2025 CORPORATE SOCIAL RESPONSIBILITY REPORT

Burlington
DEALS. BRANDS. *WOW!*

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For quantitative environmental and social data, as well as disclosures aligned with the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards, view our 2025 CSR Disclosure Document on our website.

About this Report

This report highlights Burlington's Corporate Social Responsibility (CSR) efforts in 2025, focusing on the people and stories driving our impact on associates, communities, and the environment.

The information in this report principally covers our 2025 fiscal year (FY 2025), which began on February 2, 2025 and ended on January 31, 2026. Where "2025" is referred to, it means FY 2025, and all data refers to FY 2025 unless otherwise stated. Environmental data, including greenhouse gas (GHG) emissions, are based on activity between February 2, 2025 and January 31, 2026. "Associates" refers to employees of Burlington and "sustainability" refers to environmental sustainability.

In this report, there are links to Burlington websites containing additional information relevant to select CSR topics. If you would like further information or to provide any feedback, email us at info@burlingtoninvestors.com.

BURLINGTON AT A GLANCE

Burlington Stores, Inc., headquartered in New Jersey, is a nationally recognized off-price retailer with Fiscal 2025 net sales of $11.5 billion. Burlington Stores 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 1,212 stores as of the end of the fourth quarter of Fiscal 2025 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, high-quality branded merchandise at up to 60% off other retailers’ prices, including fashion-focused women’s apparel, menswear, youth apparel, baby, beauty, footwear, accessories, home, toys, gifts, and coats.

1,212
total stores[1]

131
new stores opened in Fiscal 2025[2]

83,309
total associates[1]

Our Burlington Culture

We are an off-price retailer.

We deliver great values to our customers every day.

We live by our core values.

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

We believe everyone matters.

We listen to the individual viewpoints of our diverse workforce through open and honest communication.

We win together.

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

We are a caring company.

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

[1] As of January 31, 2026.
[2] Inclusive of store relocations.

OUR CORPORATE SOCIAL RESPONSIBILITY APPROACH

Burlington views CSR as an enabler of business growth. By demonstrating that the company operates responsibly, we aim to continue to persuade:

- Current and future associates to choose to work for us
- Customers to feel good about shopping with us
- Communities to welcome our new stores and distribution centers (DCs)
- Vendors to trust us with their brands
- Shareholders to invest with us

To enable Burlington to focus its CSR efforts on the topics that matter most to stakeholders, we conduct periodic assessments. In 2025, we refreshed our list of priority topics using a combination of primary and secondary research to capture stakeholder perspectives. The results were used to identify ten priority topics where external conditions may impact the company's financial position and where Burlington's business could significantly impact people and the environment. This assessment approach is aligned with widely adopted ESG and CSR reporting frameworks like the International Financial Reporting Standards Sustainability Disclosure Standards, the European Sustainability Reporting Standards, and the Global Reporting Initiative.

CSR Governance

Guided by the priority topics identified in our most recent assessment, we support our CSR efforts through a robust governance structure that helps manage impacts, mitigate risks, and capitalize on opportunities.

A CSR Guidance Committee made up of senior leaders from relevant functions meets regularly to guide CSR strategy, policies, and disclosures. These are in turn reviewed and approved by a CSR Executive Steering Committee comprised of C-level leaders. At the highest level, the Board of Directors provides oversight of environmental, social, and governance (ESG) matters.

Priority Topics from Recent Assessment

Associates & Communities

- Working conditions for associates
- Equal treatment and equal opportunity for all associates
- Community impact through philanthropy and volunteerism

Environment

- Climate change impacts and mitigation
- Operational waste and recycling

Supply Chain

- Social and environmental practices of suppliers
- Working conditions for vendors' employees
- Human rights for vendors' employees

Governance

- Privacy and security of associate and customer data
- Customer health and safety

Q&A WITH CEO MICHAEL O'SULLIVAN

How are Burlington's CSR activities tied to its business growth strategy?

Our growth strategy prioritizes efficient operations, disciplined cost management, enhanced earnings, and continued store expansion. I believe that our CSR efforts support each of these priorities while creating value for associates, customers, vendors, and investors.

We invest in attracting, developing, and retaining talented associates who are essential to successfully opening and operating new stores and managing key functions such as merchandising and supply chain. I'm convinced that our community initiatives strengthen engagement by giving our associates and customers a deeper sense of purpose and connection to our company. Our focus on managing energy usage across our facilities helps control utility costs, while helping reduce GHG emissions.

Burlington operates in over a thousand communities across the country. What does being a responsible community partner mean at Burlington's scale?

At our scale, being a responsible community partner means creating meaningful, local impact through charitable giving that empowers people to live better lives and build brighter futures.

We donated more than $450,000 to organizations focused on education, workforce readiness, and community resilience; contributed $2.6 million to the Burlington Stores Foundation; and with partners like Delivering Good, we provided new and sample merchandise to local nonprofits to support those in need.

Our associates live and work in the communities we serve, and they take pride in giving back. In 2025, through the Burlington Stores Foundation, associates directed more than $1 million to nearly 300 nonprofits, and approximately 4,000 associates participated in volunteer efforts including food bank support, coat distributions, and back-to-school initiatives.

We also engage customers through in-store fundraising campaigns that support AdoptAClassroom.org and YouthBuild Global. These partnerships ensure that funds raised directly benefit the communities where we operate. In 2025, these campaigns generated a combined $3.1 million, exceeding prior-year results.

Which 2025 corporate responsibility accomplishments make you especially proud?

I am particularly proud of how we empower our associates to shape our community impact. In 2025, the Burlington Stores Foundation awarded more grants than ever before — all driven by associate nominations. We believe those closest to their communities are best positioned to identify where support will have the greatest impact.

I am also proud that Burlington was recognized as a Great Place to Work® for the 10th consecutive year. This reflects the strength of our culture and our ongoing commitment to creating an environment where associates feel supported, valued, and connected.

How is Burlington progressing against its environmental sustainability goals?

As we expand our store footprint, we remain focused on managing our environmental impact. It's our goal to reduce Scope 1 and 2 emissions per operating square foot by 60% by 2030, compared to a 2016 baseline. At the end of 2025, we achieved a 51% reduction, driven by energy efficiency initiatives and investments in renewable energy, keeping us on track to meet our target.

We also set a goal to source 20% of our electricity from renewable energy by 2030. In 2025, renewable sources accounted for 25% of our electricity use, exceeding our target ahead of schedule.

Looking ahead, we're focused on increasing the share of renewable energy integrated directly into our operations, particularly in new DCs. By incorporating these solutions from the outset, we're aligning our growth with our long-term environmental commitments.

2025 HIGHLIGHTS

Associates

82%
of associates say their work gives them a feeling of personal accomplishment, exceeding the retail industry norm of 77%

Over 2,400
associates celebrated through our recognition programs

New Associate Resource Group
launched for new hires

Communities

More than $3 million
in corporate contributions and donations

Over $3 million
in customer donations to charitable partners

In excess of $1 million
in associate-led giving

Environment

Achieved
our renewable energy goal of 20%[3] five years early

51%
reduction in Scope 1 and 2 greenhouse gas (GHG) emissions[4]

65%
of total operational waste diverted from landfills

[3] Of electricity consumption from renewable sources.
[4] Per operating square foot against a baseline of FY 2016.

Great Place To Work® Certified AUG 2025-AUG 2026 USA

10th consecutive year A Decade of Great!

Top Workplaces New Jersey 2025

***Fortune* Best Workplaces in Retail™ 2025**

***Fortune* Best Workplaces for Women™ 2025**

ASSOCIATES

Our associates are the heart of everything we do at Burlington. By investing in how we attract, grow, and support our people, we build a stronger company — and better serve our customers and the communities around us.

ATTRACTING AND WELCOMING ASSOCIATES

As Burlington grows, so does our opportunity to build a workforce that reflects the communities we serve. Our hiring approach welcomes associates of all backgrounds into a culture where everyone can do their best work.

Internships and Early Career

Our summer internship program immerses students and early career candidates into Burlington's culture. Interns join teams across the business for a 10-week hands-on experience, contributing to current initiatives and projects, building skills, and forming connections that often lead to full-time roles. In fact, half of our 2025 intern class returned to work at Burlington as full-time associates.

We recruit to hire through partnerships with colleges and universities across the country and through industry events. In 2025, the National Retail Federation (NRF) Student Program was our primary recruiting partnership, with Burlington executives and associates participating in career fairs, hiring events, and speaking opportunities. We also continued our relationships with the Fashion Scholarship Fund (FSF), the Black Retail Action Group (BRAG), and the Association of Corporate Counsel (ACC) — organizations that share our commitment to supporting and developing early career professionals.

New Hires and Onboarding

At Burlington, we believe a strong start makes all the difference. Our onboarding programs give new associates the tools, training, and connections they need to hit the ground running.

In 2025, we introduced the New Hire Hub, a centralized platform that brings together training materials, company information, and benefits guidance to support our newly hired associates. To better understand the new hire experience, we introduced the New Hire Onboarding Survey Series to capture feedback during an associate's first three months. Together, these resources help us make sure every associate feels informed, supported, and set up to succeed from day one.

We also launched New BEAT (Burlington Engaging our Amazing Talent), a new Associate Resource Group (ARG) designed to support associates during their first 12 months.

"Having the onboarding process made me feel like I am part of a bigger team and having the New BEAT ARG meetings opened me up to a wider range of people in the organization that made me feel more connected."

Vlad Vershinin, Manager, Architecture Store Planning & Design

TRAINING AND DEVELOPING ASSOCIATES

At Burlington, we invest in associates at every stage of their career — from onboarding programs for newly hired and promoted associates to continuous learning for those growing in their current roles. In 2025, 82% of associates agreed that Burlington provides them with the opportunity for learning and development. That commitment to development reflects what we believe: that associates thrive when they are supported, challenged, and empowered to grow.

Growing Skills Across the Business

All new associates begin their career journey with an introduction to Burlington's culture, values, and expectations. From there, training is built around the specific skills each role requires. We design and deliver training through a blended learning approach — offering online and hands-on training, as well as instructor-led experiences. Depending on location, we offer training in multiple languages, such as Spanish, Hindi, and Haitian Creole, to better support our multilingual associates.

Merchandising

Merchandising requires an artful mix of market knowledge, analytical skill, and instinct. In 2025, we reimagined several role-specific onboarding programs for newly hired and promoted buying and planning associates. In our Assistant Buyer and Allocations Analyst early career programs, 94% of the associates reported a clear understanding of their role after training, and 91% felt positioned to succeed. For those in-role looking to build their skills, we expanded our continuous learning offerings, focused on helping associates build proficiency in new tools and reports.

Stores

Our store managers are the connection between our corporate strategy and the day-to-day experience of our store associates and customers. In 2025, we launched two new programs to support the success of our store managers:

- **Store Manager Essentials:** a hands-on, multi-week curriculum completed in a dedicated training store before a manager is assigned to their own location.
- **Store Manager Leadership Foundations:** a program that develops high-potential future store managers in operational skills and leadership competencies. Of those who participated, 66% have been promoted.

Distribution Centers

Our DCs are a driving force behind Burlington's off-price business model. Our DC associates process merchandise at speed and scale so our products reach the right stores at the right time. Keeping DCs running takes a skilled workforce, and in 2025 we piloted new training in priority areas including inbound processing, quality verification, maintenance, and safety. We also developed a six-week DC leadership training program to support the opening of our newest DC in Ellabell, Georgia.

36% of leaders in senior management[5] positions have been with Burlington for 10+ years

51% of open management[6] positions were filled by internal promotions (up from 48% last year)

[5] Senior management is defined as Vice-President in title and above.
[6] Management is defined as Manager in title and above.

Beyond the Buy

Beyond the Buy is an internal networking event that brings together merchandising associates and senior leaders in our New York and California buying offices for candid conversations about market insights, career stories, and the practical lessons that shape a career in retail. The forum gives associates direct access to senior leaders who have navigated the same pressures, strengthening their decision-making skills and reinforcing a culture where associates feel supported in their growth.

Building Leadership at Every Level

Strong companies are built on strong leadership, and at Burlington we believe leadership is a skill that must be nurtured, supported, and developed at every level. That's why we continue to invest in programs to help associates grow, building a future-ready organization with a focus on four strategic areas: assessing performance and potential in equitable and reliable ways, enhancing development pathways, reinforcing leadership accountability, and strengthening our succession pipeline.

Core Competencies

A critical underpinning of our leadership development strategy is the Leadership Competency 2.0 Framework, which defines the leadership behaviors instrumental for achieving Burlington's business objectives. The Leadership 2.0 Portal, our competency-based hub, remained a highly utilized resource in 2025, underscoring associates' commitment to building capabilities through the framework and its tools. In 2025, we embedded the competencies into year-end performance reviews to reinforce that how we lead is as important as what we achieve, as well as to drive meaningful development discussions and action plans.

Leadership Development Programs

Investing in our leaders is one of the most direct ways we build a stronger, more resilient organization — and in 2025, we deepened our investment across the business and at every level, with about 350 associates participating in leadership development programs.

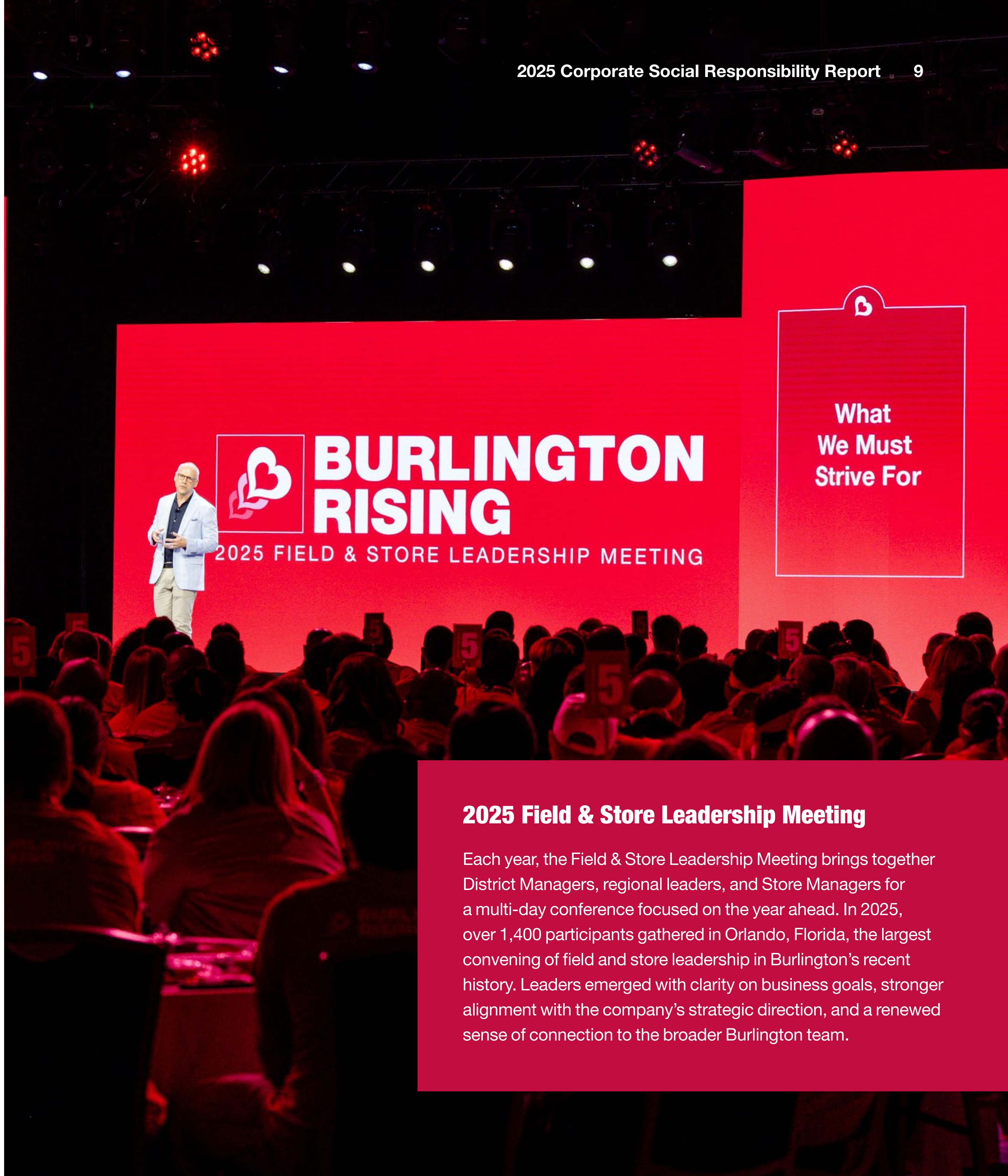
We introduced and expanded tailored leadership development programs to address the specific leadership priorities of each business area. In DCs, we broadened the Driving Managerial Excellence program's audience to nearly 100 DC Area Managers, advancing the efforts to strengthen all participants' foundational management skills. In stores, we initiated a new program to develop the mindsets and practices for transitioning from Store Manager to District Manager called "DM Leadership Foundations," helping build our internal pipeline of field leaders.

Our enterprise leadership development portfolio also grew with a new high potential Vice President program: the Executive Leadership Education & Advancement Program (XLEAP). This program is conducted in partnership with Drexel University and focuses on cultivating the capabilities for leading in a dynamic environment.

51% of leaders in senior management[7] positions are female

47% of leaders in management[8] positions are Persons of Color (POC)[9]

[7] Senior management is defined as Vice-President in title and above.
[8] Management is defined as Manager in title and above.
[9] Person of Color (POC), consistent with definitions used by the Equal Employment Opportunity Commission (EEOC), includes the following racial and ethnic categories: Black or African American; Hispanic or Latino; Asian; Native Hawaiian or Other Pacific Islander; American Indian or Alaskan Native; and Two or More Races.



2025 Field & Store Leadership Meeting

Each year, the Field & Store Leadership Meeting brings together District Managers, regional leaders, and Store Managers for a multi-day conference focused on the year ahead. In 2025, over 1,400 participants gathered in Orlando, Florida, the largest convening of field and store leadership in Burlington's recent history. Leaders emerged with clarity on business goals, stronger alignment with the company's strategic direction, and a renewed sense of connection to the broader Burlington team.

ENGAGING ASSOCIATES

At Burlington, we are committed to fostering open and honest dialogue with our associates and building a culture where everyone belongs — because when our people thrive, our business does too.

Continuous Listening

Associate feedback shapes the decisions that move Burlington forward, and we are deeply committed to listening with intention and acting with purpose. We employ comprehensive Your Voice associate engagement surveys and targeted pulse checks on topics relevant to the business, with leaders using results to identify opportunity areas and develop action plans with their teams. In 2025, over 54,000 associates participated in an annual company-wide pulse check, and our engagement score rose to 80% — with associates rating Burlington well above retail industry norms on clarity of job responsibilities, manager effectiveness, and alignment with company values. We also conducted targeted pulse surveys for merchandising and store associates to gather insights into these areas.

In response to feedback from our 2024 survey, we launched three initiatives in 2025: the New Hire Hub, a new Associate Resource Group (ARG) for new hires, and the Recognition Portal — improvements that support the onboarding experience, foster early connection, and enhance how we celebrate great work.

Fostering Belonging

To reinforce connection and inclusion in Burlington's workplace culture, we deliberately embed our core values of "trust and respect" and "building teams and partnerships" into leadership behaviors cultivated through coaching and training. These leadership behaviors in turn have a direct and daily impact on how associates feel supported to be their authentic selves at work and empowered to make valuable contributions.

In 2025, we hosted Celebrate Unity Day, an annual event designed to strengthen associate connections and reinforce our culture of respect and inclusion. Over the years, the event has grown into a meaningful enterprise-wide experience, engaging associates across our corporate offices, DCs, and stores.

Associates also came together beyond our walls, participating in the Conference for Women in Philadelphia, the Juneteenth Parade in Atlanta, Major League Baseball's Pride Nights in Los Angeles and New York, and the Jersey Pride Festival in Asbury Park.

Heart to Heart Moments

Our Be You @ Burlington campaign amplifies associate voices through storytelling and dialogue, creating opportunities for associates to share personal experiences that build awareness, understanding, and connection across the organization. As an example, in 2025 our Heart to Heart Moments series continued that work for National Disability Employment Awareness Month in one of our New Jersey stores.

Impact Councils

Impact Councils are cross-functional groups of associates who represent their teams on matters related to engagement, belonging, and community initiatives. Their insights translate associate experience into business impact, informing decisions, supporting retention, and building a culture where people feel connected and invested in their work. In 2025, Council chairs contributed associate perspectives to Burlington Stores Foundation grant reviews, helping strengthen fairness and alignment with community needs.

Associate Resource Groups

ARGs are associate-led communities that help foster connection, provide peer support, and create cross-functional engagement, offering perspectives that influence both workplace culture and business decisions across Burlington. Associates can join any ARG that interests them and take part in programming throughout the year designed to engage and benefit the broader Burlington community.

Individual ARGs host meetings to bring members together to learn, connect, grow, and share ideas, fostering a strong sense of community while supporting professional development and meaningful engagement. Our ARGs also host events open to associates beyond their membership, expanding opportunities to build community, develop inclusive leadership skills, and empower associates at all levels. In 2025, two such ARG-hosted events further demonstrated this impact:

- The Empowered! ARG held its annual live networking event, bringing associates and senior executives together for speed networking and practical leadership conversations.
- The Women's Inclusivity Network (WIN) ARG hosted its second annual R.I.S.E. (Resilience, Inspiration, Support, and Empowerment) event featuring an organization that uses poker strategies to teach confidence, strategic thinking, and negotiation skills.

Our ARG members also contributed to focus groups with Burlington buyers, sharing feedback and perspective to help inform merchandising decisions which better meet the needs of our customers.

Culture Training

Our culture training equips leaders to build workplaces where all associates can thrive. In 2025, sessions covered topics such as inclusive leadership, psychological safety, and unconscious bias — each grounded in the real situations our managers navigate every day.

73% of all associates are female

79% of all associates are Persons of Color (POC)[10]

[10] Person of Color (POC), consistent with definitions used by the Equal Employment Opportunity Commission (EEOC), includes the following racial and ethnic categories: Black or African American; Hispanic or Latino; Asian; Native Hawaiian or Other Pacific Islander; American Indian or Alaskan Native; and Two or More Races.

Burlington's Open to All Associate Resource Groups

WIN — Empowering women associates and allies through development, networking, and community

Empowered! — Supporting Black and African-American associates and allies through professional development and community

THRIVE — Advancing associate well-being across emotional, financial, mental, and physical health

HEART — Fostering connection and community for LGBTQ+ associates and allies

JUNTOS — Bringing together Hispanic associates and allies to foster belonging and strengthen community ties

VOICE — Promoting inclusion, awareness, and allyship to help associates feel valued and empowered

New BEAT — Helping new associates build relationships and navigate Burlington with confidence in their first year

SUPPORTING AND RECOGNIZING ASSOCIATES

Supporting our associates means prioritizing their health and safety, providing benefits and resources that enhance their overall well-being, and recognizing their contributions. By investing in our associates, we help them feel valued, supported, and equipped to succeed.

Health and Safety

Burlington is committed to maintaining a safe environment across all of our stores, DCs, and corporate offices through proactive programs, training, and a culture that empowers associates to speak up.

Our Injury and Illness Prevention Plan establishes the health and safety policies that guide our operations. Associates are encouraged to report potential hazards to their supervisors without fear of retaliation, and concerns are promptly investigated and addressed. Associates can also report safety concerns through our Integrity Reporting Hotline.

In 2025, our B-Safe program continued with the goal of elevating our safety culture and reducing associate and customer incidents in stores. We also updated our safety training with short video-based modules covering key risk areas, including those designated by OSHA, and integrated safety expectations into new hire orientation so associates are grounded in our safety culture from their first day with us.

In our DCs, the Safety team introduced the Leading Indicator Initiative to help prevent incidents from occurring through department audits, safety observations, weekly training topics, and dock door audits. As a result, recordable injuries in our DCs decreased by over 15% in 2025, reflecting the impact of this proactive approach.

B-Safe Focus Store Program

Burlington's rapid pace of store openings in 2025 did not hamper our ongoing commitment to keeping every location safe. A key enabler of that commitment is the B-Safe Focus Store program: a data-driven initiative that identifies stores with the highest incident frequency and equips them with resources to reduce claims and incident severity, such as real-time incident reporting, accessible claims data, and a safety video library. Over 30% of the 2025 focus stores graduated from the program as a result of safety improvements.

Be Well @ Burlington

In 2025, we launched Be Well @ Burlington, a wellness initiative connecting associates to physical, mental, and financial well-being resources — and to each other. Wellness took center stage across our corporate campuses with the 2025 "Be Well" Wellness Fair, where associates engaged directly with benefit providers and enjoyed opportunities for connection. The Wellness Fair is one of many ways Burlington invests in building associate well-being and community.

Benefits

At Burlington, we offer a comprehensive benefits package built to support associates and their families across health, finances, and everyday life.

Health and well-being: Medical, dental, and vision plans; care coordinators; telehealth; and chronic condition management.

In 2025, we added a family health benefit covering fertility, maternity, parenting, and women's health, and a new cardiometabolic program for associates managing chronic conditions.

Financial well-being: 401(k) with company match; college savings plan; life and disability insurance; identity theft protection; tuition assistance; pet insurance; legal plan coverage; and an associate store discount.

Work-life balance: Employee Assistance Program (EAP); paid time off including parental leave, bereavement, and sick time; adoption assistance; 24/7 no-cost mental health support; and an online savings portal.

Regardless of hours worked, part-time associates can access health coverage, additional insurance benefits, and the savings portal.

Awards and Recognition

Great work deserves to be celebrated. Burlington recognizes outstanding performance through merit-based programs, including Excellence Awards for associates delivering standout business impact and Spotlight Awards for those who go above and beyond expectations of their roles. Burlington also honors associates through programs such as Veterans Day recognition and Milestone Anniversary awards for long-tenured team members. In 2025, we proudly distributed more than 800 awards and recognized an additional 1,600 associates through these programs. We also launched a new Recognition Portal to encourage and amplify peer-to-peer appreciation across the company.

Burlington Trailblazers

The Burlington Trailblazers program honors associates who have reached 40 years of service. In 2025, the program celebrated five Trailblazers by inviting them to company headquarters to be recognized at the All-Company Meeting and personally thanked by executive leadership for their achievement.

"My 40 years here have flown by because I've had so much fun. I've grown with the company, achieved a lot, and stayed because it's always been a caring company. Watching it evolve from a mom-and-pop shop to a multi-billion-dollar corporation has been truly humbling."

Jay Cool, Director of IT Field Support and Services, Burlington Trailblazer

COMMUNITIES

Our approach to community giving is built on local connection. Through corporate donations, customer fundraising, and the Burlington Stores Foundation, a private 501(c)(3) that distributes grants to nonprofits nationwide, we direct resources to the communities where our associates and customers live and work, empowering people to live better lives and build brighter futures.

CORPORATE GIVING

Burlington contributes financially to organizations focused on education, workforce readiness, and community resilience, and donates merchandise to organizations that distribute goods to people in need.

Monetary Contributions and Donations

In 2025, Burlington donated over $450,000 to 21 organizations, including the NRF Foundation, Her Honor Mentoring, the Black Retail Action Group, Delivering Good, and AdoptAClassroom.org. The company also contributed $2.6 million to fund the Burlington Stores Foundation, which you can learn more about on page 17 of this report.

300+ nonprofit organizations supported[11]

Investing in the Next Generation of Leaders

Her Honor Mentoring connects first-generation female high school seniors with accomplished professional women. In 2025, numerous Burlington associates served as mentors throughout the academic year. We also supported their annual graduation luncheon with a financial contribution and curated merchandise baskets filled with school supplies.

[11] Through direct corporate donations and grants from the Burlington Stores Foundation.

"Distributing coats each year gives me a sense of purpose. I will never forget the impact this experience had on us and the difference it made in so many people's lives."

Kenisha Cromartie, Merchandising Assistant, Coat Event Volunteer

Merchandise Donations

Through our partnership with Delivering Good, Burlington donates coats and sample merchandise to local nonprofits and charities across the country, putting new, essential items in the hands of people who need them most. Additionally, through our Merchandise Donation Program, Burlington collects store and DC merchandise that is unable to be sold and donates it to local nonprofits, supported by our partnership with Happen Ventures. In 2025, Burlington donated more than $2 million worth of merchandise.

$2M+ worth of merchandise donated

Keeping Communities Warm

Coats have been part of Burlington's story from the beginning, and getting them to people in need is something we're proud to carry forward year after year. In 2025, Burlington donated 50,000 new coats through our partnership with Delivering Good. Associates went further, with New Jersey teams distributing about 1,000 children's coats to more than 780 families in need through NJRise, and New York City associates joining a YWCA distribution event providing over 100 families with food and coats.

CUSTOMER GIVING

Together with our national charitable partners, we invite customers to join us in giving back to their local communities during our annual in-store fundraising campaigns. In 2025, that collective generosity added up to more than $3.1 million for our charitable partners, supporting the essential work of AdoptAClassroom.org and YouthBuild Global.

AdoptAClassroom.org

AdoptAClassroom.org equips pre-K through 12th grade classrooms at high-needs schools with the learning materials students need to succeed. During the back-to-school season in 2025, Burlington's five-week campaign raised more than $1.7 million, bringing our nine-year partnership total to more than $15.5 million. Additionally, as Burlington opens new stores throughout the year, each grand opening is marked by a $5,000 AdoptAClassroom.org donation to a high-needs school in the surrounding community — meaning as we scale, so does our investment in the students and educators who call these communities home.

YouthBuild Global

YouthBuild supports young adults between the ages of 16 and 24 who are neither in school nor employed by helping them develop job skills, reclaim their education, become community leaders, and build brighter futures. Burlington's annual spring fundraising campaign raised more than $1.4 million for YouthBuild, bringing our three-year partnership total to more than $4.1 million. YouthBuild allocates a portion of the funds raised locally, so when customers give at checkout, they are investing in young people in their own community.

Fundación Infantil Ronald McDonald Puerto Rico

Fundación Infantil Ronald McDonald Puerto Rico keeps families together while their children receive medical care, providing a supportive space close to the hospital when they need it most. For the 12th consecutive year, Burlington customers joined us in supporting that mission during the holiday season through toy donations. Since the partnership began, customers have donated more than 175,000 new toys to the organization.

$3M+ donated to our charitable partners via customer giving

YouthBuild Training Opens New Doors

In Columbia, Missouri, a YouthBuild program run by Job Point used Burlington's support to build a solar training lab, opening a career pathway into a fast-growing sector by giving young adults hands-on experience in solar panel installation.

"We could never achieve our goals as a network without collaboration, and we're so thankful to all Burlington's associates and customers for standing with us and the incredible young leaders we serve."

John Valverde, President and CEO, YouthBuild Global

ASSOCIATE-LED GIVING AND VOLUNTEERISM

At Burlington, community engagement is part of the associate experience. Through the Burlington Stores Foundation, associate volunteerism, and the Associate Assistance Fund, associates help fund causes meaningful to them and volunteer their time to make a tangible difference in the communities where they live and work.

The Burlington Stores Foundation

Through the Foundation's associate-nominated grant program, associates play a meaningful role in shaping which nonprofits receive support by nominating causes for consideration. The program awards hundreds of grants in two tiers, $2,500 and $5,000. Since the previous year, the Foundation expanded its funding criteria to allow more flexible support, including general operating funding, event sponsorships, and staff salaries.

In 2025, over 650 associates nominated nonprofits through the grant program, resulting in 284 nonprofits being awarded over $1 million in grants across 38 states, Washington, D.C., and Puerto Rico — the program's biggest year since it launched.

$1M+
in grants from the Foundation

284
nonprofit organizations received grants

38
states reached through Foundation grants

Grants in Action

Citi Boi Corporation received a grant from the Burlington Stores Foundation in 2025 after being nominated by a Burlington associate. The Michigan-based organization supports wounded veterans, military families, and community members in need — and in 2025, assisted over 15,000 people through emergency support, transitional services, and wellness programs.

"Receiving this grant brings relief, gratitude, and renewed hope, knowing we can stretch our resources further and reach more families in need. It energizes our entire team and reminds us that we're not alone in this mission."

Rob Mathis, Chief Executive Officer, Citi Boi Corporation

Season of Service at Our DCs

In 2025, DC associates packed more than 24,000 school supply kits delivered to eight local schools, and West Coast teams collected over 1,000 items before Thanksgiving for the Helping Hands Pantry food drive.

Volunteerism

Burlington fosters a culture of caring by giving associates the resources and opportunities to make a difference in their communities.

Through Burlington's Hearts in Action Season of Service volunteer program, corporate and supply chain associates have access to a year-round volunteering platform that connects them to nonprofit organizations and volunteer opportunities aligned with their interests, location, and work schedules. DC associates are also invited to participate in the Season of Service through on-site volunteer events. In total, nearly 4,000 associates across corporate offices, buying offices, and DCs participated in volunteer activities throughout 2025, including food bank support, coat distributions, and back-to-school kit-making.

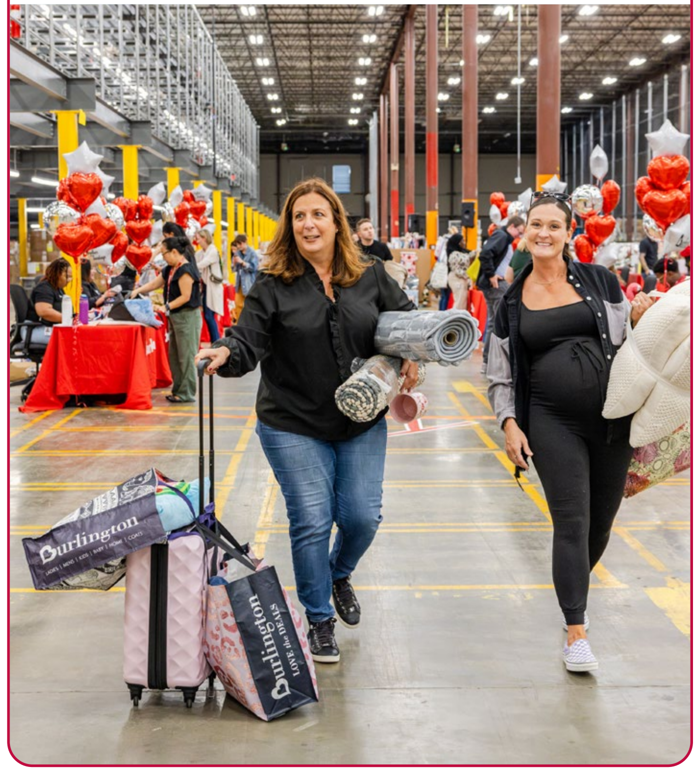
That same spirit of giving carries into the holiday season through the Holiday Helper program, which invites corporate and supply chain associates into retail locations to help our store teams with stocking, organizing, and customer assistance. What started as an operational initiative has grown into a cross-functional tradition — corporate partners across the company supporting their store teammates during the busiest time of the year.

Associate Assistance Fund

Burlington's Associate Assistance Fund (AAF) is a program funded by Burlington associates, for Burlington associates, that provides tax-free financial grants to colleagues facing unexpected hardship. Associates are part of the communities we serve, and caring for one another is an extension of the same values that drive our broader community commitment.

Bargain Bonanza

The Burlington Bargain Bonanza turns sample merchandise into an opportunity to support our community and associates. In 2025, we hosted three sample sale events in New Jersey, California, and New York. These events raised over $52,000 for Burlington's Associate Assistance Fund (AAF), our grant program for our associates facing unexpected hardship.



ENVIRONMENT

Across more than 1,200 stores nationwide, Burlington recognizes that energy use, waste management, and facility operations contribute meaningfully to our environmental footprint. We are focused on reducing that impact through operational efficiency and practical solutions that help lower energy consumption, GHG emissions, and waste while supporting long-term, responsible growth.

OUR APPROACH TO SUSTAINABILITY

At Burlington, sustainability is not a standalone initiative managed by a single team. Advancing our sustainability strategy is a shared responsibility, supported by associates and business partners across the organization.

Building Sustainability Into How We Grow

As Burlington grows, we build environmental accountability into our expansion. Our new store prototype establishes standards for material and resource consistency, while Commissioning and New Store Delivery teams verify that these standards are met before each location opens. This includes reviewing energy systems, building controls, and waste and recycling processes to ensure they are operating as intended. In 2025, we strengthened our approach by implementing process improvements with construction partners earlier in the development process, driving greater consistency, compliance, and accountability. These enhancements position us to capture more energy efficiency and waste reduction opportunities as we continue our rapid store expansion.

Associates as Partners in Sustainability

Every associate across our stores, offices, and DCs has a role to play in Burlington's sustainability efforts. Through internal communications, educational campaigns, and hands-on initiatives, we share with associates what we're accomplishing and offer practical guidance on habits that extend beyond the workplace, like recycling and composting.

Sustainability Strategy Focus Areas

- Set goals to focus and align sustainability efforts
- Increase the use of renewable energy across our operations
- Educate and engage associates
- Enhance Burlington's reputation by incorporating environmental sustainability into our caring culture
- Partner with non-merchandise suppliers for products and services with reduced environmental impact

MINIMIZING OUR ENVIRONMENTAL IMPACT

At Burlington, we manage energy use across a large and growing portfolio of stores, DCs, and corporate offices. With a focus on improving energy efficiency and increasing renewable energy at scale, we can minimize our environmental impact while also lowering operating costs.

Renewable Energy

Increasing use of renewable energy is a key component of Burlington's sustainability strategy. In 2025, Burlington benefited from opportunistic renewable energy certificate (REC) exchanges in high value REC markets. As a result, 25% of our electricity came from renewable sources, surpassing our goal to source 20% of our electricity consumption from renewable sources by 2030. We plan to build on this momentum and continue increasing renewable energy consumption through 2030 in support of our broader climate-related goal to reduce Scope 1 and 2 emissions by 60%. To facilitate this progress, we are expanding on-site solar installations and pursuing renewable electricity supply agreements in markets where available.

By the end of 2025, Burlington executed agreements for on-site solar across New Jersey, California, and Massachusetts. Our solar generation portfolio at DCs continues to grow with two additional California locations on track for 2026. We also advanced plans for on-site solar at our new Ellabell, Georgia DC, and at the next DC to be built in Arizona, embedding renewable energy into our newest facilities from the start. Lastly, in 2025, we expanded renewable electricity supply agreements across the Midwest, Mid-Atlantic, and West Coast, broadening renewable energy throughout our portfolio.

RENEWABLE ENERGY GOAL

2030 GOAL

20% of electricity consumption from renewable sources

2025 PROGRESS

25% of electricity consumption from renewable sources

GOAL ACHIEVED

Energy Efficiency

Keeping our stores comfortable for customers and associates while efficiently controlling heating and cooling is an ongoing priority. By managing energy use efficiently, we can deliver comfort cost-effectively and at scale, optimizing energy demand across our portfolio.

Our energy management system (EMS) spans our full portfolio of facilities, providing visibility into building conditions and energy consumption to support more informed, proactive energy management. In 2025, we expanded our data-driven HVAC analytics program to over 250 new stores, bringing the total to more than 500 locations. We also completed a 40-store pilot of an advanced analytics platform that identifies mechanical equipment issues and demand spikes, enabling targeted corrective action. Based on positive results, we are expanding this technology to 400 additional stores in 2026.

As LED lighting in our facilities approaches end of life, we are evaluating next-generation fixtures which make it possible to achieve improved light levels at lower wattages. These fixtures also offer improved color accuracy, enabling customers to confidently judge how apparel will look outside the store, helping us to reduce our environmental impact while elevating the overall customer experience.

We participate in demand response programs, voluntarily reducing energy consumption during periods of peak demand to support local grid stability and advance our broader resilience strategy. Together, these efforts represent a disciplined, technology-enabled approach to managing energy costs while keeping our stores comfortable for customers and associates.

Improving Field Engagement

In 2025, the Energy team built upon its established processes to improve engagement with field teams. New resources were introduced, including updated guidance and targeted training materials, to help field associates better understand EMS and HVAC systems and facilitate resolution of issues affecting store operations. Energy leadership further clarified key processes and shared best practices directly with field associates. Additionally, new standard operating procedures aligned internal teams and external vendor partners, making energy management an even more shared responsibility across the organization.

Greenhouse Gas (GHG) Emissions

Managing our GHG emissions requires visibility across our entire supply chain, from the energy used in our facilities to the emissions generated during the transportation of goods. We track Scope 1 and 2 market-based emissions against a 2030 reduction goal, while also deepening our understanding of our Scope 3 emissions to inform smarter decision-making and prepare for an evolving regulatory landscape. In 2025, our total GHG emissions were approximately 352,000 metric tons (mt) of carbon dioxide equivalent (CO_2e).[12]

Scope 1 and 2 Emissions

Our 2030 goal targets a 60% reduction in emissions per square foot of operating space against our 2016 baseline, which means our progress is measured by how efficiently we operate, not just by gross emissions. As we continue to grow our store footprint, energy efficiency and renewable energy investments are primary drivers of our emissions reductions. In 2025, Scope 1 and 2 market-based GHG emissions were approximately 196,800 mt CO_2e, representing a 51% reduction from our baseline year of 2016.

Scope 3 Emissions

To strengthen our understanding of our Scope 3 emissions and prepare for evolving climate disclosure regulations, our Climate team conducted an internal relevancy assessment across all 15 categories of Scope 3 emissions set forth in the GHG Protocol. The assessment identified additional Scope 3 categories relevant to our business beyond the three categories we have historically reported. We are working internally to collect data and calculate these additional Scope 3 categories to better represent our Scope 3 footprint. Understanding emissions generated outside of our direct operations helps us more fully quantify our emissions footprint, report more transparently, and respond with confidence to regulatory requirements such as California's climate-related disclosure laws.

For detailed GHG emissions data, please refer to 2025 CSR Disclosure Document on our website.

EMISSIONS REDUCTION GOAL

2030 GOAL

60%
reduction in Scope 1 and 2 Emissions[13]

CO_2

2025 PROGRESS

51%
reduction in Scope 1 and 2 Emissions[13]

[12] Total GHG emissions include Scope 1, Scope 2 market-based, and Scope 3 Categories 4, 5, and 6.
[13] Based on market-based emissions per operating square foot against a FY 2016 baseline; includes all locations where Burlington was operationally responsible including those not active for the full fiscal year.

Small Trash Balers

Small trash balers, known as "squishers," compress bags of trash into compact bales, reducing pickup frequency and freeing up back-of-house space, a win for smaller stores. In 2025, over 100 stores added a small trash baler. Fewer pickups means lower transport costs, and fewer associate trips to the dumpster means more time on the sales floor helping customers.

WASTE DIVERSION

At Burlington, our dedicated Waste team oversees recycling and waste operations across stores, DCs, and corporate offices — supporting consistent diversion practices that reduce landfill contributions and lower transport and disposal costs.

65%
of waste diverted from landfills

77,400+ tons
of cardboard recycled

12,000+ tons
of wood recycled

1,600+ tons
of metal recycled

Waste Management

Burlington's waste management program combines smart technology with ongoing associate education. Compactor monitors use real-time data to optimize pickup scheduling across more than 800 stores, reducing the cost of unnecessary pickups and minimizing the risk of overflow. Associate training helps improve waste disposal and recycling processes, helping drive consistency across our operations. Burlington also maintains compliance with electronic waste regulations nationwide as part of our broader waste management program.

In 2025, we piloted a cardboard backhauling program in over 40 stores that have limited on-site bale storage capacity. The program consolidated cardboard bale removal with merchandise delivery, reducing trips and lowering transportation and disposal costs. Due to the success of this pilot program, we plan to expand our backhauling efforts to additional stores in the future.

"The squishers have been a game changer for our stores' back-of-house operations. By compacting the waste generated from processing merchandise, stores are able to keep their receiving areas clean, organized, and free of accumulated trash bags."

Mindy Jakubczak, Regional Vice President, Stores

Hazardous Waste

Burlington carefully manages regulated waste, including everyday products like beauty items and flammable liquids that require segregation from standard waste disposal channels to protect waterways and the environment. To promote consistent compliance, we voluntarily hold our stores nationwide to the most stringent state-level regulations. In 2025, we further enhanced our Hazardous Waste Program by adding surveys across all locations, capturing feedback from technicians to provide insights into store and DC compliance. We also expanded our donation categories to include lightly damaged merchandise, diverting additional material from hazardous and regulated disposal.

Supplier Engagement

Burlington's waste reduction efforts extend beyond our internal operations to include our supplier relationships. As part of our extended producer responsibility (EPR) compliance and state-specific packaging source reduction plans, we are beginning to engage vendors on more sustainable packaging options for our direct import merchandise and for key operational supplies. In 2025, we refined our vendor partnership manuals by recommending a transition away from silica gel packets for moisture control in favor of a plastic-free alternative made from bentonite clay.

Giving More, Wasting Less

In 2025, Burlington found new ways to redirect surplus food to the people who needed it most. Throughout the year, pickups from our corporate office sent over 2,500 unused prepared meals to a nearby senior living facility, through a partnership with Share My Meals, a New Jersey nonprofit that recovers food for families facing food insecurity.

At our DCs, a pilot with Happen Ventures diverted lightly damaged or partially filled personal care products, including hair care, fragrances, lotions, and cosmetics, from hazardous waste disposal, donating them to local charitable organizations instead. Following a successful pilot, Burlington expanded the program to all DC locations.

PREPARING FOR WHAT'S AHEAD

Burlington takes a proactive approach to addressing regulatory changes and mitigating environmental risks that could affect our operations. By anticipating shifts in the regulatory landscape and assessing climate-related risks, we work to protect our business as we grow.

Regulatory Compliance

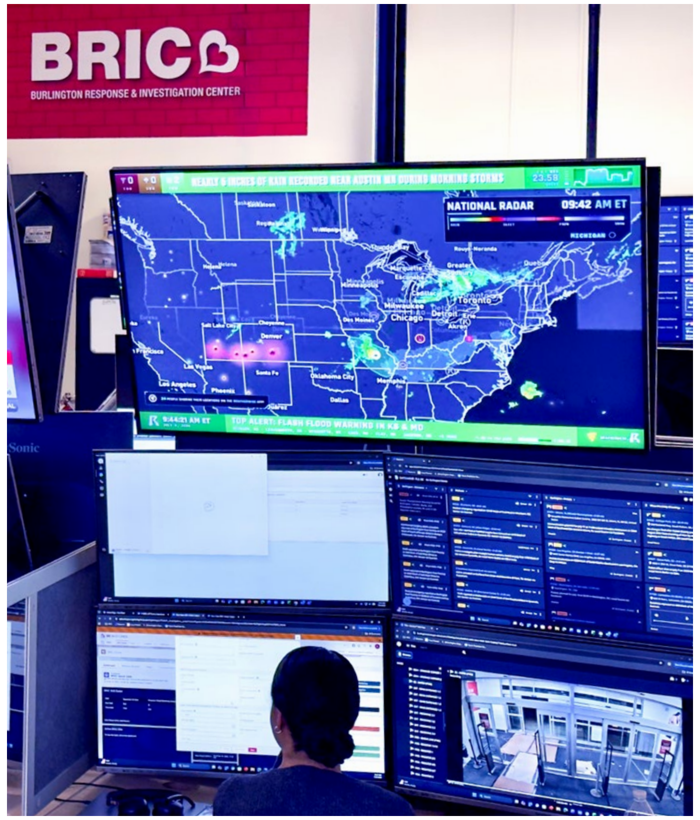
State-level environmental regulations are expanding, driven by consumer advocacy, state budget pressures, and growing investor interest in climate risk exposure. Burlington is proactively strengthening its compliance processes, collaborating across functions, engaging expert consultants, and building the internal infrastructure to fulfill reporting requirements with confidence. Current focus areas include mandatory GHG emissions reporting with third-party data assurance, packaging material inventories for EPR laws, and unique state-level recycling programs.

Climate Resilience

Burlington operates stores across a wide range of climates, and extreme weather in any of those regions can disrupt operations, impact associates and customers, and affect our bottom line. Strengthening resilience is an important consideration as we open new stores and DCs, maintain existing ones, and prepare our teams to respond to climate change–related events.

Preparation for climate-related events looks different depending on the nature of the risk. Coastal and hurricane-prone stores keep sandbags and plywood on site, generators are standard across all Puerto Rico locations where grid reliability is an issue, and stores in wildfire-prone areas follow dedicated readiness protocols to protect store associates and merchandise from smoke. We also work closely with vendors to support supply chain continuity during severe weather events.

At the center of our emergency response capability is the Burlington Response and Investigations Center (BRIC), a 24/7 security operations center that monitors for weather and safety disruptions, coordinates emergency communication, and activates a structured response plan when major events threaten our facilities.



BEYOND THIS REPORT

This report highlights our most impactful stories from 2025, but there is more to explore beyond these pages. To learn about our Supply Chain and Governance practices and access additional CSR data and disclosures, visit Burlington's investor website.

SUPPLY CHAIN

Learn more about the standards and practices that guide how we work with our suppliers, including working conditions and human rights for the people employed in our supply chain.

GOVERNANCE

Learn more about how Burlington conducts business responsibly, upholds ethical standards, and protects the data entrusted to us.

DATA AND DISCLOSURES

For ESG data tables and disclosures aligned with GRI and SASB standards, view our 2025 CSR Disclosure Document.

Burlington

DEALS. BRANDS. *WOW!*

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Safe Harbor for Forward-Looking and Cautionary Statements

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Readers can identify forward-looking statements by the fact that they do not relate strictly to historical or current facts. Forward-looking statements can also be identified by words such as “future,” “anticipates,” “believes,” “estimates,” “expects,” “intends,” “plans,” “will,” “could,” “can,” “may,” “remain,” “goal,” “target,” “opportunity,” “strive,” “seek,” “anticipate,” and similar terms, although not all forward-looking statements contain such terms. The principal forward-looking statements in this report include our sustainability goals, commitments, and programs; our associate engagement strategy and related initiatives; our business plans, initiatives, and objectives; our assumptions and expectations; the scope and impact of CSR risks and opportunities; and standards and expectations of third parties. These statements involve risks and uncertainties, and actual results may differ materially from any future results expressed or implied by the forward-looking statements, including any failure to meet stated sustainability goals and commitments, and execute our strategies in the time frame expected or at all, as a result of many factors, including, but not limited to, changing government regulations or stakeholder expectations; assumptions not being realized; unseasonable weather conditions caused by climate change or otherwise adversely impacting demand; natural and man-made disasters, including fire, snow, and ice storms, flood, hail, hurricanes, and earthquakes; and our ability to attract, train, and retain quality associates and temporary personnel in appropriate numbers, as well as the factors set forth in “Item 1A – Risk Factors” included in our most recent Annual Report on Form 10-K and as may be updated from time to time on Form 10-Q or other subsequent filings with the Securities and Exchange Commission (SEC). Any reference to Burlington’s support of a third-party organization within this report does not constitute or imply an endorsement by Burlington of any or all of the positions or activities of such an organization. All forward-looking statements in this report are based upon information available to Burlington on the date of this report or as of the dates indicated in the statement. We do not undertake to publicly update or revise our forward-looking statements even if experience or future changes make it clear that any projected results expressed or implied in such statements will not be realized. If one or more forward-looking statements are updated, no inference should be made that we will make additional updates with respect to those or other forward-looking statements.

Note on Materiality

Materiality, as used in this report, is different from the definition used in the context of filings with the SEC. Issues deemed material for purposes of this report may not be considered material for SEC reporting purposes.