) Provide details on the commodities that you produce and/or source.

#### Timber products

#### (1.22.1) Produced and/or sourced

Select from:

Sourced

#### (1.22.2) Commodity value chain stage

Select all that apply

Retailing

#### (1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

No, the total volume is unknown

#### (1.22.11) Form of commodity

Select all that apply

Secondary packaging

Tertiary packaging

### (1.22.12) % of procurement spend

Select from:

Unknown

### (1.22.13) % of revenue dependent on commodity

Select from:

Unknown

### (1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?

Select from:

Yes, disclosing

### (1.22.15) Is this commodity considered significant to your business in terms of revenue?

Select from:

No

### (1.22.19) Please explain

*Burlington's off-price retail model requires it to use secondary and tertiary packaging to facilitate distribution of vendor merchandise to stores, but the company's revenue isn't necessarily dependent on this commodity. The company sources both new and upcycled cardboard products from a wide variety of local and regional providers, and is working to refine systems and methods to capture dependable data on procurement spend.*

[Fixed row]

### (1.24) Has your organization mapped its value chain?

#### (1.24.1) Value chain mapped

Select from:

No, and we do not plan to do so within the next two years

#### (1.24.4) Highest supplier tier known but not mapped

Select from:

Tier 1 suppliers

#### (1.24.8) Primary reason for not mapping your upstream value chain or any value chain stages

Select from:

Not an immediate strategic priority

#### (1.24.9) Explain why your organization has not mapped its upstream value chain or any value chain stages

*Burlington's upstream value-chain is ever-changing as a result of its off-price retail business model. Our strategy to chase the sales trend allows us the flexibility to shift purchases between suppliers and categories, and we have no long-term purchase commitments or arrangements with any of our suppliers.*

*[Fixed row]*

#### (1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

##### (1.24.1.1) Plastics mapping

Select from:

No, and we do not plan to within the next two years

##### (1.24.1.5) Primary reason for not mapping plastics in your value chain

Select from:

Not an immediate strategic priority

##### (1.24.1.6) Explain why your organization has not mapped plastics in your value chain

*Burlington does not produce or directly commercialize plastics, and it only uses some plastic material in secondary or tertiary packaging of vendor merchandise. The company is working to refine systems and methods to capture dependable data to isolate procurement spend and waste specifically for plastics.*  
*[Fixed row]*

## **C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities**

**(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?**

### **Short-term**

**(2.1.1) From (years)**

1

**(2.1.3) To (years)**

3

**(2.1.4) How this time horizon is linked to strategic and/or financial planning**

*We consider the 1-3 year time horizon when defining short-term objectives and monitoring near-term climate-related risks and opportunities.*

### **Medium-term**

**(2.1.1) From (years)**

3

**(2.1.3) To (years)**

5

**(2.1.4) How this time horizon is linked to strategic and/or financial planning**

*We consider the 3-5 year time horizon when defining medium-term objectives (including emissions reduction targets). We also consider the 3-5 year time horizon when evaluating associated climate-related risks and opportunities from a medium-term time horizon.*

## Long-term

### (2.1.1) From (years)

5

### (2.1.2) Is your long-term time horizon open ended?

Select from:

Yes

### (2.1.4) How this time horizon is linked to strategic and/or financial planning

*We consider the 5 year time horizon when defining long-term objectives (including renewable energy and resilience strategies). We also consider the 5 year time horizon when evaluating associated climate-related risks and opportunities (notably those regarding sea level rise and broader socioeconomic impact) from a long-term time horizon.*

*[Fixed row]*

## (2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

### (2.2.1) Process in place

Select from:

Yes

### (2.2.2) Dependencies and/or impacts evaluated in this process

Select from:

Impacts only

### (2.2.4) Primary reason for not evaluating dependencies and/or impacts

Select from:

Judged to be unimportant or not relevant

### (2.2.5) Explain why you do not evaluate dependencies and/or impacts and describe any plans to do so in the future

*As an off-price retailer, Burlington doesn't have relevant environmental dependencies to be identified, assessed, or managed.*

[Fixed row]

### (2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both risks and opportunities	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

### (2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

#### Row 1

#### (2.2.2.1) Environmental issue

Select all that apply

Climate change

#### (2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

*Select all that apply*

- Risks

### **(2.2.2.3) Value chain stages covered**

*Select all that apply*

- Direct operations
- Upstream value chain
- Downstream value chain

### **(2.2.2.4) Coverage**

*Select from:*

- Full

### **(2.2.2.7) Type of assessment**

*Select from:*

- Qualitative only

### **(2.2.2.8) Frequency of assessment**

*Select from:*

- Annually

### **(2.2.2.9) Time horizons covered**

*Select all that apply*

- Short-term
- Medium-term
- Long-term

### **(2.2.2.10) Integration of risk management process**

Select from:

- Integrated into multi-disciplinary organization-wide risk management process

### (2.2.2.11) Location-specificity used

Select all that apply

- Local
- National

### (2.2.2.12) Tools and methods used

#### Enterprise Risk Management

- COSO Enterprise Risk Management Framework
- Enterprise Risk Management
- Internal company methods

### (2.2.2.13) Risk types and criteria considered

#### Acute physical

- Drought
- Tornado
- Wildfires
- Heat waves
- Cold wave/frost
- Cyclones, hurricanes, typhoons
- Heavy precipitation (rain, hail, snow/ice)
- Flood (coastal, fluvial, pluvial, ground water)
- Storm (including blizzards, dust, and sandstorms)

#### Chronic physical

- Changing temperature (air, freshwater, marine water)
- Heat stress
- Increased severity of extreme weather events
- Temperature variability

## Policy

- Changes to national legislation

## Market

- Changing customer behavior

## Reputation

- Increased partner and stakeholder concern and partner and stakeholder negative feedback

## Liability

- Non-compliance with regulations

### (2.2.2.14) Partners and stakeholders considered

Select all that apply

- Customers
- Employees
- Investors
- Suppliers
- Regulators
- Local communities

### (2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- No

### (2.2.2.16) Further details of process

*While our Board is ultimately responsible for risk oversight, it delegates the primary responsibility for oversight of our risk assessment and management process to the Audit Committee, which reviews periodic assessments of enterprise risk management processes to identify potential events that may affect the achievement of business objectives or have a material adverse effect on the Company. The Audit Committee considers the company's major financial risk exposure as well as risks related to ESG matters. The Nominating and Corporate Governance Committee consider risks related to the Company's overall corporate governance profile and processes. They review ESG trends, issues and concerns, including legislative and regulatory developments, that could significantly affect the public affairs of the Company. In concert with the Board, this Committee reviews the Company's strategies, practices, and policies relating to, as well as engagement with shareholders*

and other stakeholders on, ESG matters. The enterprise risk management (ERM) program at Burlington includes an annual risk identification and aggregation process based on the potential impact on our business and then maps the management approaches to manage and monitor the prioritized risks. The enterprise risk assessment results are based on insights collected from key stakeholders across the business, as well as research of the external environment for evolving or emerging risks, including regulation risks. Risks are aggregated as part of the assessment based on their anticipated potential operational and financial impact on Burlington and mapped to corresponding management activities to manage the risks to our business

## Row 2

### (2.2.2.1) Environmental issue

Select all that apply

- Climate change

### (2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

- Opportunities

### (2.2.2.3) Value chain stages covered

Select all that apply

- Direct operations
- Upstream value chain
- Downstream value chain

### (2.2.2.4) Coverage

Select from:

- Full

### (2.2.2.7) Type of assessment

Select from:

- Qualitative and quantitative

### (2.2.2.8) Frequency of assessment

Select from:

- Annually

### (2.2.2.9) Time horizons covered

Select all that apply

- Short-term
- Medium-term
- Long-term

### (2.2.2.11) Location-specificity used

Select all that apply

- Site-specific

### (2.2.2.12) Tools and methods used

#### Other

- Desk-based research
- Internal company methods
- Jurisdictional/landscape assessment
- Partner and stakeholder consultation/analysis

### (2.2.2.14) Partners and stakeholders considered

Select all that apply

- Customers
- Employees
- Investors
- Local communities

Regulators

### (2.2.2.15) Has this process changed since the previous reporting year?

Select from:

No

### (2.2.2.16) Further details of process

*In mitigating climate change risks, we seek to harness opportunities from cost efficiencies, drive GHG reductions, and strengthen our reputation as an environmentally responsible company.*

[Add row]

## (2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

### (2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

Yes

### (2.2.7.2) Description of how interconnections are assessed

*The same systems used to measure and track environmental impacts of emissions, energy use, and waste are leveraged to identify opportunities for mitigation opportunities yielding cost savings.*

[Fixed row]

## (2.3) Have you identified priority locations across your value chain?

### (2.3.1) Identification of priority locations

Select from:

No, and we do not plan to within the next two years

### (2.3.7) Primary reason for not identifying priority locations

Select from:

- Judged to be unimportant or not relevant

### (2.3.8) Explain why you do not identify priority locations

*No specific locations of company operations were deemed to be in or near areas with ecosystems whose current and future health and resilience are challenged.*  
[Fixed row]

## (2.4) How does your organization define substantive effects on your organization?

### Risks

#### (2.4.1) Type of definition

Select all that apply

- Qualitative

#### (2.4.6) Metrics considered in definition

Select all that apply

- Frequency of effect occurring
- Time horizon over which the effect occurs
- Likelihood of effect occurring

#### (2.4.7) Application of definition

*Burlington generally considers risks and opportunities to have a substantive impact if they are likely to: (a) Impact our business within the short to medium-term time horizon, AND (b) have the potential to significantly and consistently require changes to how we conduct our business, AND/OR affect our financial performance. We believe that those risks and opportunities that could be considered to have the potential to require changes significantly and consistently to how we conduct our business are those that would affect our core strategies. Importantly, something that has a "substantive financial or strategic impact on our business" is not necessarily "material" to investors as defined under applicable securities laws.*

### Opportunities

## (2.4.1) Type of definition

Select all that apply

- Qualitative

## (2.4.6) Metrics considered in definition

Select all that apply

- Frequency of effect occurring
- Time horizon over which the effect occurs
- Likelihood of effect occurring

## (2.4.7) Application of definition

*Burlington generally considers risks and opportunities to have a substantive impact if they are likely to: (a) Impact our business within the short to medium-term time horizon, AND (b) have the potential to significantly and consistently require changes to how we conduct our business, AND/OR affect our financial performance. We believe that those risks and opportunities that could be considered to have the potential to require changes significantly and consistently to how we conduct our business are those that would affect our core strategies. Importantly, something that has a "substantive financial or strategic impact on our business" is not necessarily "material" to investors as defined under applicable securities laws.*

[Add row]

## **(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?**

### (2.5.1) Identification and classification of potential water pollutants

Select from:

- No, we do not identify and classify our potential water pollutants

### (2.5.3) Please explain

*Burlington is a low water usage retailer. The only instances we directly utilize water is for bathrooms and breakrooms in our stores, DCs and corporate offices; fire sprinkler systems, in cases where we are responsible for this utility; and for a handful of locations that have irrigation. This water is most often drawn from and returned to municipal water systems which treat water for pollutants.*

*[Fixed row]*

### C3. Disclosure of risks and opportunities

**(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?**

#### Climate change

##### (3.1.1) Environmental risks identified

Select from:

Yes, both in direct operations and upstream/downstream value chain

#### Forests

##### (3.1.1) Environmental risks identified

Select from:

No

##### (3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

Not an immediate strategic priority

##### (3.1.3) Please explain

*Burlington's off-price retail model requires it to use a certain amount of secondary and tertiary packaging made from timber products to facilitate distribution of vendor merchandise to stores, but the company's revenue isn't dependent on this commodity.*

#### Water

### (3.1.1) Environmental risks identified

Select from:

No

### (3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

Not an immediate strategic priority

### (3.1.3) Please explain

*Burlington is a low water usage retailer. The only instances we directly utilize water is for bathrooms and breakrooms in our stores, DCs and corporate offices; fire sprinkler systems, in cases where we are responsible for this utility; and for a handful of locations that have irrigation. As retailer that sells clothing, we are aware that we may be indirectly affected by shortages in water that affects the suppliers we source from. Because we are an off-price retailer, we are not tied to certain suppliers and can diversify our risk in this category.*

## Plastics

### (3.1.1) Environmental risks identified

Select from:

No

### (3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

Not an immediate strategic priority

### (3.1.3) Please explain

*Burlington's dependency on plastic is low; usage of this commodity is mostly in the form of secondary or tertiary packaging of vendor merchandise to facilitate distribution to our stores, or in the form of shopping bags. Both of these use cases could be satisfied with alternative materials.*

[Fixed row]

**(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.**

## **Climate change**

### **(3.1.1.1) Risk identifier**

Select from:

Risk1

### **(3.1.1.3) Risk types and primary environmental risk driver**

#### **Chronic physical**

Changing precipitation patterns and types (rain, hail, snow/ice)

### **(3.1.1.4) Value chain stage where the risk occurs**

Select from:

Direct operations

### **(3.1.1.6) Country/area where the risk occurs**

Select all that apply

United States of America

### **(3.1.1.9) Organization-specific description of risk**

*Extreme weather conditions in the areas in which our stores or distribution centers are located – especially in areas with a high concentration of our stores – could have a material adverse effect on our business, financial condition, and results of operations. For example, heavy snowfall or other extreme weather conditions over a prolonged period caused by climate change or otherwise might make it difficult for our customers or employees to travel to our stores. In addition, natural disasters such as hurricanes, tornados, floods, and other extreme weather or climate conditions, or a combination of these or other factors, could severely damage or destroy*

one or more of our stores or distribution facilities located in the affected areas, or disrupt our information technology infrastructure, thereby disrupting our business operations. Any of these events or circumstances also could disrupt the operations of one or more of our vendors. Day-to-day operations, particularly our ability to receive products from our vendors or transport products to our stores, could be adversely affected, or we could be required to close stores.

#### **(3.1.1.11) Primary financial effect of the risk**

Select from:

- Decreased revenues due to reduced demand for products and services

#### **(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization**

Select all that apply

- Long-term

#### **(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon**

Select from:

- About as likely as not

#### **(3.1.1.14) Magnitude**

Select from:

- Medium

#### **(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons**

Natural disasters in areas where our sales are concentrated could result in significant physical damage to or closure of one or more of our stores, distribution centers or key suppliers, and cause delays in the distribution of merchandise from our suppliers to our distribution centers and stores which could adversely affect our results of operations by increasing our costs and lowering our sales.

#### **(3.1.1.17) Are you able to quantify the financial effect of the risk?**

Select from:

- No

### (3.1.1.26) Primary response to risk

#### Infrastructure, technology and spending

- Increase environment-related capital expenditure

### (3.1.1.27) Cost of response to risk

0

### (3.1.1.28) Explanation of cost calculation

N/A

### (3.1.1.29) Description of response

*Invest in storm prevention guards and generators in areas affected by climate change, and build resilient design features into prototypes for new stores and distribution centers.*

## Climate change

### (3.1.1.1) Risk identifier

Select from:

- Risk2

### (3.1.1.3) Risk types and primary environmental risk driver

#### Chronic physical

- Changing temperature (air, freshwater, marine water)

### (3.1.1.4) Value chain stage where the risk occurs

Select from:

- Direct operations

### (3.1.1.6) Country/area where the risk occurs

Select all that apply

- United States of America

### (3.1.1.9) Organization-specific description of risk

*Our business is also susceptible to unseasonable weather conditions. For example, extended periods of unseasonably warm temperatures during the Fall or Winter seasons or cool weather during the Spring or Summer seasons could render a portion of our inventory incompatible with those unseasonable conditions, particularly considering our historical product mix. These prolonged unseasonable weather conditions could adversely affect our business, financial condition, and results of operations. In addition, because higher net sales historically have occurred during the second half of the year, unseasonably warm weather during these months could have a disproportionately large effect on our business and materially adversely affect our financial condition and results of operations.*

### (3.1.1.11) Primary financial effect of the risk

Select from:

- Decreased revenues due to reduced demand for products and services

### (3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

- Medium-term

### (3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

- About as likely as not

### (3.1.1.14) Magnitude

Select from:

- Medium

### (3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

*Changes in chronic climate events will impact our suppliers and the products they provide. For example, global sea-level rise can cause infrastructure damage, disrupt the supply chain and cause delays in distribution. Uncharacteristic or significant weather conditions can affect customer shopping patterns, particularly in apparel and seasonal items, which could lead to lost sales or greater than expected markdowns.*

### (3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

No

### (3.1.1.26) Primary response to risk

#### Compliance, monitoring and targets

Other compliance, monitoring or target, please specify

### (3.1.1.27) Cost of response to risk

0

### (3.1.1.28) Explanation of cost calculation

N/A

### (3.1.1.29) Description of response

*Burlington monitors weather patterns and takes action to the extent possible with our facilities. merchandise, supply chain and store teams.*  
[Add row]

**(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.**

## Climate change

### (3.1.2.1) Financial metric

Select from:

Revenue

### (3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

9708973000

### (3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

100%

### (3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

9708973000

### (3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

100%

### (3.1.2.7) Explanation of financial figures

*The figure listed was the company's total annual revenue for FY2023, the reporting year. While all of the company's business is considered vulnerable to the substantive effects of environmental risks associated with climate change (e.g., extreme and/or unseasonable weather conditions, natural disasters) the geographic distribution and scale of company operations makes it very unlikely that a local impact would have a significant effect on revenues.*

[Add row]

**(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?**

	Water-related regulatory violations	Comment
	<i>Select from:</i> <input checked="" type="checkbox"/> No	N/A

*[Fixed row]*

**(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?**

*Select from:*

No, and we do not anticipate being regulated in the next three years

**(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?**

**Climate change**

**(3.6.1) Environmental opportunities identified**

*Select from:*

Yes, we have identified opportunities, and some/all are being realized

**Forests**

**(3.6.1) Environmental opportunities identified**

*Select from:*

No

### (3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

Opportunities exist, but none anticipated to have a substantive effect on organization

### (3.6.3) Please explain

*Burlington recycles and/or reuses timber products (cardboard secondary packaging, wood pallets, etc.) utilized in stores and DCs to the extent possible given local supplier relationships and recycling facility capabilities. However, the costs savings realized from waste reduction are not considered substantive compared to those realized from environmental opportunities like building energy efficiency, related to climate change.*

## Water

### (3.6.1) Environmental opportunities identified

Select from:

No

### (3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

Opportunities exist, but none anticipated to have a substantive effect on organization

### (3.6.3) Please explain

*Burlington is a low water usage retailer. The only instances we directly utilize water is for bathrooms in our stores, DCs and corporate offices; fire sprinkler systems, in cases where we are responsible for this utility; and for a handful of locations that have irrigation. As a clothing retailer, we are aware that we may be indirectly affected by shortages in water that affects the suppliers we source from. Because we are an off-price retailer, we are not tied to certain suppliers and can diversify our risk in this category.*

*[Fixed row]*

**(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.**

## **Climate change**

### **(3.6.1.1) Opportunity identifier**

*Select from:*

Opp1

### **(3.6.1.2) Commodity**

*Select all that apply*

Not applicable

### **(3.6.1.3) Opportunity type and primary environmental opportunity driver**

#### **Resource efficiency**

Move to more energy/resource efficient buildings

### **(3.6.1.4) Value chain stage where the opportunity occurs**

*Select from:*

Direct operations

### **(3.6.1.5) Country/area where the opportunity occurs**

*Select all that apply*

United States of America

### **(3.6.1.8) Organization specific description**

*Burlington operates over 1,000 locations, covering over 60 million square feet. By increasing the energy efficiency of our stores, we have the opportunity to decrease our operating costs, reduce maintenance costs, and also support global efforts to reduce greenhouse gas emissions. Note: Our total count of locations and square footage will differ from the 10-K total count as there is overlap between stores when a relocation happens (two stores open that have the same location number, but different addresses) or a store is set to open or close towards the end or beginning of the fiscal year.*

### **(3.6.1.9) Primary financial effect of the opportunity**

*Select from:*

- Reduced direct costs

### **(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization**

*Select all that apply*

- Short-term
- Medium-term
- Long-term
- The opportunity has already had a substantive effect on our organization in the reporting year

### **(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon**

*Select from:*

- Very likely (90–100%)

### **(3.6.1.12) Magnitude**

*Select from:*

- Low

### **(3.6.1.13) Effect of the opportunity on the financial position, financial performance and cash flows of the organization in the reporting period**

*A portfolio of projects related to building efficiency improvements drives significant year over year operational and capital expense savings.*

**(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons**

*These projects are analyzed to determine their annual, recurring profit contributions, so the anticipated effect is annual cost savings.*

**(3.6.1.15) Are you able to quantify the financial effects of the opportunity?**

Select from:

Yes

**(3.6.1.16) Financial effect figure in the reporting year (currency)**

563000

**(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)**

900000

**(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)**

1100000

**(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)**

900000

**(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)**

1100000

**(3.6.1.21) Anticipated financial effect figure in the long-term - minimum (currency)**

900000

**(3.6.1.22) Anticipated financial effect figure in the long-term – maximum (currency)**

### **(3.6.1.23) Explanation of financial effect figures**

*The cost savings opportunity from the portfolio of energy efficiency projects was calculated and vetted through Burlington's Profit Improvement Contribution (PIC) program, which covers implemented initiatives resulting in year-over-year profit improvement or cash in hand. The savings can be through increasing margin and income or decreasing expense and tax, less any incremental implementation costs with upfront costs averaged over the life of the impact. In this case, the energy efficiency improvements reduced operational and capital expenses which the organization would have incurred each year if the initiatives had not been implemented.*

### **(3.6.1.24) Cost to realize opportunity**

3093000

### **(3.6.1.25) Explanation of cost calculation**

*Capital expenditures made for each individual project in the portfolio during the reporting year were totaled.*

### **(3.6.1.26) Strategy to realize opportunity**

*For over 10 years, we have deployed energy efficiency technologies, from energy management systems (EMS) to LED lighting. We believe that we can drive further energy savings through careful monitoring of usage in our aging stores, optimizing equipment, using data analytics, and innovating in new smaller stores. Burlington uses a combination of proven conservation strategies and energy efficiency retrofits to achieve on-going reductions in energy and emissions. Nearly all of our stores have enacted the following efficiency measures: (1) energy efficient lighting, (2) high efficiency HVAC systems and (3) utilization of standard temperature setpoints and lighting schedules controlled by Energy Management Systems. We constantly look for ways to increase building efficiencies at our stores, DCs, and corporate facilities year-over-year through close monitoring, data analytics, optimizing equipment, and testing new technologies. To understand where we need to focus our efforts, our energy team audits energy usage through billing data. The team also utilizes the Energy Management Systems (EMS) throughout our full portfolio to continuously monitor thermal conditions and energy consumption. We are continuously improving how we utilize EMS data to building efficiency with occupant comfort. Under the Burlington 2.0 strategy, the majority of stores going forward will be built using the smaller 25,000 square foot prototype, with lower energy consumption. In line with this, our Energy Engineers expanded their role to implement regular value engineering into store prototype design, mechanical, electrical, and EMS controls. The energy team also expanded algorithm-driven Heating, Ventilation, and Air Conditioning (HVAC) programming to over 200 Burlington locations. The team also evaluated additional opportunities for Light Emitting Diode (LED) lighting retrofits as the technology continues to improve in efficiency.*

*[Add row]*

**(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.**

## Climate change

### (3.6.2.1) Financial metric

Select from:

CAPEX

### (3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

3093000

### (3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

Less than 1%

### (3.6.2.4) Explanation of financial figures

*For Fiscal 2023, capital expenditures, net of 14.6 million of landlord allowances, amounted to 522.5 million (inclusive of accrued capital expenditures). These capital expenditures include approximately 291.0 million, net of the previously mentioned landlord allowances, for store expenditures (new stores, remodels and other store expenditures). In addition, we made capital expenditures of 116.4 million to support our supply chain initiatives, with the remaining capital to support information technology and other business initiatives.*

*[Add row]*

## C4. Governance

### (4.1) Does your organization have a board of directors or an equivalent governing body?

#### (4.1.1) Board of directors or equivalent governing body

Select from:

Yes

#### (4.1.2) Frequency with which the board or equivalent meets

Select from:

Quarterly

#### (4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

Executive directors or equivalent

Independent non-executive directors or equivalent

#### (4.1.4) Board diversity and inclusion policy

Select from:

Yes, and it is publicly available

#### (4.1.5) Briefly describe what the policy covers

*The Board is committed to a diversified membership, in terms of both the individuals involved as well as their various experiences and areas of expertise. In connection with the selection of nominees for director, the Nominating and Corporate Governance Committee strives to identify and recruit high-caliber individuals whose diverse talents, perspectives, experiences and backgrounds (including any diverse qualities or attributes that are self-identified by the applicable candidate, such as gender, race and ethnicity) would preserve and enhance the inclusive environment in which the Board currently functions. (2024 proxy statement, page 31)*

#### (4.1.6) Attach the policy (optional)

## (4.1.1) Is there board-level oversight of environmental issues within your organization?

### Climate change

#### (4.1.1.1) Board-level oversight of this environmental issue

Select from:

Yes

### Forests

#### (4.1.1.1) Board-level oversight of this environmental issue

Select from:

No, and we do not plan to within the next two years

#### (4.1.1.2) Primary reason for no board-level oversight of this environmental issue

Select from:

Not an immediate strategic priority

#### (4.1.1.3) Explain why your organization does not have board-level oversight of this environmental issue

*Forest commodities are not currently a strategic priority identified in the list of Environmental topics of greatest concern to Burlington's stakeholders. Burlington's off-price retail model requires it to use a certain amount of secondary and tertiary packaging made from timber products to facilitate distribution of vendor merchandise to stores, but the company's revenue isn't dependent on timber products.*

### Water

#### (4.1.1.1) Board-level oversight of this environmental issue

Select from:

No, and we do not plan to within the next two years

#### (4.1.1.2) Primary reason for no board-level oversight of this environmental issue

Select from:

Not an immediate strategic priority

#### (4.1.1.3) Explain why your organization does not have board-level oversight of this environmental issue

*While water use is among the topics identified in the list of Environmental topics of greatest concern to Burlington's stakeholders, it is not currently ranked as a strategic priority. Burlington is a low water usage retailer, and our business is not dependent on this natural resource. The only instances we directly utilize water are for bathrooms and breakrooms in our stores, DCs and corporate offices; fire sprinkler systems, in cases where we are responsible for this utility; and a very limited number of locations that are required by law to have irrigation. As a retailer that sells clothing, we are aware that we may be indirectly affected by shortages in water that affect the suppliers we source from. Because we are an off-price retailer, we are not tied to certain suppliers and can diversify our risk in this category.*

### Biodiversity

#### (4.1.1.1) Board-level oversight of this environmental issue

Select from:

No, and we do not plan to within the next two years

#### (4.1.1.2) Primary reason for no board-level oversight of this environmental issue

Select from:

Not an immediate strategic priority

#### (4.1.1.3) Explain why your organization does not have board-level oversight of this environmental issue

*Biodiversity is not currently a strategic priority identified in the list of Environmental topics of greatest concern to Burlington's stakeholders. Burlington leases the majority of its operational footprint, and has limited influence over most greenfield development where biodiversity might be significantly impacted.*

[Fixed row]

**(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.**

## **Climate change**

### **(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue**

*Select all that apply*

- Chief Executive Officer (CEO)
- Board-level committee

### **(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board**

*Select from:*

- Yes

### **(4.1.2.3) Policies which outline the positions' accountability for this environmental issue**

*Select all that apply*

- Other policy applicable to the board, please specify :Proxy Statement, Committee Charters

### **(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item**

*Select from:*

- Scheduled agenda item in some board meetings – at least annually

### **(4.1.2.5) Governance mechanisms into which this environmental issue is integrated**

*Select all that apply*

- Overseeing the setting of corporate targets
- Monitoring progress towards corporate targets
- Approving corporate policies and/or commitments
- Overseeing and guiding major capital expenditures

- Monitoring the implementation of the business strategy
- Overseeing and guiding the development of a business strategy
- Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

#### **(4.1.2.7) Please explain**

*The Board of Directors provides oversight of the Company's ESG matters. Because it encompasses such a broad area, ESG oversight is divided among several committees and the full Board. The Audit Committee discusses risks related to ESG matters, as well as the steps management has taken to monitor and control such risks, and receives periodic reports from, and discusses related controls and procedures with, management regarding the Company's ESG reporting and disclosures. The Nominating and Corporate Governance Committee reviews ESG trends, issues and concerns, including legislative and regulatory developments, that could significantly affect the public affairs of the Company and, in concert with the Board, reviews the Company's strategies, practices and policies relating to, as well as engagement with stockholders and other stakeholders on, ESG matters.*

*[Fixed row]*

### **(4.2) Does your organization's board have competency on environmental issues?**

#### **Climate change**

##### **(4.2.1) Board-level competency on this environmental issue**

Select from:

- Yes

##### **(4.2.2) Mechanisms to maintain an environmentally competent board**

Select all that apply

- Consulting regularly with an internal, permanent, subject-expert working group

#### **Forests**

##### **(4.2.1) Board-level competency on this environmental issue**

Select from:

- Not assessed

## Water

### (4.2.1) Board-level competency on this environmental issue

Select from:

Not assessed

[Fixed row]

### (4.3) Is there management-level responsibility for environmental issues within your organization?

## Climate change

### (4.3.1) Management-level responsibility for this environmental issue

Select from:

Yes

## Forests

### (4.3.1) Management-level responsibility for this environmental issue

Select from:

Yes

## Water

### (4.3.1) Management-level responsibility for this environmental issue

Select from:

Yes

## Biodiversity

### (4.3.1) Management-level responsibility for this environmental issue

Select from:

- No, and we do not plan to within the next two years

### (4.3.2) Primary reason for no management-level responsibility for environmental issues

Select from:

- Not an immediate strategic priority

### (4.3.3) Explain why your organization does not have management-level responsibility for environmental issues

*Biodiversity is not currently a strategic priority identified in the list of Environmental topics of greatest concern to Burlington's stakeholders. Burlington leases the majority of its operational footprint, and has limited influence over most greenfield development where biodiversity might be significantly impacted.*

[Fixed row]

### (4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

#### Climate change

#### (4.3.1.1) Position of individual or committee with responsibility

##### Committee

- Environmental, Social, Governance committee

#### (4.3.1.2) Environmental responsibilities of this position

##### Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

### **Policies, commitments, and targets**

- Monitoring compliance with corporate environmental policies and/or commitments
- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

### **Strategy and financial planning**

- Managing environmental reporting, audit, and verification processes

## **(4.3.1.4) Reporting line**

Select from:

- Reports to the board directly

## **(4.3.1.5) Frequency of reporting to the board on environmental issues**

Select from:

- Annually

## **(4.3.1.6) Please explain**

*Our ESG/CSR Executive Steering Committee is responsible for guiding our CSR strategy, policy, and disclosure. This group includes our Chief Executive Officer (CEO), Group President and Chief Merchandising Officer (CMO), President and Chief Operating Officer (COO), Executive Vice President and Chief Financial Officer (CFO), Executive Vice President and Chief Human Resources Officer (CHRO), and Group Senior Vice President (SVP) IR and Treasurer.*

## **Forests**

### **(4.3.1.1) Position of individual or committee with responsibility**

#### **Committee**

- Environmental, Social, Governance committee

### (4.3.1.2) Environmental responsibilities of this position

#### Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

#### Policies, commitments, and targets

- Monitoring compliance with corporate environmental policies and/or commitments
- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

#### Strategy and financial planning

- Managing environmental reporting, audit, and verification processes

### (4.3.1.4) Reporting line

Select from:

- Reports to the board directly

### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- As important matters arise

### (4.3.1.6) Please explain

*Our ESG/CSR Executive Steering Committee is responsible for guiding our CSR strategy, policy, and disclosure. This group includes our Chief Executive Officer (CEO), Group President and Chief Merchandising Officer (CMO), President and Chief Operating Officer (COO), Executive Vice President and Chief Financial Officer (CFO), Executive Vice President and Chief Human Resources Officer (CHRO), and Group Senior Vice President (SVP) IR and Treasurer.*

## Water

#### (4.3.1.1) Position of individual or committee with responsibility

##### Committee

- Environmental, Social, Governance committee

#### (4.3.1.2) Environmental responsibilities of this position

##### Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

##### Policies, commitments, and targets

- Monitoring compliance with corporate environmental policies and/or commitments
- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

##### Strategy and financial planning

- Managing environmental reporting, audit, and verification processes

#### (4.3.1.4) Reporting line

*Select from:*

- Reports to the board directly

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

*Select from:*

- As important matters arise

#### (4.3.1.6) Please explain

Our ESG/CSR Executive Steering Committee is responsible for guiding our CSR strategy, policy, and disclosure. This group includes our Chief Executive Officer (CEO), Group President and Chief Merchandising Officer (CMO), President and Chief Operating Officer (COO), Executive Vice President and Chief Financial Officer (CFO), Executive Vice President and Chief Human Resources Officer (CHRO), and Group Senior Vice President (SVP) IR and Treasurer.  
[Add row]

## **(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?**

### **Climate change**

#### **(4.5.1) Provision of monetary incentives related to this environmental issue**

Select from:

Yes

#### **(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue**

0

#### **(4.5.3) Please explain**

*The Vice President of Sustainability's objectives for an annual review are directly tied to the company's overall GHG emission reduction goals. As these are internal and external goals, annual incentives are related to public targets and internal goals for the department. While C-executive incentives aren't explicitly linked to environmental issues, they are designed to reward/promote (among other things) achievement of the Company's annual strategic and financial goals, as well as value-creating actions deemed necessary to increase the market value of our stock.*

### **Forests**

#### **(4.5.1) Provision of monetary incentives related to this environmental issue**

Select from:

No, and we do not plan to introduce them in the next two years

#### **(4.5.3) Please explain**

*While executive incentives aren't explicitly linked to environmental issues, they are designed to reward/promote (among other things) achievement of the Company's annual strategic and financial goals, as well as value-creating actions deemed necessary to increase the market value of our stock.*

## Water

### (4.5.1) Provision of monetary incentives related to this environmental issue

*Select from:*

No, and we do not plan to introduce them in the next two years

### (4.5.3) Please explain

*While executive incentives aren't explicitly linked to environmental issues, they are designed to reward/promote (among other things) achievement of the Company's annual strategic and financial goals, as well as value-creating actions deemed necessary to increase the market value of our stock.*

*[Fixed row]*

**(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).**

## Climate change

### (4.5.1.1) Position entitled to monetary incentive

**Senior-mid management**

Environment/Sustainability manager

### (4.5.1.2) Incentives

*Select all that apply*

Salary increase

### (4.5.1.3) Performance metrics

### **Emission reduction**

- Reduction in emissions intensity
- Increased share of renewable energy in total energy consumption

### **Resource use and efficiency**

- Reduction in total energy consumption

### **Engagement**

- Implementation of employee awareness campaign or training program on environmental issues

## **(4.5.1.4) Incentive plan the incentives are linked to**

*Select from:*

- The incentives are not linked to an incentive plan, or equivalent (e.g. discretionary bonus in the reporting year)

## **(4.5.1.5) Further details of incentives**

*Annual objectives are tied to success in various programs managing GHG reduction efforts in Energy and Waste.*

## **(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan**

*The Vice President of Sustainability's objectives for an annual review are directly tied to the company's overall GHG emission reduction goals. As these are internal and external goals, annual incentives are related to public targets and internal goals for the department.*

*[Add row]*

## **(4.6) Does your organization have an environmental policy that addresses environmental issues?**

	Does your organization have any environmental policies?
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

### (4.6.1) Provide details of your environmental policies.

#### Row 1

#### (4.6.1.1) Environmental issues covered

Select all that apply

Climate change

#### (4.6.1.2) Level of coverage

Select from:

Organization-wide

#### (4.6.1.3) Value chain stages covered

Select all that apply

Direct operations

#### (4.6.1.4) Explain the coverage

*Burlington is committed to being a responsible steward of our natural environment by focusing our efforts on responsible energy consumption as well as controls of hazardous chemicals and waste generated by our operation.*

#### (4.6.1.5) Environmental policy content

##### Environmental commitments

- Commitment to comply with regulations and mandatory standards
- Commitment to take environmental action beyond regulatory compliance
- Commitment to stakeholder engagement and capacity building on environmental issues
- Other environmental commitment, please specify :Ensure the responsible use of energy via the addition of efficiency measures, positive consumption behaviors and investments in more efficient equipment. Increase our use of renewable energy in the communities where we operate to decrease emissions.

##### Climate-specific commitments

- Other climate-related commitment, please specify :60% reduction in Scope 1 and 2 emissions by 2030, on a per operating square foot basis, compared to 2016 baseline. 20% of electricity consumed to be provided by renewable sources by 2030.

##### Additional references/Descriptions

- Reference to timebound environmental milestones and targets

#### (4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

*Select all that apply*

- Yes, in line with the Paris Agreement

#### (4.6.1.7) Public availability

*Select from:*

- Publicly available

#### (4.6.1.8) Attach the policy

*Burlington Stores Inc Environmental Policy.pptx*

### Row 2

#### (4.6.1.1) Environmental issues covered

Select all that apply

- Forests

#### (4.6.1.2) Level of coverage

Select from:

- Organization-wide

#### (4.6.1.3) Value chain stages covered

Select all that apply

- Direct operations

#### (4.6.1.4) Explain the coverage

*Burlington is committed to being a responsible steward of our natural environment by focusing our efforts on responsible energy consumption as well as controls of hazardous chemicals and waste generated by our operation.*

#### (4.6.1.5) Environmental policy content

##### Forests-specific commitments

- Other forests-related commitment, please specify :Minimize and properly manage waste by reducing, donating, and recycling waste streams generated by our business operations.

#### (4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

- No, and we do not plan to align in the next two years

#### (4.6.1.7) Public availability

Select from:

- Publicly available

#### **(4.6.1.8) Attach the policy**

*Burlington Stores Inc Environmental Policy.pptx*

*[Add row]*

#### **(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?**

##### **(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?**

*Select from:*

Yes

##### **(4.10.2) Collaborative framework or initiative**

*Select all that apply*

Task Force on Climate-related Financial Disclosures (TCFD)

##### **(4.10.3) Describe your organization's role within each framework or initiative**

*The organization believes the TCFD recommendations provide a useful framework to increase transparency on climate-related risks and opportunities within financial markets. We have implemented a TCFD Index in our CSR Report.*

*[Fixed row]*

#### **(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?**

##### **(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment**

*Select all that apply*

Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

**(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals**

Select from:

No, and we do not plan to have one in the next two years

**(4.11.5) Indicate whether your organization is registered on a transparency register**

Select from:

No

**(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan**

*Trade associations give us an avenue to attend webinars on climate-related topics as well as an avenue to learn best practices across the retail industry. Our climate plan is our own, but learning best practices help us to identify new areas that have been explored and have proven cases. Our involvement ranges across ESG, and we have Associates throughout our organization that attend learning sessions. The virtual world has opened this experience to be knowledge sharing, as well as understanding how we as a community can work towards overarching climate solutions.*

*[Fixed row]*

**(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.**

**Row 1**

**(4.11.2.1) Type of indirect engagement**

Select from:

Indirect engagement via a trade association

**(4.11.2.4) Trade association**

## North America

Other trade association in North America, please specify :RILA (Retail Industry Leaders Association) and NRF (National Retail Federation)

### (4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

*Select all that apply*

Climate change

### (4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

*Select from:*

Mixed

### (4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

*Select from:*

No, we did not attempt to influence their position

### (4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

*The organizations lean on retailers to help set their agenda. They represent the needs of the industry as opposed to any individual group.*

### (4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

0

### (4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

*Select from:*

Yes, we have evaluated, and it is aligned

#### **(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation**

*Select all that apply*

Another global environmental treaty or policy goal, please specify :Paris Agreement

[Add row]

#### **(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?**

*Select from:*

Yes

**(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.**

#### **Row 1**

##### **(4.12.1.1) Publication**

*Select from:*

In voluntary sustainability reports

##### **(4.12.1.3) Environmental issues covered in publication**

*Select all that apply*

Climate change

Forests

Water

#### (4.12.1.4) Status of the publication

Select from:

Complete

#### (4.12.1.5) Content elements

Select all that apply

Strategy

Governance

Emission targets

Emissions figures

Risks & Opportunities

Dependencies & Impacts

Water accounting figures

Content of environmental policies

#### (4.12.1.6) Page/section reference

5-6, 22-27, 35, 39-45

#### (4.12.1.7) Attach the relevant publication

*2023 Burlington Corporate Social Responsibility report.pdf*

#### (4.12.1.8) Comment

*See report for GRI, SASB, and TCFD indexes.*

*[Add row]*

## C5. Business strategy

### (5.1) Does your organization use scenario analysis to identify environmental outcomes?

#### Climate change

##### (5.1.1) Use of scenario analysis

Select from:

- No, but we plan to within the next two years

##### (5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

- Not an immediate strategic priority

##### (5.1.4) Explain why your organization has not used scenario analysis

*We have not yet undertaken a formal review of our strategy based on climate-related scenarios to test its resilience. The Environmental Management System we have implemented will help to guide us with the opportunity to carry out scenario-based comparisons, which we will look to disclose in our TCFD Index. This will help us in a climate-related assessment in the future. In the longer term, we plan to regularly review our strategy based on different climate-related scenarios.*

#### Forests

##### (5.1.1) Use of scenario analysis

Select from:

- No, but we plan to within the next two years

##### (5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

- Not an immediate strategic priority

#### (5.1.4) Explain why your organization has not used scenario analysis

*We have not yet undertaken a formal review of our strategy based on climate-related scenarios to test its resilience. The Environmental Management System we have implemented will help to guide us with the opportunity to carry out scenario-based comparisons, which we will look to disclose in our TCFD Index. This will help us in a climate-related assessment in the future. In the longer term, we plan to regularly review our strategy based on different climate-related scenarios.*

### Water

#### (5.1.1) Use of scenario analysis

Select from:

No, but we plan to within the next two years

#### (5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

Not an immediate strategic priority

#### (5.1.4) Explain why your organization has not used scenario analysis

*We have not yet undertaken a formal review of our strategy based on climate-related scenarios to test its resilience. The Environmental Management System we have implemented will help to guide us with the opportunity to carry out scenario-based comparisons, which we will look to disclose in our TCFD Index. This will help us in a climate-related assessment in the future. In the longer term, we plan to regularly review our strategy based on different climate-related scenarios.*

[Fixed row]

### (5.2) Does your organization's strategy include a climate transition plan?

#### (5.2.1) Transition plan

Select from:

No, but we are developing a climate transition plan within the next two years

#### (5.2.15) Primary reason for not having a climate transition plan that aligns with a 1.5°C world

Select from:

- Not an immediate strategic priority

### **(5.2.16) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world**

*While Burlington has already set 2030 goals for reducing Scope 1 and Scope 2 greenhouse gas emissions, it still does not have a comprehensive understanding of its Scope 3 emissions, which are anticipated to account for the majority of its carbon footprint. The organization plans to develop a climate transition plan once the Scope 3 emissions profile is better understood and credibly measured.*

*[Fixed row]*

### **(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?**

#### **(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning**

Select from:

- Yes, both strategy and financial planning

#### **(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy**

Select all that apply

- Upstream/downstream value chain

- Operations

*[Fixed row]*

#### **(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.**

##### **Upstream/downstream value chain**

#### **(5.3.1.1) Effect type**

Select all that apply

- Risks

### (5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change

### (5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

*The following environmental risk is cited in Burlington's financial regulatory filings: "Extreme and/or unseasonable weather conditions caused by climate change or otherwise, or natural disasters, could have a significant adverse effect on our business." The company's business strategy is designed in part to mitigate this risk by diversifying its vendor base (no single brand accounted for more than 6% of net purchases in FY2023), and partnering with multiple transportation and distribution partners.*

## Operations

### (5.3.1.1) Effect type

Select all that apply

- Risks
- Opportunities

### (5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

- Climate change

### (5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

*The following environmental risk is cited in Burlington's financial regulatory filings: "Extreme and/or unseasonable weather conditions caused by climate change or otherwise, or natural disasters, could have a significant adverse effect on our business." The company's business strategy is designed in part to mitigate this risk by dispersing its stores and DCs broadly across the continental United States. In addition, the company's strategy to chase the sales trend while operating with leaner inventories helps mitigate the risk of inventory being rendered incompatible with unseasonable weather conditions. Opportunities for cost savings have presented themselves while implementing the company's sustainability strategy and pursuing initiatives to reduce energy usage and increase energy efficiency, reduce greenhouse gas emissions, optimize chemical management, and recycle waste to divert it from landfill.*

[Add row]

## (5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

### Row 1

#### (5.3.2.1) Financial planning elements that have been affected

Select all that apply

- Revenues
- Direct costs
- Capital expenditures

#### (5.3.2.2) Effect type

Select all that apply

- Risks
- Opportunities

#### (5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

- Climate change

#### (5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

*Our business is susceptible to risks associated with climate change, which may cause more frequent and extreme weather events. Extreme weather conditions in the areas in which our stores or distribution centers are located—especially in areas with a high concentration of our stores—could have a material adverse effect on our business, financial condition and results of operations. For example, heavy snowfall or other extreme weather conditions over a prolonged period, caused by climate change or otherwise, might make it difficult for our customers or employees to travel to our stores. In addition, natural disasters such as hurricanes, tornados, floods, earthquakes, and other extreme weather or climate conditions, or a combination of these or other factors, could severely damage or destroy one or more of our stores or distribution facilities located in the affected areas, or disrupt our computer systems, thereby disrupting our business operations. Any of these events or circumstances also could disrupt the operations of one or more of our vendors. Day-to-day operations, particularly our ability to receive products from our vendors or transport products to our stores, could be adversely affected, or we could be required to close stores. Our business also has opportunities for realizing direct cost savings and reducing capital expenditures by implementing initiatives to reduce our environmental impact such as: modernization of building HVAC, preventative*

HVAC maintenance, zone heating/cooling, automated demand response electricity meters, generation/consumption of renewable energy, waste compacting, waste recycling, and adaptive reuse of existing equipment when taking over store leases from other tenants.

[Add row]

#### (5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	Select from: <input checked="" type="checkbox"/> No, but we plan to in the next two years

[Fixed row]

#### (5.10) Does your organization use an internal price on environmental externalities?

##### (5.10.1) Use of internal pricing of environmental externalities

Select from:

No, and we do not plan to in the next two years

##### (5.10.3) Primary reason for not pricing environmental externalities

Select from:

Judged to be unimportant or not relevant

##### (5.10.4) Explain why your organization does not price environmental externalities

*Our business' primary environmental externalities are greenhouse gas emissions and waste. We have already identified financial incentives to reduce both, and achieved cost savings in doing so. As a result, internal pricing hasn't been viewed as a necessary tool.*

[Fixed row]

## (5.11) Do you engage with your value chain on environmental issues?

### Suppliers

#### (5.11.1) Engaging with this stakeholder on environmental issues

Select from:

Yes

#### (5.11.2) Environmental issues covered

Select all that apply

Climate change

### Smallholders

#### (5.11.1) Engaging with this stakeholder on environmental issues

Select from:

No, and we do not plan to within the next two years

#### (5.11.3) Primary reason for not engaging with this stakeholder on environmental issues

Select from:

Other, please specify :We do not source product from any smallholders.

#### (5.11.4) Explain why you do not engage with this stakeholder on environmental issues

*We do not source product from smallholders.*

### Customers

#### (5.11.1) Engaging with this stakeholder on environmental issues

Select from:

Yes

## (5.11.2) Environmental issues covered

Select all that apply

Climate change

### Investors and shareholders

## (5.11.1) Engaging with this stakeholder on environmental issues

Select from:

Yes

## (5.11.2) Environmental issues covered

Select all that apply

Climate change

### Other value chain stakeholders

## (5.11.1) Engaging with this stakeholder on environmental issues

Select from:

Yes

## (5.11.2) Environmental issues covered

Select all that apply

Climate change

[Fixed row]

## **(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?**

### **Climate change**

#### **(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment**

*Select from:*

- Yes, we assess the dependencies and/or impacts of our suppliers

#### **(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment**

*Select all that apply*

- Dependence on water
- Dependence on ecosystem services/environmental assets
- Impact on water availability
- Impact on plastic waste and pollution
- Impact on pollution levels

#### **(5.11.1.3) % Tier 1 suppliers assessed**

*Select from:*

- 76-99%

#### **(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment**

*While the dependencies and impacts are assessed, there is no identified substantive threshold; rather this information contributes to a holistic supplier evaluation.*

#### **(5.11.1.5) % Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment**

*Select from:*

- None

[Fixed row]

## **(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?**

### **Climate change**

#### **(5.11.2.1) Supplier engagement prioritization on this environmental issue**

Select from:

No, we do not prioritize which suppliers to engage with on this environmental issue

#### **(5.11.2.3) Primary reason for no supplier prioritization on this environmental issue**

Select from:

We engage with all suppliers

#### **(5.11.2.4) Please explain**

*Burlington requires all prospective suppliers to fill out a questionnaire including detailed information requests on environmental programs, policies, and goals.*

[Fixed row]

## **(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?**

### **Climate change**

#### **(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process**

Select from:

Yes, environmental requirements related to this environmental issue are included in our supplier contracts

#### **(5.11.5.2) Policy in place for addressing supplier non-compliance**

Select from:

- Yes, we have a policy in place for addressing non-compliance

### **(5.11.5.3) Comment**

Suppliers are contractually required to comply with Burlington's Code of Conduct, Product Safety and Social Compliance Manual which outlines Environmental Requirements and which also details mechanisms for monitoring, compliance, and corrective action.

[Fixed row]

### **(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.**

#### **Climate change**

### **(5.11.6.1) Environmental requirement**

Select from:

- Other, please specify :Compliance with applicable environmental laws and regulations, including U.S. regulations prohibiting the use of ozone depleting chemicals (hydrochlorofluorocarbons), and the International Trade in Endangered Species of Wild Fauna and Flora.

### **(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement**

Select all that apply

- First-party verification
- On-site third-party audit
- Second-party verification

### **(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement**

Select from:

- 100%

### **(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement**

Select from:

76-99%

**(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement**

Select from:

100%

**(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement**

Select from:

76-99%

**(5.11.6.9) Response to supplier non-compliance with this environmental requirement**

Select from:

Suspend and engage

**(5.11.6.10) % of non-compliant suppliers engaged**

Select from:

Unknown

**(5.11.6.11) Procedures to engage non-compliant suppliers**

Select all that apply

- Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance
- Providing information on appropriate actions that can be taken to address non-compliance
- Re-integrating suppliers back into upstream value chain based on the successful and verifiable completion of activities

**(5.11.6.12) Comment**

*Burlington's Code of Conduct, Product Safety and Social Compliance Manual, which applies to all suppliers, specifies requirements for complying with a broad range of local, regional, national and international environmental regulations covering product safety, labelling, chemical management, biodiversity, among other topics. The Code also outlines consequences for non-compliance including corrective action and termination.*

*[Add row]*

## **(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.**

### **Climate change**

#### **(5.11.7.2) Action driven by supplier engagement**

*Select from:*

- Adaptation to climate change

#### **(5.11.7.3) Type and details of engagement**

##### **Information collection**

- Collect environmental risk and opportunity information at least annually from suppliers

#### **(5.11.7.4) Upstream value chain coverage**

*Select all that apply*

- Tier 1 suppliers

#### **(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement**

*Select from:*

- 100%

#### **(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement**

*Select from:*

- Unknown

### **(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action**

*Burlington requires all prospective suppliers to fill out a questionnaire including detailed information requests on environmental programs, policies, and goals. Suppliers are contractually required to comply with Burlington's Code of Conduct, Product Safety and Social Compliance Manual which outlines Environmental Requirements including compliance with all applicable government laws and regulations, international standards, U.S. regulations prohibiting the use of ozone depleting chemicals (hydrochlorofluorocarbons), and the International Trade in Endangered Species of Wild Fauna and Flora, as listed in the United States Endangered Species Act of 1973.*

### **(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue**

Select from:

- No, this engagement is unrelated to meeting an environmental requirement

### **(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action**

Select from:

- Unknown

[Add row]

## **(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.**

### **Climate change**

#### **(5.11.9.1) Type of stakeholder**

Select from:

- Investors and shareholders

#### **(5.11.9.2) Type and details of engagement**

##### **Education/Information sharing**

- Educate and work with stakeholders on understanding and measuring exposure to environmental risks
- Share information on environmental initiatives, progress and achievements

### (5.11.9.3) % of stakeholder type engaged

Select from:

1-25%

### (5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

None

### (5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

*Investors and shareholders are important sources of capital to fund the company's growth plans. Engagement activities range from proactive voluntary disclosures of information about climate risk and opportunities using frameworks such as TCFD and SASB, to reactive responses to specific inquiries from select investors seeking additional details.*

### (5.11.9.6) Effect of engagement and measures of success

*Continued investment from respected institutional investors.*

## Climate change

### (5.11.9.1) Type of stakeholder

Select from:

Other value chain stakeholder, please specify :Employees

### (5.11.9.2) Type and details of engagement

#### Education/Information sharing

Share information on environmental initiatives, progress and achievements

## **Innovation and collaboration**

- Collaborate with stakeholders on innovations to reduce environmental impacts in products and services
- Run a campaign to encourage innovation to reduce environmental impacts

### **(5.11.9.3) % of stakeholder type engaged**

Select from:

- 76-99%

### **(5.11.9.4) % stakeholder-associated scope 3 emissions**

Select from:

- 1-25%

### **(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement**

*We educate and engage our associates through numerous internal communications channels to help them understand the importance of environmental sustainability, and to motivate them to implement and support operational initiatives designed to reduce our company's environmental impact.*

### **(5.11.9.6) Effect of engagement and measures of success**

*Successful implementation of cost saving energy efficiency initiatives, and complimentary scores on employee engagement survey questions related to environmental stewardship.*

## **Climate change**

### **(5.11.9.1) Type of stakeholder**

Select from:

- Customers

### **(5.11.9.2) Type and details of engagement**

## Education/Information sharing

- Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services
- Share information on environmental initiatives, progress and achievements

### (5.11.9.3) % of stakeholder type engaged

Select from:

- 1-25%

### (5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

- None

### (5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

*Engaging our customers is crucial for building trust and transparency in our sustainability efforts. We provide regular updates on our environmental and climate data, as well as our progress towards climate goals, through social media, email communications, and our annual sustainability report. This multi-channel approach ensures our stakeholders are informed and can actively participate in our journey toward a more sustainable future.*

### (5.11.9.6) Effect of engagement and measures of success

*Engaging our customers through regular updates on our environmental and climate data significantly enhances transparency and fosters a sense of community. We measure success through increased customer interaction on social media, engagement rates in email communications, and positive feedback on our annual sustainability report.*

[Add row]

## C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

	Consolidation approach used	Provide the rationale for the choice of consolidation approach
Climate change	Select from: <input checked="" type="checkbox"/> Operational control	Alignment with GHG inventory methodology.
Forests	Select from: <input checked="" type="checkbox"/> Operational control	Alignment with GHG inventory methodology.
Water	Select from: <input checked="" type="checkbox"/> Operational control	Alignment with GHG inventory methodology.
Plastics	Select from: <input checked="" type="checkbox"/> Operational control	Alignment with GHG inventory methodology.
Biodiversity	Select from: <input checked="" type="checkbox"/> Operational control	Alignment with GHG inventory methodology.

[Fixed row]

## C7. Environmental performance - Climate Change

### (7.1) Is this your first year of reporting emissions data to CDP?

Select from:

No

#### (7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply <input checked="" type="checkbox"/> No

[Fixed row]

#### (7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?
	Select all that apply <input checked="" type="checkbox"/> No

[Fixed row]

## **(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.**

*Select all that apply*

- The Greenhouse Gas Protocol: Scope 2 Guidance
- US EPA Mandatory Greenhouse Gas Reporting Rule
- IPCC Guidelines for National Greenhouse Gas Inventories, 2006
- US EPA Emissions & Generation Resource Integrated Database (eGRID)
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- US EPA Center for Corporate Climate Leadership: Indirect Emissions From Purchased Electricity
- US EPA Center for Corporate Climate Leadership: Direct Emissions from Mobile Combustion Sources
- US EPA Center for Corporate Climate Leadership: Direct Emissions from Stationary Combustion Sources
- Other, please specify :UK DEFRA - Conversion Factors

## **(7.3) Describe your organization's approach to reporting Scope 2 emissions.**

### **(7.3.1) Scope 2, location-based**

*Select from:*

- We are reporting a Scope 2, location-based figure

### **(7.3.2) Scope 2, market-based**

*Select from:*

- We are reporting a Scope 2, market-based figure

### **(7.3.3) Comment**

*Electricity emission factors used for Burlington's inventory are based on guidance documents provided by the US Environmental Protection Agency (US EPA), the UK Department of Environment Food and Rural Affairs (DEFRA), the International Energy Agency (IEA) and from the US EPA - EEIO Factors 2.0.1-411 AR4. For direct*

emissions, equivalent emission factors for CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, and PFC by fuel type or process application is used for all sites worldwide according to figures published by the United States Mandatory Reporting Rule (MRR), and other state level agencies for the locations represented in Burlington's footprint. The market-based calculation method utilizes emissions factors that Burlington has identified or has been provided through contractual instruments such as:

- Energy attribute certificates: such as renewable energy credits (RECs), alternative energy credits, carbon offsets, etc.
- Direct energy contracts: inclusive of renewable energy, brown power, and low-carbon purchases.
- Utility & supplier-specific emissions rates: pulled directly from the supplier's website or supplied in the contracts/invoices themselves, at this time, this method is not prioritized by our carbon accounting system unless a centralized database is developed, because it requires reviewing each suppliers documentation to confirm they followed the appropriate methodology

Unless a centralized database is developed, our EMS will not integrate into their system because it requires reviewing each suppliers documentation to confirm they followed the appropriate methodology on an annual basis, which is not feasible.

- Residual Mix: the emissions factors that represent the "untracked or unclaimed energy and emissions" (WRI/WBCSD GHG Protocol Scope 2 Executive Summary, 2015). This residual mix is utilized if the company does not have the contractual instruments to meet the Scope 2 Quality Criteria.

It is widely acknowledged that for reporting, sources for residual mixes are not available for most locations measured. This documentation will be built out by the marketplace in the subsequent years. Burlington will continue to reevaluate if appropriate figures become available but will not utilize residual mix figures for the reporting cycle. If a reputable organization (e.g., US EPA) publishes US residual mix factors, our EMS will integrate them into the platform.

[Fixed row]

#### **(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?**

Select from:

No

#### **(7.5) Provide your base year and base year emissions.**

##### **Scope 1**

##### **(7.5.1) Base year end**

01/31/2017

##### **(7.5.2) Base year emissions (metric tons CO<sub>2</sub>e)**

20742.0

##### **(7.5.3) Methodological details**

Includes 1) Scope 1 stationary sources from fuel consumed at retail stores, distribution and warehouses; 2) Scope 1 mobile sources from fuel consumed in vehicle fleet and 3) Refrigerants. Results are calculated in accordance with the methodology prescribed in the World Resources Institute/World Business Council for Sustainable Development (WRI/WBCSD) Greenhouse Gas Protocol (GHGP). GWP values applied are those published in IPCC Fourth Assessment Report.

## Scope 2 (location-based)

### (7.5.1) Base year end

01/31/2017

### (7.5.2) Base year emissions (metric tons CO<sub>2</sub>e)

258490.0

### (7.5.3) Methodological details

*The location-based calculation method is Burlington's historical Scope 2 emissions calculations. This method utilizes grid-averaged emission intensities to calculate Scope 2 emissions (i.e., US EPA eGRID factors). Emissions factors utilized during the calculation of the location-based method will be utilized in accordance with the following level of priority: 1. Regional or sub-national emission factors 2. State Emission Factors (Used for Puerto Rico in baseline year only) 3. National production emission factors (not currently used)*

## Scope 2 (market-based)

### (7.5.1) Base year end

01/31/2017

### (7.5.2) Base year emissions (metric tons CO<sub>2</sub>e)

258490.0

### (7.5.3) Methodological details

*The market-based calculation method utilizes emissions factors that Burlington has identified or has been provided through contractual instruments such as: • Energy attribute certificates: such as renewable energy credits (RECs), alternative energy credits, carbon offsets, etc. • Direct energy contracts: inclusive of renewable energy, brown power, and low-carbon purchases. • Utility & supplier-specific emissions rates: pulled directly from the supplier's website or supplied in the contracts/invoices themselves, at this time, this method is not prioritized by Persefoni unless a centralized database is developed, because it requires reviewing each*

suppliers documentation to confirm they followed the appropriate methodology • *Residual Mix: the emissions factors that represent the “untracked or unclaimed energy and emissions” (WRI/WBCSD GHG Protocol Scope 2 Executive Summary, 2015). This residual mix is utilized if the company does not have the contractual instruments to meet the Scope 2 Quality Criteria. o It is widely acknowledged that for reporting, sources for residual mixes are not available for most locations measured. This documentation will be built out by the marketplace in the subsequent years. Burlington will continue to reevaluate if appropriate figures become available but will not utilize residual mix figures for the reporting cycle. o If a reputable organization (e.g., US EPA) publishes US residual mix factors, Persefoni will integrate them into the platform. Note that in our Base year, no renewable electricity was claimed.*

## **Scope 3 category 1: Purchased goods and services**

### **(7.5.1) Base year end**

01/31/2017

### **(7.5.2) Base year emissions (metric tons CO2e)**

0

### **(7.5.3) Methodological details**

*Category 1 has been deemed relevant to Burlington because these emissions are estimated to be among the highest portion of Burlington’s Scope 3 emissions. This is also considered one of the more relevant categories within the retail sector and it is an area that Burlington could have influence over. Burlington is still working through measurement of this data, at which time we will evaluate baseline data.*

## **Scope 3 category 2: Capital goods**

### **(7.5.1) Base year end**

01/31/2017

### **(7.5.2) Base year emissions (metric tons CO2e)**

0

### **(7.5.3) Methodological details**

*Category 2 has been deemed relevant to Burlington because Burlington spends a significant amount on capital expenditures. While this category is expected to be small relative to other Scope 3 categories, it still a relevant category that Burlington could have influence over. Burlington is still working through measurement of this data, at which time we will evaluate baseline data.*

### **Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)**

#### **(7.5.1) Base year end**

01/31/2017

#### **(7.5.2) Base year emissions (metric tons CO2e)**

0.0

#### **(7.5.3) Methodological details**

*Category 3 has been deemed not relevant to Burlington because these emissions are estimated to negligible compared to the rest of Burlington's Scope 3 emissions. This is considered low priority to stakeholders, and it is an area that Burlington wouldn't have significant influence over.*

### **Scope 3 category 4: Upstream transportation and distribution**

#### **(7.5.1) Base year end**

01/31/2017

#### **(7.5.2) Base year emissions (metric tons CO2e)**

29762.0

#### **(7.5.3) Methodological details**

*This category includes emissions from the transportation and distribution of products (excluding fuel and energy products) purchased or acquired by the reporting company in the reporting year in vehicles and facilities not owned or operated by the reporting company, as well as other transportation and distribution services purchased by the reporting company in the reporting year (including both inbound and outbound logistics). Category 4 has been deemed relevant to Burlington because Burlington spends a significant amount on transporting goods from its suppliers to its stores. This is a relevant category that Burlington could have influence over.*

## Scope 3 category 5: Waste generated in operations

### (7.5.1) Base year end

01/31/2017

### (7.5.2) Base year emissions (metric tons CO2e)

19820.0

### (7.5.3) Methodological details

*This category includes emissions from third-party disposal and treatment of waste that is generated in the reporting company's owned or controlled operations in the reporting year. This category includes emissions from disposal of both solid waste and wastewater. Treatment of waste generated in operations is categorized as an upstream scope 3 category because waste management services are purchased by the reporting company. Category 5 has been deemed relevant to Burlington because Burlington spends a significant amount on waste treatment and disposal. While this category is expected to be small relative to other Scope 3 categories, it still a relevant category that Burlington could have influence over.*

## Scope 3 category 6: Business travel

### (7.5.1) Base year end

01/31/2017

### (7.5.2) Base year emissions (metric tons CO2e)

4163.0

### (7.5.3) Methodological details

*This category includes emissions from the transportation of employees for business-related activities in vehicles owned or operated by third parties, such as aircraft, trains, buses, and passenger cars. Even though it's estimated to be a small portion of Scope 3 emissions, Category 6 has been deemed relevant to Burlington because the information is accessible and relevant to stakeholders*

## Scope 3 category 7: Employee commuting

### (7.5.1) Base year end

01/31/2017

### (7.5.2) Base year emissions (metric tons CO2e)

0

### (7.5.3) Methodological details

*Even though it's estimated to be a small portion of Scope 3 emissions, Category 7 has been deemed relevant to Burlington because the information is relevant to stakeholders. Burlington is still working through measurement of this data, at which time we will evaluate baseline data.*

## Scope 3 category 8: Upstream leased assets

### (7.5.1) Base year end

01/31/2017

### (7.5.2) Base year emissions (metric tons CO2e)

0.0

### (7.5.3) Methodological details

*Category 8 has been deemed not relevant to Burlington because any emissions related to leased assets are accounted for in Scope 1 & 2 calculations.*

## Scope 3 category 9: Downstream transportation and distribution

### (7.5.1) Base year end

01/31/2017

### (7.5.2) Base year emissions (metric tons CO2e)

0

### **(7.5.3) Methodological details**

*Category 9 has been deemed relevant to Burlington because this is a relevant category within the retail sector. These emissions are estimated to be a portion of Burlington's Scope 3 emissions and it is an area that stakeholders are interested in. At this time, Burlington's carbon accounting software is unable to support data related to customer-related travel within Category 9. However, we are working towards a solution and hope to have more information in the future. Burlington is still working through measurement of this data, at which time we will evaluate baseline data.*

### **Scope 3 category 10: Processing of sold products**

#### **(7.5.1) Base year end**

01/31/2017

#### **(7.5.2) Base year emissions (metric tons CO2e)**

0.0

### **(7.5.3) Methodological details**

*Comment Category 10 has been deemed not relevant to Burlington because Burlington does not further process products before selling.*

### **Scope 3 category 11: Use of sold products**

#### **(7.5.1) Base year end**

01/31/2017

#### **(7.5.2) Base year emissions (metric tons CO2e)**

0

### **(7.5.3) Methodological details**

*Since it's estimated that Category 11 would represent a portion of Burlington's Scope 3 emissions, this category is considered relevant. However, calculating emissions from Category 11 typically requires product design specifications and assumptions about how consumers use products (e.g., use profiles, assumed product lifetimes, etc.). Due to the high-level of inaccuracy in this level of reporting, and the fact that indirect use-phase emissions are not required by GHG Protocol*

or the Science-Based Targets Initiative, we do not report on these emissions at this time. Further, it would be difficult for Burlington to access and manage this type of data given the current level of internal support. Burlington will continue to monitor available data in this space and leverage data when it becomes more precise, and therefore, more relevant. Burlington is still working through measurement of this data, at which time we will evaluate baseline data.

## Scope 3 category 12: End of life treatment of sold products

### (7.5.1) Base year end

01/31/2017

### (7.5.2) Base year emissions (metric tons CO2e)

0

### (7.5.3) Methodological details

Category 12 has been deemed relevant to Burlington because these emissions are estimated to be a portion of Burlington's Scope 3 emissions. This is considered one of the more relevant categories within the retail sector and it is an area that is relevant to stakeholders. Burlington is currently reviewing estimation methodologies to better account for this data. Burlington is still working through measurement of this data, at which time we will evaluate baseline data.

## Scope 3 category 13: Downstream leased assets

### (7.5.1) Base year end

01/31/2017

### (7.5.2) Base year emissions (metric tons CO2e)

0.0

### (7.5.3) Methodological details

Category 13 has been deemed not relevant to Burlington because any emissions related to leased assets are accounted for in Scope 1 & 2 calculations.

## Scope 3 category 14: Franchises

### **(7.5.1) Base year end**

01/31/2017

### **(7.5.2) Base year emissions (metric tons CO2e)**

0.0

### **(7.5.3) Methodological details**

*Category 14 has been deemed not relevant to Burlington because Burlington does not operate any franchises.*

## **Scope 3 category 15: Investments**

### **(7.5.1) Base year end**

01/31/2017

### **(7.5.2) Base year emissions (metric tons CO2e)**

0.0

### **(7.5.3) Methodological details**

*Category 15 has been deemed not relevant to Burlington because Burlington does not provide financial services.*

## **Scope 3: Other (upstream)**

### **(7.5.1) Base year end**

01/31/2017

### **(7.5.2) Base year emissions (metric tons CO2e)**

0.0

### (7.5.3) Methodological details

*Due to our business model, we believe that all upstream emissions are properly represented above.*

### Scope 3: Other (downstream)

#### (7.5.1) Base year end

01/31/2017

#### (7.5.2) Base year emissions (metric tons CO2e)

0.0

### (7.5.3) Methodological details

*Due to our business model, we believe that all downstream emissions are properly represented above.*

*[Fixed row]*

### (7.6) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

#### Reporting year

#### (7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

39715

### (7.6.3) Methodological details

*Includes 1) Scope 1 stationary sources from fuel consumed at retail stores, distribution and warehouses; 2) Scope 1 mobile sources from fuel consumed in vehicle fleet and 3) Refrigerants. Results are calculated in accordance with the methodology prescribed in the World Resources Institute/World Business Council for Sustainable Development (WRI/WBCSD) Greenhouse Gas Protocol (GHGP). GWP values applied are those published in IPCC Fourth Assessment Report.*

#### Past year 1

### (7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

38806

### (7.6.2) End date

01/31/2023

### (7.6.3) Methodological details

*Includes 1) Scope 1 stationary sources from fuel consumed at retail stores, distribution and warehouses; 2) Scope 1 mobile sources from fuel consumed in vehicle fleet and 3) Refrigerants. Results are calculated in accordance with the methodology prescribed in the World Resources Institute/World Business Council for Sustainable Development (WRI/WBCSD) Greenhouse Gas Protocol (GHGP). GWP values applied are those published in IPCC Fourth Assessment Report.*

## Past year 2

### (7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

35094

### (7.6.2) End date

01/31/2022

### (7.6.3) Methodological details

*Includes 1) Scope 1 stationary sources from fuel consumed at retail stores, distribution and warehouses; 2) Scope 1 mobile sources from fuel consumed in vehicle fleet and 3) Refrigerants. Results are calculated in accordance with the methodology prescribed in the World Resources Institute/World Business Council for Sustainable Development (WRI/WBCSD) Greenhouse Gas Protocol (GHGP). GWP values applied are those published in IPCC Fourth Assessment Report.*

## Past year 3

### (7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

29253

## (7.6.2) End date

01/31/2021

## (7.6.3) Methodological details

*Includes 1) Scope 1 stationary sources from fuel consumed at retail stores, distribution and warehouses; 2) Scope 1 mobile sources from fuel consumed in vehicle fleet and 3) Refrigerants. Results are calculated in accordance with the methodology prescribed in the World Resources Institute/World Business Council for Sustainable Development (WRI/WBCSD) Greenhouse Gas Protocol (GHGP). GWP values applied are those published in IPCC Fourth Assessment Report. [Fixed row]*

## (7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

### Reporting year

## (7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

173776

## (7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

158233

## (7.7.4) Methodological details

*Electricity emission factors used for Burlington's inventory are based on guidance documents provided by the US Environmental Protection Agency (US EPA), the UK Department of Environment Food and Rural Affairs (DEFRA), the International Energy Agency (IEA) and from the US EPA - EEIO Factors 2.0.1-411 AR4. For direct emissions, equivalent emission factors for CO2, CH4, N2O, HFC, and PFC by fuel type or process application is used for all sites worldwide according to figures published by the United States Mandatory Reporting Rule (MRR), and other state level agencies for the locations represented in Burlington's footprint. The market-based calculation method utilizes emissions factors that Burlington has identified or has been provided through contractual instruments such as: • Energy attribute certificates: such as renewable energy credits (RECs), alternative energy credits, carbon offsets, etc. • Direct energy contracts: inclusive of renewable energy, brown power, and low-carbon purchases. • Utility & supplier-specific emissions rates: pulled directly from the supplier's website or supplied in the contracts/invoices themselves, at this time, this method is not prioritized by our carbon accounting system unless a centralized database is developed, because it requires reviewing each suppliers documentation to confirm they followed the appropriate methodology o Unless a centralized database is developed, our EMS will not integrate into their system because it requires reviewing each suppliers documentation to confirm they followed the appropriate methodology on an annual basis, which is not feasible. • Residual Mix: the emissions factors that represent the "untracked or unclaimed energy and emissions" (WRI/WBCSD GHG Protocol Scope 2 Executive*

Summary, 2015). This residual mix is utilized if the company does not have the contractual instruments to meet the Scope 2 Quality Criteria. o It is widely acknowledged that for reporting, sources for residual mixes are not available for most locations measured. This documentation will be built out by the marketplace in the subsequent years. Burlington will continue to reevaluate if appropriate figures become available but will not utilize residual mix figures for the reporting cycle. o If a reputable organization (e.g., US EPA) publishes US residual mix factors, our EMS will integrate them into the platform.

## Past year 1

### (7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

178861

### (7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

162905

### (7.7.3) End date

01/31/2023

### (7.7.4) Methodological details

Electricity emission factors used for Burlington's inventory are based on guidance documents provided by the US Environmental Protection Agency (US EPA), the UK Department of Environment Food and Rural Affairs (DEFRA), the International Energy Agency (IEA) and from the US EPA - EEIO Factors 2.0.1-411 AR4. For direct emissions, equivalent emission factors for CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, and PFC by fuel type or process application is used for all sites worldwide according to figures published by the United States Mandatory Reporting Rule (MRR), and other state level agencies for the locations represented in Burlington's footprint. The market-based calculation method utilizes emissions factors that Burlington has identified or has been provided through contractual instruments such as: • Energy attribute certificates: such as renewable energy credits (RECs), alternative energy credits, carbon offsets, etc. • Direct energy contracts: inclusive of renewable energy, brown power, and low-carbon purchases. • Utility & supplier-specific emissions rates: pulled directly from the supplier's website or supplied in the contracts/invoices themselves, at this time, this method is not prioritized by our carbon accounting system unless a centralized database is developed, because it requires reviewing each suppliers documentation to confirm they followed the appropriate methodology o Unless a centralized database is developed, our EMS will not integrate into their system because it requires reviewing each suppliers documentation to confirm they followed the appropriate methodology on an annual basis, which is not feasible. • Residual Mix: the emissions factors that represent the "untracked or unclaimed energy and emissions" (WRI/WBCSD GHG Protocol Scope 2 Executive Summary, 2015). This residual mix is utilized if the company does not have the contractual instruments to meet the Scope 2 Quality Criteria. o It is widely acknowledged that for reporting, sources for residual mixes are not available for most locations measured. This documentation will be built out by the marketplace in the subsequent years. Burlington will continue to reevaluate if appropriate figures become available but will not utilize residual mix figures for the reporting cycle. o If a reputable organization (e.g., US EPA) publishes US residual mix factors, our EMS will integrate them into the platform.

## Past year 2

### (7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

173400

### (7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

157435

### (7.7.3) End date

01/31/2022

### (7.7.4) Methodological details

*Electricity emission factors used for Burlington's inventory are based on guidance documents provided by the US Environmental Protection Agency (US EPA), the UK Department of Environment Food and Rural Affairs (DEFRA), the International Energy Agency (IEA) and from the US EPA - EEIO Factors 2.0.1-411 AR4. For direct emissions, equivalent emission factors for CO2, CH4, N2O, HFC, and PFC by fuel type or process application is used for all sites worldwide according to figures published by the United States Mandatory Reporting Rule (MRR), and other state level agencies for the locations represented in Burlington's footprint. The market-based calculation method utilizes emissions factors that Burlington has identified or has been provided through contractual instruments such as: • Energy attribute certificates: such as renewable energy credits (RECs), alternative energy credits, carbon offsets, etc. • Direct energy contracts: inclusive of renewable energy, brown power, and low-carbon purchases. • Utility & supplier-specific emissions rates: pulled directly from the supplier's website or supplied in the contracts/invoices themselves, at this time, this method is not prioritized by our carbon accounting system unless a centralized database is developed, because it requires reviewing each suppliers documentation to confirm they followed the appropriate methodology o Unless a centralized database is developed, our EMS will not integrate into their system because it requires reviewing each suppliers documentation to confirm they followed the appropriate methodology on an annual basis, which is not feasible. • Residual Mix: the emissions factors that represent the "untracked or unclaimed energy and emissions" (WRI/WBCSD GHG Protocol Scope 2 Executive Summary, 2015). This residual mix is utilized if the company does not have the contractual instruments to meet the Scope 2 Quality Criteria. o It is widely acknowledged that for reporting, sources for residual mixes are not available for most locations measured. This documentation will be built out by the marketplace in the subsequent years. Burlington will continue to reevaluate if appropriate figures become available but will not utilize residual mix figures for the reporting cycle. o If a reputable organization (e.g., US EPA) publishes US residual mix factors, our EMS will integrate them into the platform.*

## Past year 3

### (7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

153129

## (7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

144161

## (7.7.3) End date

01/31/2021

## (7.7.4) Methodological details

*Electricity emission factors used for Burlington's inventory are based on guidance documents provided by the US Environmental Protection Agency (US EPA), the UK Department of Environment Food and Rural Affairs (DEFRA), the International Energy Agency (IEA) and from the US EPA - EEIO Factors 2.0.1-411 AR4. For direct emissions, equivalent emission factors for CO2, CH4, N2O, HFC, and PFC by fuel type or process application is used for all sites worldwide according to figures published by the United States Mandatory Reporting Rule (MRR), and other state level agencies for the locations represented in Burlington's footprint. The market-based calculation method utilizes emissions factors that Burlington has identified or has been provided through contractual instruments such as: • Energy attribute certificates: such as renewable energy credits (RECs), alternative energy credits, carbon offsets, etc. • Direct energy contracts: inclusive of renewable energy, brown power, and low-carbon purchases. • Utility & supplier-specific emissions rates: pulled directly from the supplier's website or supplied in the contracts/invoices themselves, at this time, this method is not prioritized by our carbon accounting system unless a centralized database is developed, because it requires reviewing each suppliers documentation to confirm they followed the appropriate methodology o Unless a centralized database is developed, our EMS will not integrate into their system because it requires reviewing each suppliers documentation to confirm they followed the appropriate methodology on an annual basis, which is not feasible. • Residual Mix: the emissions factors that represent the "untracked or unclaimed energy and emissions" (WRI/WBCSD GHG Protocol Scope 2 Executive Summary, 2015). This residual mix is utilized if the company does not have the contractual instruments to meet the Scope 2 Quality Criteria. o It is widely acknowledged that for reporting, sources for residual mixes are not available for most locations measured. This documentation will be built out by the marketplace in the subsequent years. Burlington will continue to reevaluate if appropriate figures become available but will not utilize residual mix figures for the reporting cycle. o If a reputable organization (e.g., US EPA) publishes US residual mix factors, our EMS will integrate them into the platform.*  
[Fixed row]

## (7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

### Purchased goods and services

#### (7.8.1) Evaluation status

Select from:

Relevant, not yet calculated

### (7.8.5) Please explain

*This category includes all upstream (i.e., cradle-to-gate) emissions from the production of products (both tangible and intangible) purchased or acquired by the reporting company in the reporting year. For Burlington, it includes emissions from the purchased merchandise we acquire and sell in our stores. Category 1 has been deemed relevant to Burlington because these emissions are estimated to be among the highest portion of Burlington's Scope 3 emissions. This is also considered one of the more relevant categories within the retail sector and it is an area that Burlington could have influence over.*

## Capital goods

### (7.8.1) Evaluation status

Select from:

Relevant, not yet calculated

### (7.8.5) Please explain

*Category 2 has been deemed relevant to Burlington because Burlington spends a significant amount on capital expenditures. While this category is expected to be small relative to other Scope 3 categories, it still a relevant category that Burlington could have influence over.*

## Fuel-and-energy-related activities (not included in Scope 1 or 2)

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

### (7.8.5) Please explain

*Category 3 has been deemed immaterial to Burlington because these emissions are estimated to negligible compared to the rest of Burlington's Scope 3 emissions. This is considered low priority to stakeholders, and it is an area that Burlington wouldn't have significant influence over.*

## Upstream transportation and distribution

### (7.8.1) Evaluation status

Select from:

Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

77206

### (7.8.3) Emissions calculation methodology

*Select all that apply*

Hybrid method

Spend-based method

Distance-based method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

### (7.8.5) Please explain

*Category 4 has been deemed relevant to Burlington because Burlington spends a significant amount on transporting goods from its suppliers to its stores. This is a relevant category that Burlington could have influence over.*

## Waste generated in operations

### (7.8.1) Evaluation status

*Select from:*

Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

34786

### (7.8.3) Emissions calculation methodology

Select all that apply

- Waste-type-specific method

#### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

#### (7.8.5) Please explain

Category 5 has been deemed material to Burlington because Burlington spends a significant amount on waste treatment and disposal. While this category is expected to be small relative to other Scope 3 categories, it still a relevant category that Burlington could have influence over.

### Business travel

#### (7.8.1) Evaluation status

Select from:

- Relevant, calculated

#### (7.8.2) Emissions in reporting year (metric tons CO2e)

3801

#### (7.8.3) Emissions calculation methodology

Select all that apply

- Hybrid method
- Spend-based method
- Fuel-based method
- Distance-based method

#### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

### **(7.8.5) Please explain**

*Even though it's estimated to be a small portion of Scope 3 emissions, Category 6 has been deemed relevant to Burlington because the information is accessible and relevant to stakeholders.*

## **Employee commuting**

### **(7.8.1) Evaluation status**

Select from:

Relevant, not yet calculated

### **(7.8.5) Please explain**

*Even though it's estimated to be a small portion of Scope 3 emissions, Category 7 has been deemed relevant to Burlington because the information is relevant to stakeholders.*

## **Upstream leased assets**

### **(7.8.1) Evaluation status**

Select from:

Not relevant, explanation provided

### **(7.8.5) Please explain**

*Category 8 has been deemed not relevant to Burlington because any emissions related to leased assets are accounted for in Scope 1 & 2 calculations.*

## **Downstream transportation and distribution**

### **(7.8.1) Evaluation status**

Select from:

Relevant, not yet calculated

### (7.8.5) Please explain

*Category 9 has been deemed relevant to Burlington because this is a relevant category within the retail sector. These emissions are estimated to be a portion of Burlington's Scope 3 emissions and it is an area that stakeholders are interested in. At this time, Burlington's EMS is unable to support data related to customer-related travel within Category 9. However, we are working towards a solution and hope to have more information in the future.*

## Processing of sold products

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

### (7.8.5) Please explain

*Category 10 has been deemed not relevant to Burlington because Burlington does not further process products before selling.*

## Use of sold products

### (7.8.1) Evaluation status

Select from:

Relevant, not yet calculated

### (7.8.5) Please explain

*Since it's estimated that Category 11 would represent a portion of Burlington's Scope 3 emissions, this category is considered relevant. However, calculating emissions from Category 11 typically requires product design specifications and assumptions about how consumers use products (e.g., use profiles, assumed product lifetimes, etc.). Due to the high-level of inaccuracy in this level of reporting, and the fact that indirect use-phase emissions are not required by GHG Protocol or the Science-Based Targets Initiative, we do not report on these emissions at this time. Further, it would be difficult for Burlington to access and manage this type of data given the current level of internal support. Burlington will continue to monitor available data in this space and leverage data when it becomes more precise, and therefore, more relevant.*

## End of life treatment of sold products

### (7.8.1) Evaluation status

Select from:

Relevant, not yet calculated

### (7.8.5) Please explain

*Category 12 has been deemed relevant to Burlington because these emissions are estimated to be a portion of Burlington's Scope 3 emissions. This is considered one of the more relevant categories within the retail sector and it is an area that is relevant to stakeholders. Burlington is currently reviewing estimation methodologies to better account for this data.*

## Downstream leased assets

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

### (7.8.5) Please explain

*Category 13 has been deemed not relevant to Burlington because any emissions related to leased assets are accounted for in Scope 1 & 2 calculations.*

## Franchises

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

### (7.8.5) Please explain

*Category 14 has been deemed not relevant to Burlington because Burlington does not operate any franchises.*

## Investments

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

### **(7.8.5) Please explain**

*Category 15 has been deemed not relevant to Burlington because Burlington does not provide financial services.*

### **Other (upstream)**

### **(7.8.1) Evaluation status**

Select from:

Not evaluated

### **(7.8.5) Please explain**

*Due to our business model, we believe that all upstream emissions are properly represented in other categories.*

### **Other (downstream)**

### **(7.8.1) Evaluation status**

Select from:

Not evaluated

### **(7.8.5) Please explain**

*Due to our business model, we believe that all downstream emissions are properly represented in other categories.  
[Fixed row]*

### **(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.**

### **Past year 1**

**(7.8.1.1) End date**

01/31/2023

**(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)**

0

**(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)**

0

**(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)**

0

**(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)**

88748

**(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)**

29970

**(7.8.1.7) Scope 3: Business travel (metric tons CO2e)**

2706

**(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)**

0

**(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)**

0

**(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)**

0

**(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)**

0

**(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)**

0

**(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)**

0

**(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)**

0

**(7.8.1.15) Scope 3: Franchises (metric tons CO2e)**

0

**(7.8.1.16) Scope 3: Investments (metric tons CO2e)**

0

**(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)**

0

**(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)**

0

### **(7.8.1.19) Comment**

*Only reported Scope 3 Categories 4,5,6.*

### **Past year 2**

#### **(7.8.1.1) End date**

*01/31/2022*

#### **(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)**

*0*

#### **(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)**

*0*

#### **(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)**

*0*

#### **(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)**

*88842*

#### **(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)**

*31151*

#### **(7.8.1.7) Scope 3: Business travel (metric tons CO2e)**

*2296*

#### **(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)**

0

**(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)**

0

**(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)**

0

**(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)**

0

**(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)**

0

**(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)**

0

**(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)**

0

**(7.8.1.15) Scope 3: Franchises (metric tons CO2e)**

0

**(7.8.1.16) Scope 3: Investments (metric tons CO2e)**

0

**(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)**

0

**(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)**

0

**(7.8.1.19) Comment**

*Only reported Scope 3 Categories 4,5,6.*

**Past year 3**

**(7.8.1.1) End date**

01/31/2021

**(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)**

0

**(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)**

0

**(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)**

0

**(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)**

56441

**(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)**

22610

**(7.8.1.7) Scope 3: Business travel (metric tons CO2e)**

1357

**(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)**

0

**(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)**

0

**(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)**

0

**(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)**

0

**(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)**

0

**(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)**

0

**(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)**

0

**(7.8.1.15) Scope 3: Franchises (metric tons CO2e)**

0

**(7.8.1.16) Scope 3: Investments (metric tons CO2e)**

0

**(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)**

0

**(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)**

0

**(7.8.1.19) Comment**

*Only reported Scope 3 Categories 4,5,6.*

*[Fixed row]*

**(7.9) Indicate the verification/assurance status that applies to your reported emissions.**

	Verification/assurance status
Scope 1	Select from: <input checked="" type="checkbox"/> No third-party verification or assurance
Scope 2 (location-based or market-based)	Select from: <input checked="" type="checkbox"/> No third-party verification or assurance
Scope 3	Select from: <input checked="" type="checkbox"/> No third-party verification or assurance

*[Fixed row]*

## (7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:

Decreased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

### Change in renewable energy consumption

#### (7.10.1.1) Change in emissions (metric tons CO<sub>2</sub>e)

413

#### (7.10.1.2) Direction of change in emissions

Select from:

Decreased

#### (7.10.1.3) Emissions value (percentage)

2.6

#### (7.10.1.4) Please explain calculation

*In FY2023 we attribute a 2.6% decrease in Scope 1&2 emissions associated with renewable energy consumption. Our calculation took the difference of FY2022 Location based and Market based (178,861-162,90515,956) and subtracted it from the difference of FY2023 (173,776-158,23315,543) to come to a decrease of 413 mtCO<sub>2</sub>e. Percentage was found by using the FY difference (-413) as our numerator and using the difference in FY2022 Scope 1 and 2 total (15,956) as our denominator, and multiplying by 100 to get the 2.6% decrease. Since there are no centralized databases for supplier emission factors, and no reputational organization (e.g., US EPA) publishing residual mix emission factors, Burlington's Scope 2 Market-based results are solely capturing energy attribute certificates.*

### Other emissions reduction activities

#### (7.10.1.1) Change in emissions (metric tons CO<sub>2</sub>e)

**(7.10.1.2) Direction of change in emissions**

Select from:

 Decreased**(7.10.1.3) Emissions value (percentage)**

4.3

**(7.10.1.4) Please explain calculation**

*Our change in output considers the initiatives we put in place to reduce energy throughout our operations. We believe that we can drive further energy savings through careful monitoring of usage in our aging stores, optimizing equipment, using data analytics, and innovating in new smaller stores. These initiatives help us to avoid additional emissions through efficiencies. For this calculation, we utilized the data from 7.55.2 – Burlington’s initiatives during the year that led to energy efficiencies and reductions, therefore leading to emissions reductions. For each initiative we utilize an internal process that shows ROI on all capital projects. Based on cost and cost savings, we normalize usage in kWh per site, ultimately aggregating to a total usage in kWh avoided. We substantiate the cost data through monthly and annual check-in’s with our finance department. For the calculation of percent, we took the total of other emissions reduction activities (8,620 mt CO2e) and divided it into the total Scope 1&2 emissions for FY2022 ( 201,711 mt CO2e) to get 4.3%.*

**Divestment****(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:

 No change**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

N/a

**Acquisitions**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

N/a

**Mergers**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:

No change

**(7.10.1.3) Emissions value (percentage)**

0

#### (7.10.1.4) Please explain calculation

N/a

### Change in output

#### (7.10.1.1) Change in emissions (metric tons CO2e)

5271

#### (7.10.1.2) Direction of change in emissions

Select from:

Increased

#### (7.10.1.3) Emissions value (percentage)

2.6

#### (7.10.1.4) Please explain calculation

*Our change in output takes into account the changes that were made through our organic growth (more stores equaling more energy) and taking into account our renewable and other emissions reduction activity investments. This number (2.6%) shows the possible increase in emissions if these investments were not made. For this calculation we took the total Scope 1&2 emissions being reported for FY2023 (197,948) and subtracted Scope 1&2 emissions reported for FY2022 (201,711) giving us a decrease of 3,763 mt CO2e YOY. We then added our other emissions activities (8,620 mt CO2e) and the renewable change (413 mt CO2e) to the (-3,763) mt CO2e to get 5,271 mt CO2e, or a 2.6% possible increase.*

### Change in methodology

#### (7.10.1.1) Change in emissions (metric tons CO2e)

0

#### (7.10.1.2) Direction of change in emissions

Select from:

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

N/a

**Change in boundary**

**(7.10.1.1) Change in emissions (metric tons CO<sub>2</sub>e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

N/a

**Change in physical operating conditions**

**(7.10.1.1) Change in emissions (metric tons CO<sub>2</sub>e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

N/a

**Unidentified**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

N/a

**Other**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

### (7.10.1.2) Direction of change in emissions

Select from:

No change

### (7.10.1.3) Emissions value (percentage)

0

### (7.10.1.4) Please explain calculation

N/a

[Fixed row]

**(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?**

Select from:

Market-based

**(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?**

Select from:

No

**(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?**

Select from:

Yes

**(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).**

## Row 1

### (7.15.1.1) Greenhouse gas

Select from:

CO2

### (7.15.1.2) Scope 1 emissions (metric tons of CO2e)

25615

### (7.15.1.3) GWP Reference

Select from:

IPCC Fourth Assessment Report (AR4 - 100 year)

## Row 2

### (7.15.1.1) Greenhouse gas

Select from:

CH4

### (7.15.1.2) Scope 1 emissions (metric tons of CO2e)

32

### (7.15.1.3) GWP Reference

Select from:

IPCC Fourth Assessment Report (AR4 - 100 year)

## Row 3

### (7.15.1.1) Greenhouse gas

Select from:

N2O

### (7.15.1.2) Scope 1 emissions (metric tons of CO2e)

28

### (7.15.1.3) GWP Reference

Select from:

IPCC Fourth Assessment Report (AR4 - 100 year)

## Row 4

### (7.15.1.1) Greenhouse gas

Select from:

HFCs

### (7.15.1.2) Scope 1 emissions (metric tons of CO2e)

14040

### (7.15.1.3) GWP Reference

Select from:

IPCC Fourth Assessment Report (AR4 - 100 year)

[Add row]

## (7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
United States of America	39715	173776	158233

[Fixed row]

**(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.**

Select all that apply

By business division

**(7.17.1) Break down your total gross global Scope 1 emissions by business division.**

	Business division	Scope 1 emissions (metric ton CO2e)
Row 1	Corporate offices	4190
Row 2	Distribution Centers/Warehouses	2834
Row 3	Stores	32691

[Add row]

**(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.**

Select all that apply

By business division

**(7.20.1) Break down your total gross global Scope 2 emissions by business division.**

	Business division	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	Corporate offices	2395	893
Row 2	Stores	160537	146496
Row 3	Distribution Centers/Warehouses	10844	10844

[Add row]

**(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.**

**Consolidated accounting group**

**(7.22.1) Scope 1 emissions (metric tons CO2e)**

39715

**(7.22.2) Scope 2, location-based emissions (metric tons CO2e)**

173776

**(7.22.3) Scope 2, market-based emissions (metric tons CO2e)**

158233

**(7.22.4) Please explain**

*Since we are a holding company, substantially all of the assets shown on our consolidated balance sheets are held by our subsidiaries. Thus, all emissions reported are consolidated for the parent organization and our consolidated subsidiaries. There are no other entities to report.*

**All other entities**

**(7.22.1) Scope 1 emissions (metric tons CO2e)**

0

**(7.22.2) Scope 2, location-based emissions (metric tons CO2e)**

0

**(7.22.3) Scope 2, market-based emissions (metric tons CO2e)**

0

**(7.22.4) Please explain**

n/a

[Fixed row]

**(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?**

Select from:

Not relevant as we do not have any subsidiaries

**(7.29) What percentage of your total operational spend in the reporting year was on energy?**

Select from:

More than 0% but less than or equal to 5%

**(7.30) Select which energy-related activities your organization has undertaken.**

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired electricity	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired heat	Select from: <input checked="" type="checkbox"/> No
Consumption of purchased or acquired steam	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired cooling	Select from: <input checked="" type="checkbox"/> Yes
Generation of electricity, heat, steam, or cooling	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

### (7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

#### Consumption of fuel (excluding feedstock)

##### (7.30.1.1) Heating value

Select from:

HHV (higher heating value)

##### (7.30.1.2) MWh from renewable sources

0

### (7.30.1.3) MWh from non-renewable sources

135719

### (7.30.1.4) Total (renewable and non-renewable) MWh

135719

## Consumption of purchased or acquired electricity

### (7.30.1.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.1.2) MWh from renewable sources

45381

### (7.30.1.3) MWh from non-renewable sources

445361

### (7.30.1.4) Total (renewable and non-renewable) MWh

490742

## Consumption of purchased or acquired steam

### (7.30.1.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.1.2) MWh from renewable sources

0

### (7.30.1.3) MWh from non-renewable sources

27

### (7.30.1.4) Total (renewable and non-renewable) MWh

27

## Consumption of purchased or acquired cooling

### (7.30.1.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.1.2) MWh from renewable sources

0

### (7.30.1.3) MWh from non-renewable sources

386

### (7.30.1.4) Total (renewable and non-renewable) MWh

386

## Total energy consumption

### (7.30.1.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.1.2) MWh from renewable sources

45381

### (7.30.1.3) MWh from non-renewable sources

581493

### (7.30.1.4) Total (renewable and non-renewable) MWh

626874

[Fixed row]

### (7.30.6) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	Select from: <input checked="" type="checkbox"/> Yes
Consumption of fuel for the generation of heat	Select from: <input checked="" type="checkbox"/> Yes
Consumption of fuel for the generation of steam	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for the generation of cooling	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for co-generation or tri-generation	Select from:

	Indicate whether your organization undertakes this fuel application
	<input checked="" type="checkbox"/> No

[Fixed row]

**(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.**

**Sustainable biomass**

**(7.30.7.1) Heating value**

Select from:

Unable to confirm heating value

**(7.30.7.2) Total fuel MWh consumed by the organization**

0

**(7.30.7.3) MWh fuel consumed for self-generation of electricity**

0

**(7.30.7.4) MWh fuel consumed for self-generation of heat**

0

**(7.30.7.8) Comment**

*Fuel type not consumed*

**Other biomass**

### (7.30.7.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.7.2) Total fuel MWh consumed by the organization

0

### (7.30.7.3) MWh fuel consumed for self-generation of electricity

0

### (7.30.7.4) MWh fuel consumed for self-generation of heat

0

### (7.30.7.8) Comment

*Fuel type not consumed*

### Other renewable fuels (e.g. renewable hydrogen)

### (7.30.7.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.7.2) Total fuel MWh consumed by the organization

0

### (7.30.7.3) MWh fuel consumed for self-generation of electricity

0

**(7.30.7.4) MWh fuel consumed for self-generation of heat**

0

**(7.30.7.8) Comment**

*Fuel type not consumed*

**Coal**

**(7.30.7.1) Heating value**

Select from:

Unable to confirm heating value

**(7.30.7.2) Total fuel MWh consumed by the organization**

0

**(7.30.7.3) MWh fuel consumed for self-generation of electricity**

0

**(7.30.7.4) MWh fuel consumed for self-generation of heat**

0

**(7.30.7.8) Comment**

*Fuel type not consumed*

**Oil**

**(7.30.7.1) Heating value**

Select from:

HHV

**(7.30.7.2) Total fuel MWh consumed by the organization**

13436

**(7.30.7.3) MWh fuel consumed for self-generation of electricity**

847

**(7.30.7.4) MWh fuel consumed for self-generation of heat**

12589

**(7.30.7.8) Comment**

*Fuel consumed for self-generation of electricity includes diesel and fuel oil for back-up generators. Fuel consumed for self-generation of heat includes motor gasoline for vehicles and LPG.*

**Gas**

**(7.30.7.1) Heating value**

Select from:

HHV

**(7.30.7.2) Total fuel MWh consumed by the organization**

122283

**(7.30.7.3) MWh fuel consumed for self-generation of electricity**

122283

**(7.30.7.4) MWh fuel consumed for self-generation of heat**

0

### (7.30.7.8) Comment

*Includes natural gas used for space heating*

### Other non-renewable fuels (e.g. non-renewable hydrogen)

### (7.30.7.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.7.2) Total fuel MWh consumed by the organization

0

### (7.30.7.3) MWh fuel consumed for self-generation of electricity

0

### (7.30.7.4) MWh fuel consumed for self-generation of heat

0

### (7.30.7.8) Comment

*Fuel type not consumed*

### Total fuel

### (7.30.7.1) Heating value

Select from:

HHV

### (7.30.7.2) Total fuel MWh consumed by the organization

135719

### (7.30.7.3) MWh fuel consumed for self-generation of electricity

123130

### (7.30.7.4) MWh fuel consumed for self-generation of heat

12589

### (7.30.7.8) Comment

N/A

[Fixed row]

**(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.**

#### Row 1

### (7.30.14.1) Country/area

Select from:

United States of America

### (7.30.14.2) Sourcing method

Select from:

Financial (virtual) power purchase agreement (VPPA)

### (7.30.14.3) Energy carrier

Select from:

Electricity

#### (7.30.14.4) Low-carbon technology type

Select from:

Solar

#### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

38002

#### (7.30.14.6) Tracking instrument used

Select from:

US-REC

#### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

United States of America

#### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

#### (7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

#### (7.30.14.10) Comment

*This number consists of 87% of a Texas REC that is allocated to nearly [76] stores within Texas ERCOT. Source is 1/3 production of solar farm in TX.*

## Row 2

### (7.30.14.1) Country/area

Select from:

United States of America

### (7.30.14.2) Sourcing method

Select from:

Financial (virtual) power purchase agreement (VPPA)

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Wind

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

5230

### (7.30.14.6) Tracking instrument used

Select from:

US-REC

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

United States of America

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

Yes

**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2021

**(7.30.14.10) Comment**

*This number consists of 13% of a Texas REC that is allocated to nearly [76] stores within Texas ERCOT. Source is TX wind to make up usage beyond the solar farm generation.*

**Row 3**

**(7.30.14.1) Country/area**

Select from:

United States of America

**(7.30.14.2) Sourcing method**

Select from:

Purchase from an on-site installation owned by a third party (on-site PPA)

**(7.30.14.3) Energy carrier**

Select from:

Electricity

**(7.30.14.4) Low-carbon technology type**

Select from:

Solar

**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

810

**(7.30.14.6) Tracking instrument used**

Select from:

US-REC

**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute**

Select from:

United States of America

**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

Select from:

Yes

**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2021

**(7.30.14.10) Comment**

*Landlord owned on-site solar. 3 sites. Burlington receives REC's and a portion of the power generated.*

**Row 4**

**(7.30.14.1) Country/area**

Select from:

United States of America

**(7.30.14.2) Sourcing method**

Select from:

Financial (virtual) power purchase agreement (VPPA)

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Hydropower (capacity unknown)

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

547

### (7.30.14.6) Tracking instrument used

Select from:

US-REC

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

United States of America

### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

### (7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

### (7.30.14.10) Comment

VA Renewable deregulated supply for 2 stores. Mixed source REC's 43% Hydroelectric.

### Row 5

### (7.30.14.1) Country/area

Select from:

United States of America

### (7.30.14.2) Sourcing method

Select from:

Financial (virtual) power purchase agreement (VPPA)

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Other biomass

### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

722

### (7.30.14.6) Tracking instrument used

Select from:

US-REC

### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

United States of America

### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

### (7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

### (7.30.14.10) Comment

*VA Renewable deregulated supply for 2 stores. Mixed source REC's 57% Biomass.*

## Row 6

### (7.30.14.1) Country/area

Select from:

United States of America

### (7.30.14.2) Sourcing method

Select from:

Purchase from an on-site installation owned by a third party (on-site PPA)

### (7.30.14.3) Energy carrier

Select from:

Electricity

#### (7.30.14.4) Low-carbon technology type

Select from:

Solar

#### (7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

81

#### (7.30.14.6) Tracking instrument used

Select from:

US-REC

#### (7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

United States of America

#### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

Yes

#### (7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2014

#### (7.30.14.10) Comment

*Owned on-site solar at 2 stores. Sites acquired in 2023.*

*[Add row]*

#### (7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

## United States of America

### (7.30.16.1) Consumption of purchased electricity (MWh)

490742

### (7.30.16.2) Consumption of self-generated electricity (MWh)

0

### (7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

413

### (7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

### (7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

491155.00  
*[Fixed row]*

**(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.**

#### Row 1

### (7.45.1) Intensity figure

0.00002035

### (7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

197948

### (7.45.3) Metric denominator

Select from:

unit total revenue

### (7.45.4) Metric denominator: Unit total

9727467000

### (7.45.5) Scope 2 figure used

Select from:

Market-based

### (7.45.6) % change from previous year

12.2

### (7.45.7) Direction of change

Select from:

Decreased

### (7.45.8) Reasons for change

Select all that apply

Other emissions reduction activities

Change in revenue

### (7.45.9) Please explain

*Overall, we saw a 2% absolute decrease in Scope 1&2 emissions due to converting a large amount of stores to a smaller, more efficient, footprint size. We also had a 12% increase in overall revenues (compared to FY 2022). These combined to decrease our intensity based metric specific to revenue. Given the fluctuation of the retail sector's sales year to year, we have based our emissions intensity reduction goal on square footage as opposed to revenue.*

## Row 2

### (7.45.1) Intensity figure

0.00316002

### (7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

197948

### (7.45.3) Metric denominator

Select from:

square foot

### (7.45.4) Metric denominator: Unit total

62641416

### (7.45.5) Scope 2 figure used

Select from:

Market-based

### (7.45.6) % change from previous year

5.43

### (7.45.7) Direction of change

Select from:

Decreased

### (7.45.8) Reasons for change

Select all that apply

- Other emissions reduction activities
- Change in output
- Change in physical operating conditions

### (7.45.9) Please explain

Overall, we saw a 5.43% decrease in our Scope 1&2 intensity emissions due to organic growth resulting in the opening of 80 net new stores. As seen in section 4.3a and 7.9, due to our efficiency measures through capital projects and the expansion of renewable energy consumption, we were able to see a intensity decrease YOY (aligned with our 2030 goal). The combination of efficient buildings and renewable contracts with RECs will help us to get to that goal.

[Add row]

### (7.52) Provide any additional climate-related metrics relevant to your business.

#### Row 1

#### (7.52.1) Description

Select from:

- Waste

#### (7.52.2) Metric value

133956

#### (7.52.3) Metric numerator

US Tons

#### (7.52.4) Metric denominator (intensity metric only)

n/a

#### (7.52.5) % change from previous year

**(7.52.6) Direction of change***Select from:* Increased**(7.52.7) Please explain**

*As we continue to grow as a business, our waste footprint will naturally increase but we remain committed to diverting waste from landfills. Our Sustainability team manages all waste and recycling operations at our stores, DCs, and corporate offices, including introducing and implementing new technologies and innovations to reduce waste hauls. The success of their work drives cost savings through improved operational efficiencies and diversion year over year. We leveraged one of our vendor partnerships to expand compactor technology, installing compactor monitors in nearly 600 stores. These monitors automatically inform haulers when compactors are near full, reducing trash pickups. Our Sustainability team continued to install small trash balers in 55 additional stores. These balers are an effective tool in saving waste storage space in smaller back-of-house spaces as well as reducing the number of trash pickups by compressing bags of trash into small bales. Our Sustainability team continually tracks new and emerging waste regulations, such as the law introduced in Massachusetts in 2023 prohibiting the disposal of textiles in landfills or incinerators. The team quickly rolled out a textile recycling program to meet these new regulations.*

*[Add row]***(7.53) Did you have an emissions target that was active in the reporting year?***Select all that apply* Intensity target**(7.53.2) Provide details of your emissions intensity targets and progress made against those targets.****Row 1****(7.53.2.1) Target reference number***Select from:* Int 1**(7.53.2.2) Is this a science-based target?**

Select from:

- No, but we anticipate setting one in the next two years

### (7.53.2.5) Date target was set

08/25/2022

### (7.53.2.6) Target coverage

Select from:

- Organization-wide

### (7.53.2.7) Greenhouse gases covered by target

Select all that apply

- Carbon dioxide (CO2)
- Methane (CH4)
- Nitrous oxide (N2O)
- Hydrofluorocarbons (HFCs)

### (7.53.2.8) Scopes

Select all that apply

- Scope 1
- Scope 2

### (7.53.2.9) Scope 2 accounting method

Select from:

- Market-based

### (7.53.2.11) Intensity metric

Select from:

Metric tons CO2e per square foot

**(7.53.2.12) End date of base year**

01/31/2017

**(7.53.2.13) Intensity figure in base year for Scope 1 (metric tons CO2e per unit of activity)**

0.00045096

**(7.53.2.14) Intensity figure in base year for Scope 2 (metric tons CO2e per unit of activity)**

0.00561995

**(7.53.2.33) Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)**

0.0060709100

**(7.53.2.34) % of total base year emissions in Scope 1 covered by this Scope 1 intensity figure**

100

**(7.53.2.35) % of total base year emissions in Scope 2 covered by this Scope 2 intensity figure**

100

**(7.53.2.54) % of total base year emissions in all selected Scopes covered by this intensity figure**

100

**(7.53.2.55) End date of target**

01/31/2031

**(7.53.2.56) Targeted reduction from base year (%)**

**(7.53.2.57) Intensity figure at end date of target for all selected Scopes (metric tons CO2e per unit of activity)**

0.0024283640

**(7.53.2.58) % change anticipated in absolute Scope 1+2 emissions**

45

**(7.53.2.60) Intensity figure in reporting year for Scope 1 (metric tons CO2e per unit of activity)**

0.00063401

**(7.53.2.61) Intensity figure in reporting year for Scope 2 (metric tons CO2e per unit of activity)**

0.00252601

**(7.53.2.80) Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)**

0.0031600200

**(7.53.2.81) Land-related emissions covered by target**

Select from:

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

**(7.53.2.82) % of target achieved relative to base year**

79.91

**(7.53.2.83) Target status in reporting year**

Select from:

Underway

### **(7.53.2.85) Explain target coverage and identify any exclusions**

*Target is based on Scope 1 and 2 and measures currently available data for all operations, to the best of our knowledge we have not excluded any data.*

### **(7.53.2.86) Target objective**

*With national and international regulatory consensus growing around climate risk management, governance, and reporting (including SASB, the Climate Disclosure Standards Board, and TCFD), at Burlington we strive to conduct an analysis of multiple frameworks, standards, benchmarks, and historical data trends. This work has enabled us to set two climate-related targets.*

### **(7.53.2.87) Plan for achieving target, and progress made to the end of the reporting year**

*Focus will remain on energy efficient buildings as well as focusing on renewable projects with retained or replacement RECs for locations within the ISO regions. This, combined with renewable onsite for our DCs and Warehouses are under way, and we expect to see larger deals signed in 2024 and beyond. In light of market-based procurement limitations around available renewable energy supply, we focused on partnering with our landlords to pursue more onsite solar arrays at our stores and DCs. In California, we signed a rooftop solar agreement at two DCs, set to go live in 2024, as well as a renewable supply contract for 27,905 MWh, scheduled to go live in 2025. In the Mid-Atlantic region of the U.S., we signed a renewable supply contract procuring 36,200 MWh annually for 12 years which is scheduled to go live in 2024. Burlington partnered with landlords to execute two additional rooftop solar projects for a total of 10 arrays supplying renewable power by the end of 2023. One new project is in progress for 2024.*

### **(7.53.2.88) Target derived using a sectoral decarbonization approach**

Select from:

No

[Add row]

### **(7.54) Did you have any other climate-related targets that were active in the reporting year?**

Select all that apply

Targets to increase or maintain low-carbon energy consumption or production

### **(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.**

**Row 1**

### (7.54.1.1) Target reference number

Select from:

Low 1

### (7.54.1.2) Date target was set

08/25/2022

### (7.54.1.3) Target coverage

Select from:

Organization-wide

### (7.54.1.4) Target type: energy carrier

Select from:

Electricity

### (7.54.1.5) Target type: activity

Select from:

Consumption

### (7.54.1.6) Target type: energy source

Select from:

Renewable energy source(s) only

### (7.54.1.7) End date of base year

01/31/2021

### (7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

24418

**(7.54.1.9) % share of low-carbon or renewable energy in base year**

5.6

**(7.54.1.10) End date of target**

01/31/2031

**(7.54.1.11) % share of low-carbon or renewable energy at end date of target**

20

**(7.54.1.12) % share of low-carbon or renewable energy in reporting year**

9

**(7.54.1.13) % of target achieved relative to base year**

23.61

**(7.54.1.14) Target status in reporting year**

Select from:

Underway

**(7.54.1.16) Is this target part of an emissions target?**

*Yes, this is aligned with our emission reduction target mentioned above*

**(7.54.1.17) Is this target part of an overarching initiative?**

Select all that apply

No, it's not part of an overarching initiative

### **(7.54.1.19) Explain target coverage and identify any exclusions**

*Scaling renewable energy use is an important component of Burlington's energy management strategy. In recent years, we have been working hard to increase our use of clean, renewable energy wherever possible. In areas of the country where current regulations limit offsite viability and/or minimal incentives exist for onsite renewable energy, we strive to support community solar programs that bolster renewable energy availability to broader communities, including smaller business and residential customers. We currently have 18 stores enrolled in community solar programs in New York, Rhode Island, and Massachusetts. With a view to scaling our participation further, we commissioned an independent study of our existing and potential community solar involvement nationwide. As new state programs are adopted, we will monitor their impact and strive to maximize our participation.*

### **(7.54.1.20) Target objective**

*With national and international regulatory consensus growing around climate risk management, governance, and reporting (including SASB, the Climate Disclosure Standards Board, and TCFD), at Burlington we strive to conduct an analysis of multiple frameworks, standards, benchmarks, and historical data trends. This work has enabled us to set two climate-related targets.*

### **(7.54.1.21) Plan for achieving target, and progress made to the end of the reporting year**

*Focus will remain on energy efficient buildings as well as focusing on renewable projects with retained or replacement RECs for locations within the ISO regions. This, combined with renewable onsite for our DCs and Warehouses are under way, and we expect to see larger deals signed in 2024 and beyond. In light of market-based procurement limitations around available renewable energy supply, we focused on partnering with our landlords to pursue more onsite solar arrays at our stores and DCs.*

*[Add row]*

**(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.**

Select from:

Yes

**(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.**

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	0	`Numeric input
To be implemented	0	0
Implementation commenced	0	0
Implemented	9	8620
Not to be implemented	0	`Numeric input

[Fixed row]

**(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.**

## Row 1

### (7.55.2.1) Initiative category & Initiative type

#### Energy efficiency in buildings

Building Energy Management Systems (BEMS)

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

3228

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

- Scope 1
- Scope 2 (location-based)
- Scope 2 (market-based)

#### (7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

#### (7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

508333

#### (7.55.2.6) Investment required (unit currency – as specified in C0.4)

1525000

#### (7.55.2.7) Payback period

Select from:

1-3 years

#### (7.55.2.8) Estimated lifetime of the initiative

Select from:

6-10 years

#### (7.55.2.9) Comment

*We continue to drive energy and cost savings through careful monitoring of usage, optimizing equipment, and deploying innovative technology in stores, DCs, and corporate offices. In addition to emissions reductions, improved energy efficiency means lower operating costs, leading to a stronger bottom line. In one example, we took a more strategic approach to store cooling summer “setpoints”. Utilizing our energy management system, the Sustainability team adjusted temperatures in the highest-traffic areas of our stores, such as customer queue lines, checkout areas, and receiving spaces where merchandise is unloaded and processed. This effort achieved improved store comfort while avoiding unneeded energy use. It worked so well that we expanded the strategy to include targeted winter month heating. Improving energy efficiency will remain a focus in 2024 as we investigate a new analytics technology platform that utilizes our energy management system data.*

### Row 2

#### (7.55.2.1) Initiative category & Initiative type

## Energy efficiency in buildings

- Heating, Ventilation and Air Conditioning (HVAC)

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

1073

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

- Scope 1
- Scope 2 (location-based)
- Scope 2 (market-based)

### (7.55.2.4) Voluntary/Mandatory

Select from:

- Voluntary

### (7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

169000

### (7.55.2.6) Investment required (unit currency – as specified in C0.4)

507000

### (7.55.2.7) Payback period

Select from:

- 1-3 years

### (7.55.2.8) Estimated lifetime of the initiative

Select from:

- 3-5 years

### (7.55.2.9) Comment

*We continue to drive energy and cost savings through careful monitoring of usage, optimizing equipment, and deploying innovative technology in stores, DCs, and corporate offices. In addition to emissions reductions, improved energy efficiency means lower operating costs, leading to a stronger bottom line. To contribute to the stability and resilience of the national energy infrastructure, we participate in demand response initiatives. In 2023, we enhanced our participation by installing more automated demand response meters at several stores. These meters enable us to proactively decrease electricity consumption and prevent the grid from being overburdened during periods of severe weather conditions like extended heat waves or extreme cold.*

### Row 3

### (7.55.2.1) Initiative category & Initiative type

**Energy efficiency in buildings**

- Maintenance program

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

2515

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

- Scope 1
- Scope 2 (location-based)
- Scope 2 (market-based)

### (7.55.2.4) Voluntary/Mandatory

Select from:

- Voluntary

### (7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

396000

### (7.55.2.6) Investment required (unit currency – as specified in C0.4)

1188000

### (7.55.2.7) Payback period

Select from:

1-3 years

### (7.55.2.8) Estimated lifetime of the initiative

Select from:

6-10 years

### (7.55.2.9) Comment

*We believe that we can drive further energy savings through careful monitoring of usage in our aging stores, optimizing equipment, using data analytics, and innovating in new smaller stores. We continuously look for ways to make our stores more efficient. Regular maintenance on existing equipment is a key factor in efficiency. We track all services on our equipment through our capital process, both showing costs savings and usage savings throughout the year.*

## Row 4

### (7.55.2.1) Initiative category & Initiative type

**Energy efficiency in buildings**

Lighting

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

1804

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

- Scope 2 (location-based)
- Scope 2 (market-based)

### (7.55.2.4) Voluntary/Mandatory

Select from:

- Voluntary

### (7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

284000

### (7.55.2.6) Investment required (unit currency – as specified in C0.4)

852000

### (7.55.2.7) Payback period

Select from:

- 1-3 years

### (7.55.2.8) Estimated lifetime of the initiative

Select from:

- 6-10 years

### (7.55.2.9) Comment

*We believe that we can drive further energy savings through careful monitoring of usage in our aging stores, optimizing equipment, using data analytics, and innovating in new smaller stores. We focus on low performing stores to bring them up to current technology, which includes updating to newer LED lights drawing less energy, therefore reducing emissions.*

[Add row]

### (7.55.3) What methods do you use to drive investment in emissions reduction activities?

#### Row 1

##### (7.55.3.1) Method

Select from:

- Internal finance mechanisms

##### (7.55.3.2) Comment

*Burlington has an established team and strategy for profit improvement projects that enforce and prioritize efficiency and process improvement in all Burlington departments. The Sustainability team is a large contributor to this annual initiative through innovative reduction strategies for energy and waste.*

#### Row 3

##### (7.55.3.1) Method

Select from:

- Employee engagement

##### (7.55.3.2) Comment

*Our sustainability education and outreach program is designed to engage Burlington Associates on environmental issues, both in their daily lives and at work. Activities included nature walks, sustainable crafts for kids, and tips for conserving energy and water. The "Heartbeat Portal" on our intranet and 1st Up sustainability channel showed further ways to get involved.*

#### Row 4

##### (7.55.3.1) Method

Select from:

- Dedicated budget for energy efficiency

### (7.55.3.2) Comment

*We constantly look for ways to increase building efficiencies at our stores, DCs, and corporate facilities year-over-year through close monitoring, data analytics, optimizing equipment, and testing new technologies. To understand where we need to focus our efforts, our energy team audits energy usage through billing data. The team also utilizes the Energy Management Systems (EMS) throughout our full portfolio to continuously monitor thermal conditions and energy consumption. We are continuously improving how we utilize EMS data to building efficiency with occupant comfort*

### Row 5

### (7.55.3.1) Method

Select from:

Compliance with regulatory requirements/standards

### (7.55.3.2) Comment

*Burlington ensures we are compliant with local, state, and country regulations.  
[Add row]*

### (7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

No

### (7.79) Has your organization canceled any project-based carbon credits within the reporting year?

Select from:

No

## C8. Environmental performance - Forests

### (8.1) Are there any exclusions from your disclosure of forests-related data?

	Exclusion from disclosure
Timber products	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

### (8.1.1) Provide details on these exclusions.

#### Timber products

##### (8.1.1.1) Exclusion

Select from:

Business activities

##### (8.1.1.2) Description of exclusion

*Burlington's off-price retail model requires it to use secondary and tertiary packaging to facilitate distribution of vendor merchandise to stores. The company sources both new and upcycled cardboard products from a wide variety of local and regional providers, and is working to refine systems and methods to capture dependable data on procurement spend, commodity volume, and supply origin.*

##### (8.1.1.3) Value chain stage

Select from:

Direct operations

#### (8.1.1.4) Reason for exclusion

Select from:

- Data is not available

#### (8.1.1.5) Primary reason why data is not available for your disclosed commodity

Select from:

- Challenges associated with data collection and/or quality

#### (8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data

Select from:

- No, the volume excluded is unknown

#### (8.1.1.10) Please explain

*Burlington's off-price retail model requires it to use secondary and tertiary packaging to facilitate distribution of vendor merchandise to stores. The company sources both new and upcycled cardboard products from a wide variety of local and regional providers, and is working to refine systems and methods to capture dependable data on procurement spend, commodity volume, and supply origin.*

[Add row]

#### (8.2) Provide a breakdown of your disclosure volume per commodity.

	Disclosure volume (metric tons)	Volume type	Sourced volume (metric tons)
Timber products	0	Select all that apply <input checked="" type="checkbox"/> Sourced	0

[Fixed row]

## **(8.5) Provide details on the origins of your sourced volumes.**

### **Timber products**

#### **(8.5.1) Country/area of origin**

Select from:

- Unknown origin

#### **(8.5.4) Volume sourced from country/area of origin (metric tons)**

0

#### **(8.5.5) Source**

Select all that apply

- Trader/broker/commodity market

#### **(8.5.7) Please explain**

*Burlington's off-price retail model requires it to use secondary and tertiary packaging to facilitate distribution of vendor merchandise to stores, but the company's revenue isn't necessarily dependent on this commodity. The company sources both new and upcycled cardboard products from a wide variety of local and regional providers, and is working to refine systems and methods to capture dependable data on procurement spend, quantity, and supply origin.*

[Add row]

## **(8.7) Did your organization have a no-deforestation or no-conversion target, or any other targets for sustainable production/ sourcing of your disclosed commodities, active in the reporting year?**

### **Timber products**

#### **(8.7.1) Active no-deforestation or no-conversion target**

Select from:

- No, and we do not plan to have a no-deforestation or no-conversion target in the next two years

### (8.7.3) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

Select from:

- Not an immediate strategic priority

### (8.7.4) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year

*Burlington's off-price retail model requires it to use secondary and tertiary packaging to facilitate distribution of vendor merchandise to stores. The company sources both new and upcycled cardboard products from a wide variety of local and regional providers, but has limited ability to influence the source of supply used by commodity vendors.*

### (8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

Select from:

- No, and we do not plan to have other targets related to this commodity in the next two years

### (8.7.6) Primary reason for not having other active targets in the reporting year

Select from:

- Not an immediate strategic priority

### (8.7.7) Explain why you did not have other active targets in the reporting year

*Burlington's off-price retail model requires it to use secondary and tertiary packaging to facilitate distribution of vendor merchandise to stores, but the company's revenue isn't necessarily dependent on this commodity. The company sources both new and upcycled cardboard products from a wide variety of local and regional providers, and is working to refine systems and methods to capture dependable data on procurement spend.*

[Fixed row]

**(8.8) Indicate if your organization has a traceability system to determine the origins of your sourced volumes and provide details of the methods and tools used.**

**Timber products**

### (8.8.1) Traceability system

Select from:

- No, and we do not plan to establish one within the next two years

### (8.8.4) Primary reason your organization does not have a traceability system

Select from:

- Not an immediate strategic priority

### (8.8.5) Explain why your organization does not have a traceability system

*Burlington's off-price retail model requires it to use secondary and tertiary packaging to facilitate distribution of vendor merchandise to stores. The company sources both new and upcycled cardboard products from a wide variety of local and regional providers, and has limited ability to influence the sources of supply for this commodity.*

*[Fixed row]*

### (8.9) Provide details of your organization's assessment of the deforestation-free (DF) or deforestation- and conversion-free (DCF) status of its disclosed commodities.

#### Timber products

### (8.9.1) DF/DCF status assessed for this commodity

Select from:

- No, and we do not plan to do so within the next two years

### (8.9.6) Is a proportion of your disclosure volume certified through a scheme not providing full DF/DCF assurance?

Select from:

- No

### (8.9.7) Primary reason for not assessing DF/DCF status

Select from:

- Not an immediate strategic priority

### **(8.9.8) Explain why you have not assessed DF/DCF status**

*Burlington's off-price retail model requires it to use secondary and tertiary packaging to facilitate distribution of vendor merchandise to stores. The company sources both new and upcycled cardboard products from a wide variety of local and regional providers, but has limited ability to influence the sources of supply for this commodity.*

*[Fixed row]*

### **(8.10) Indicate whether you have monitored or estimated the deforestation and conversion of other natural ecosystems footprint for your disclosed commodities.**

#### **Timber products**

### **(8.10.1) Monitoring or estimating your deforestation and conversion footprint**

Select from:

- No, and we do not plan to monitor or estimate our deforestation and conversion footprint in the next two years

### **(8.10.2) Primary reason for not monitoring or estimating deforestation and conversion footprint**

Select from:

- Not an immediate strategic priority

### **(8.10.3) Explain why you do not monitor or estimate your deforestation and conversion footprint**

*Burlington's off-price retail model requires it to use secondary and tertiary packaging to facilitate distribution of vendor merchandise to stores. The company sources both new and upcycled cardboard products from a wide variety of local and regional providers, but has limited ability to influence the sources of supply for this commodity.*

*[Fixed row]*

**(8.11) For volumes not assessed and determined as deforestation- and conversion-free (DCF), indicate if you have taken actions in the reporting year to increase production or sourcing of DCF volumes.**

	<b>Actions taken to increase production or sourcing of DCF volumes</b>
Timber products	<i>Select from:</i> <input checked="" type="checkbox"/> No, and we do not plan to within the next two years

*[Fixed row]*

**(8.14) Indicate if you assess your own compliance and/or the compliance of your suppliers with forest regulations and/or mandatory standards, and provide details.**

**(8.14.1) Assess legal compliance with forest regulations**

*Select from:*

No, and we do not plan to within the next two years

**(8.14.5) Please explain**

*Burlington's off-price retail model requires it to use secondary and tertiary packaging to facilitate distribution of vendor merchandise to stores. The company sources both new and upcycled cardboard products from a wide variety of local and regional providers, but has limited ability to influence the sources of supply for this commodity.*

*[Fixed row]*

**(8.15) Do you engage in landscape (including jurisdictional) initiatives to progress shared sustainable land use goals?**

**(8.15.1) Engagement in landscape/jurisdictional initiatives**

*Select from:*

No, we do not engage in landscape/jurisdictional initiatives, and we do not plan to within the next two years

### **(8.15.2) Primary reason for not engaging in landscape/jurisdictional initiatives**

Select from:

Not an immediate strategic priority

### **(8.15.3) Explain why your organization does not engage in landscape/jurisdictional initiatives**

*The majority of the company's operational footprint is leased from land and property owners. As a result, the company has limited ability to influence shared sustainable land use goals.*

*[Fixed row]*

**(8.16) Do you participate in any other external activities to support the implementation of policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains?**

Select from:

No, and we do not plan to within the next two years

**(8.17) Is your organization supporting or implementing project(s) focused on ecosystem restoration and long-term protection?**

Select from:

No, and we do not plan to implement project(s) within the next two years

## C9. Environmental performance - Water security

### (9.1) Are there any exclusions from your disclosure of water-related data?

Select from:

No

### (9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

#### Water withdrawals – total volumes

##### (9.2.1) % of sites/facilities/operations

Select from:

100%

##### (9.2.2) Frequency of measurement

Select from:

Monthly

##### (9.2.3) Method of measurement

*Through utility billing checks multiple times per week.*

##### (9.2.4) Please explain

*We have a team dedicated to checking our bills for each of our locations. In cases where we are not direct billed, we work with landlords to get this information. If the information is not available, we have an estimation methodology to fill in the gaps.*

#### Water withdrawals – volumes by source

##### (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

#### (9.2.4) Please explain

N/A

### Water withdrawals quality

#### (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

#### (9.2.4) Please explain

N/A

### Water discharges – total volumes

#### (9.2.1) % of sites/facilities/operations

Select from:

51-75

#### (9.2.2) Frequency of measurement

Select from:

Quarterly

#### (9.2.3) Method of measurement

*This generally comes in the quarterly sewer bill, which is checked, but we do not receive a sewer bill for our full population of locations.*

#### (9.2.4) Please explain

We have a team dedicated to checking our bills for each of our locations. In cases where we are not direct billed, we work with landlords to get this information. We are still working though the best practice to estimate and measure sewer data.

## Water discharges – volumes by destination

### (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

### (9.2.4) Please explain

N/A

## Water discharges – volumes by treatment method

### (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

### (9.2.4) Please explain

N/A

## Water discharge quality – by standard effluent parameters

### (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

### (9.2.4) Please explain

N/A

## Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

### (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

### (9.2.4) Please explain

N/A

## Water discharge quality – temperature

### (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

### (9.2.4) Please explain

N/A

## Water consumption – total volume

### (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

### (9.2.4) Please explain

N/A

## Water recycled/reused

### (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

### (9.2.4) Please explain

N/A

## The provision of fully-functioning, safely managed WASH services to all workers

### (9.2.1) % of sites/facilities/operations

Select from:

Less than 1%

### (9.2.2) Frequency of measurement

Select from:

Unknown

### (9.2.3) Method of measurement

Unknown

### (9.2.4) Please explain

N/A

[Fixed row]

**(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?**

**Total withdrawals**

### (9.2.2.1) Volume (megaliters/year)

2280

### (9.2.2.2) Comparison with previous reporting year

Select from:

Higher

### (9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

Facility expansion

### (9.2.2.4) Five-year forecast

Select from:

Higher

### (9.2.2.5) Primary reason for forecast

Select from:

Facility expansion

### (9.2.2.6) Please explain

*The company has planned for opening an additional 500 stores over the next five years. While water is not material to our business, we expect withdrawals to increase proportionate to the number of additional stores.*

*[Fixed row]*

**(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.**

### (9.2.4.1) Withdrawals are from areas with water stress

Select from:

Unknown

### (9.2.4.9) Please explain

*Although Burlington operations and facilities do not use high volumes of water, we still recognize its importance as a natural resource. We strive to monitor and reduce usage through low flow fixtures and install no irrigation unless required by others. In the coming years we hope to conduct an environmental exercise to fully understand our impact.*

*[Fixed row]*

## (9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?

### Direct operations

#### (9.3.1) Identification of facilities in the value chain stage

Select from:

No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, but we are planning to do so in the next 2 years

#### (9.3.4) Please explain

*Although Burlington operations and facilities do not use high volumes of water, we still recognize its importance as a natural resource. We strive to monitor and reduce usage through low flow fixtures and install no irrigation unless required by others. In the coming years we hope to conduct an environmental exercise to fully understand our impact.*

### Upstream value chain

#### (9.3.1) Identification of facilities in the value chain stage

Select from:

No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, but we are planning to do so in the next 2 years

#### **(9.3.4) Please explain**

*Due to Burlington's off-price retail business model, its upstream value chain is everchanging, making assessment challenging.  
[Fixed row]*

#### **(9.5) Provide a figure for your organization's total water withdrawal efficiency.**

##### **(9.5.1) Revenue (currency)**

9708973000

##### **(9.5.2) Total water withdrawal efficiency**

4258321.49

##### **(9.5.3) Anticipated forward trend**

*With plans for improved sales per selling square footage, coupled with smaller new store footprints, Burlington should see its water withdrawal efficiency improve over time.  
[Fixed row]*

#### **(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?**

	Products contain hazardous substances
	Select from: <input checked="" type="checkbox"/> Yes

[Fixed row]

**(9.13.1) What percentage of your company's revenue is associated with products containing substances classified as hazardous by a regulatory authority?**

**Row 1**

**(9.13.1.1) Regulatory classification of hazardous substances**

Select from:

Federal Water Pollution Control Act / Clean Water Act (United States Regulation)

**(9.13.1.2) % of revenue associated with products containing substances in this list**

Select from:

Less than 10%

**(9.13.1.3) Please explain**

*Items that we sell (shampoo, sanitizer, colognes, etc.) are monitored by state EPA's where applicable. In all our stores, corporate facilities, and DCs nationwide, our hazardous waste program is designed to align with California and Washington requirements – states that have enacted more rigorous hazardous waste regulations. The program covers various regulated waste categories, including eWaste and damaged merchandise designated hazardous. With waste regulation and enforcement becoming increasingly stringent, we took further steps to strengthen our compliance with hazardous and regulated waste requirements. These included increasing Associate training and communication in stores and DCs and utilizing a qualified third party to ensure that waste leaving our buildings is properly separated, handled and transported.*

[Add row]

**(9.14) Do you classify any of your current products and/or services as low water impact?**

	Products and/or services classified as low water impact	Primary reason for not classifying any of your current products and/or services as low water impact	Please explain
	<i>Select from:</i> <input checked="" type="checkbox"/> No, and we do not plan to address this within the next two years	<i>Select from:</i> <input checked="" type="checkbox"/> Judged to be unimportant, explanation provided	<i>As an off-price retailer we do not have our own products or provide services specifically related to water.</i>

[Fixed row]

**(9.15) Do you have any water-related targets?**

*Select from:*

No, and we do not plan to within the next two years

**(9.15.3) Why do you not have water-related target(s) and what are your plans to develop these in the future?**

**(9.15.3.1) Primary reason**

*Select from:*

Important but not an immediate business priority

**(9.15.3.2) Please explain**

*Minimal water use in operations. We monitor all water utility billing and usage monthly to assure no leaks or waste of the natural resource. We measure annual water footprint for the company and continue to include water conserving fixtures in new facilities.*

[Fixed row]

## C11. Environmental performance - Biodiversity

**(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?**

	<b>Actions taken in the reporting period to progress your biodiversity-related commitments</b>
	<i>Select from:</i> <input checked="" type="checkbox"/> No, and we do not plan to undertake any biodiversity-related actions

*[Fixed row]*

**(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?**

	<b>Does your organization use indicators to monitor biodiversity performance?</b>
	<i>Select from:</i> <input checked="" type="checkbox"/> No

*[Fixed row]*

**(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?**

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity	Comment
Legally protected areas	<i>Select from:</i> <input checked="" type="checkbox"/> Data not available	N/A
UNESCO World Heritage sites	<i>Select from:</i> <input checked="" type="checkbox"/> Data not available	N/A
UNESCO Man and the Biosphere Reserves	<i>Select from:</i> <input checked="" type="checkbox"/> Data not available	N/A
Ramsar sites	<i>Select from:</i> <input checked="" type="checkbox"/> Data not available	N/A
Key Biodiversity Areas	<i>Select from:</i> <input checked="" type="checkbox"/> Data not available	N/A
Other areas important for biodiversity	<i>Select from:</i> <input checked="" type="checkbox"/> Data not available	N/A

[Fixed row]

## C13. Further information & sign off

**(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?**

### **(13.1.1) Other environmental information included in your CDP response is verified and/or assured by a third party**

Select from:

No, but we plan to obtain third-party verification/assurance of other environmental information in our CDP response within the next two years

### **(13.1.2) Primary reason why other environmental information included in your CDP response is not verified and/or assured by a third party**

Select from:

Not an immediate strategic priority

### **(13.1.3) Explain why other environmental information included in your CDP response is not verified and/or assured by a third party**

*Burlington is currently engaged with a third-party consulting firm to perform an assurance readiness assessment of all disclosed climate-related data. The company plans to implement the recommendations of the consultant and seek external assurance within the next two years.*

*[Fixed row]*

**(13.3) Provide the following information for the person that has signed off (approved) your CDP response.**

#### **(13.3.1) Job title**

*Director of ESG, Climate, and CSR*

#### **(13.3.2) Corresponding job category**

Select from:

Environment/Sustainability manager

[Fixed row]

**(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.**

Select from:

No

