

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your organization.

Burlington Stores, Inc., headquartered in New Jersey, is a nationally recognized off-price retailer with Fiscal 2022 net sales of \$8.7 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 927 stores as of the end of Fiscal 2022, in 46 states 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.

C0.2

(C0.2) State the start and end date of the year for which you are reporting data and indicate whether you will be providing emissions data for past reporting years.

Reporting year

Start date

February 1 2022

End date

January 31 2023

Indicate if you are providing emissions data for past reporting years

Yes

Select the number of past reporting years you will be providing Scope 1 emissions data for

3 years

Select the number of past reporting years you will be providing Scope 2 emissions data for

3 years

Select the number of past reporting years you will be providing Scope 3 emissions data for

3 years

C0.3

(C0.3) Select the countries/areas in which you operate.

United States of America

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

USD

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

Operational control

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, a Ticker symbol	NYSE - BURL

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual or committee	Responsibilities for climate-related issues
Board-level committee	<p>Like other retailers, our business is exposed to risks associated with climate change. For example, extreme weather events in the areas in which our stores or distribution centers are located — especially in areas with a high concentration of our stores — could have an adverse effect on business, financial condition, and results of operations. In mitigating and adapting to climate change, we seek to protect our assets and business continuity, but we can also realize opportunities from cost efficiencies, and strengthen our reputation as an environmentally responsible company.</p> <p>Therefore, alongside actively reporting GHG emissions since 2018, we manage climate risks in line with international standards such as the Sustainability Accounting Standards Board (SASB), the International Sustainability Standards Board (ISSB), and the Taskforce for Climate-related Financial Disclosure (TCFD). As part of our ESG Risk governance, for the "E - Environment" - climate-related risks and opportunities are reviewed by our Board of Directors, overseen by the ESG/CSR Executive Steering Committee, the Group SVP Investor Relations and Treasurer, and the Vice President of Sustainability, and managed by the Director of ESG, Climate and CSR.</p> <p>Board Oversight of Risk, including ESG Governance as noted in our 2023 Proxy and 2022 CSR Report - The Audit Committee considers, among other risks, financial risk exposures, financial reporting, internal controls and internal information systems, and those risks related to legal and compliance matters, information security and technology matters. Our Internal Audit department conducts an annual enterprise risk assessment, which includes a process to identify risks, including fraud and ESG risk, amongst others.</p> <p>ESG Risk The Board provides oversight of ESG matters, with input from:</p> <ul style="list-style-type: none"> • The Audit Committee, which receives periodic reports from, and discusses related controls and procedures with, management regarding ESG reporting and disclosures. • The Compensation Committee, which reviews human capital management practices, including diversity, equity, and inclusion programs. • The Nominating and Corporate Governance Committee, which reviews ESG trends, issues and concerns, including legislative and regulatory developments, that could significantly affect the public affairs of the Company.
Chief Executive Officer (CEO)	<p>Lead member of our Executive Steering Committee</p> <p>Alongside actively monitoring GHG emissions since 2018, we manage climate risks in line with international standards such as SASB, the Climate Disclosure Standards Board, and TCFD. As part of our ESG Risk governance, for the "E - Environment" - climate-related risks and opportunities are reviewed by our Board of Directors, overseen by the ESG/CSR Executive Steering Committee, the Group SVP Investor Relations and Treasurer, and the Vice President of Sustainability, and managed by the Director of ESG, Climate and CSR.</p>
Chief Financial Officer (CFO)	<p>Member of our Executive Steering Committee</p> <p>Alongside actively monitoring GHG emissions since 2018, we manage climate risks in line with international standards such as SASB, the Climate Disclosure Standards Board, and TCFD. As part of our ESG Risk governance, for the "E - Environment" - climate-related risks and opportunities are reviewed by our Board of Directors, overseen by the ESG/CSR Executive Steering Committee, the Group SVP Investor Relations and Treasurer, and the Vice President of Sustainability, and managed by the Director of ESG, Climate and CSR.</p>
Chief Operating Officer (COO)	<p>Member of our Executive Steering Committee</p> <p>Alongside actively monitoring GHG emissions since 2018, we manage climate risks in line with international standards such as SASB, the Climate Disclosure Standards Board, and TCFD. As part of our ESG Risk governance, for the "E - Environment" - climate-related risks and opportunities are reviewed by our Board of Directors, overseen by the ESG/CSR Executive Steering Committee, the Group SVP Investor Relations and Treasurer, and the Vice President of Sustainability, and managed by the Director of ESG, Climate and CSR.</p>
Other, please specify (Group SVP Investor Relations and Treasurer)	<p>Member of our Executive Steering Committee and lead of our CSR Report Committee</p> <p>Alongside actively monitoring GHG emissions since 2018, we manage climate risks in line with international standards such as SASB, the Climate Disclosure Standards Board, and TCFD. As part of our ESG Risk governance, for the "E - Environment" - climate-related risks and opportunities are reviewed by our Board of Directors, overseen by the ESG/CSR Executive Steering Committee, the Group SVP Investor Relations and Treasurer, and the Vice President of Sustainability, and managed by the Director of ESG, Climate and CSR.</p>
Other, please specify (Vice President of Sustainability)	<p>Member of our CSR Report Committee</p> <p>Alongside actively monitoring GHG emissions since 2018, we manage climate risks in line with international standards such as SASB, the Climate Disclosure Standards Board, and TCFD. As part of our ESG Risk governance, for the "E - Environment" - climate-related risks and opportunities are reviewed by our Board of Directors, overseen by the ESG/CSR Executive Steering Committee, the Group SVP Investor Relations and Treasurer, and the Vice President of Sustainability, and managed by the Director of ESG, Climate and CSR.</p>
Other, please specify (Director of ESG, Climate and CSR)	<p>Manages climate related data for the organization.</p> <p>Alongside actively monitoring GHG emissions since 2018, we manage climate risks in line with international standards such as SASB, the Climate Disclosure Standards Board, and TCFD. As part of our ESG Risk governance, for the "E - Environment" - climate-related risks and opportunities are reviewed by our Board of Directors, overseen by the ESG/CSR Executive Steering Committee, the Group SVP Investor Relations and Treasurer, and the Vice President of Sustainability, and managed by the Director of ESG, Climate and CSR.</p>

C1.1b

(C1.1b) Provide further details on the board’s oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Scope of board-level oversight	Please explain
Scheduled – some meetings	Reviewing and guiding annual budgets Reviewing and guiding strategy Reviewing and guiding the risk management process	<Not Applicable>	<p>Oversight of our ESG matters lies with our full Board of Directors. In 2022, the full Board received a report on our Environmental Sustainability strategy and activities.</p> <p>We consider the oversight of climate-related issues to fall under the "E" section in our ESG/CSR oversight of the organization. All climate-related risk and opportunity would be included in this reporting to the Board.</p> <p>The appropriate board committee receives ESG topic updates that are generally delivered quarterly. Per our Audit Committee charter - "The Committee shall also discuss the Company's major financial risk exposures as well as risks related to information security, technology, cybersecurity and environmental, social and governance ("ESG") matters, as well as the steps management has taken to monitor and control such exposures and risks." It also provides that "The Committee shall receive periodic reports from management on the Company's ESG reporting and disclosures and shall discuss with management related controls and procedures, as well as other items that may be assigned by the Board or another Board committee from time to time." Our Nominating and Corporate Governance Committee charter provides that the Committee will, among other things, "review environmental, social and governance ("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, review the Company's strategies, practices, and policies relating to, as well as engagement with shareholders and other stakeholders on, ESG matters."</p>

C1.1d

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

	Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues	Primary reason for no board-level competence on climate-related issues	Explain why your organization does not have at least one board member with competence on climate-related issues and any plans to address board-level competence in the future
Row 1	Yes	<p>The Board provides oversight of overall risks, with emphasis on strategic risks, which occurs as an integral and continuous part of the Board's oversight of our business. For example, our principal strategic risks are reviewed as part of the Board's regular discussion and consideration of our strategy, including the development and monitoring of specific initiatives and their overall alignment with our strategy.</p> <p>In 2021 Burlington conducted climate-related risk and opportunity awareness discussions with management. We engaged departments that directly impact our Scope 1, 2, and 3 reporting (see C6.5a for what we currently measure). This exercise helped us to identify opportunities to increase resilience and begin to layer in GHG emissions impact into existing decision-making processes. The risks discussed during this exercise were considered for incorporation into our enterprise risk assessment and aggregation processes. With climate change posing a growing risk to our financial and reputational viability, it is important that we incorporate these issues within our enterprise risk management processes. Items included, but not limited to, in this area are Extreme Weather and Variability and Climate Change. We provide updates on climate related matters to the Board, providing background enabling them to conduct competent, informed reviews. If new matters arise, we will continue to inform the board having meaningful dialogue around climate-related issues.</p>	<Not Applicable>	<Not Applicable>

C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Position or committee

Other, please specify (Director of ESG, Climate, and CSR)

Climate-related responsibilities of this position

Developing a climate transition plan
Integrating climate-related issues into the strategy
Conducting climate-related scenario analysis
Setting climate-related corporate targets
Monitoring progress against climate-related corporate targets
Assessing climate-related risks and opportunities

Coverage of responsibilities

<Not Applicable>

Reporting line

Finance - CFO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

Annually

Please explain

This position is responsible for the direction Burlington takes on climate-related strategy (includes all selected above). This position works hand in hand with the leads of each of the ESG pillars to help influence direction based on current trends and investor led pushes (seen through rating and ranking gap analysis). This position is also responsible for measuring, managing, and tracking progress towards Burlington's climate related goals. New items, and reporting on existing items, are provided to the Board on an annual basis.

Position or committee

Environment/ Sustainability manager

Climate-related responsibilities of this position

Managing annual budgets for climate mitigation activities
Managing major capital and/or operational expenditures related to low-carbon products or services (including R&D)
Developing a climate transition plan
Implementing a climate transition plan
Integrating climate-related issues into the strategy
Setting climate-related corporate targets

Coverage of responsibilities

<Not Applicable>

Reporting line

Operations - COO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

As important matters arise

Please explain

Our VP of Sustainability is tasked with climate-related operational efficiencies and overall program management. As important milestones are reached in accomplishing progress towards our stated Scope 1 and 2 climate goals, these updates will be shared with the Board. Annually, at a minimum, the board will review the GHG calculations and renewable energy progress included in the yearly CSR report.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	

C1.3a

(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).

Entitled to incentive

Environment/Sustainability manager

Type of incentive

Monetary reward

Incentive(s)

Salary increase

Performance indicator(s)

Reduction in emissions intensity
 Increased share of renewable energy in total energy consumption
 Reduction in total energy consumption
 Implementation of employee awareness campaign or training program on climate-related issues

Incentive plan(s) this incentive is linked to

Not part of an existing incentive plan

Further details of incentive(s)

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

Explain how this incentive contributes to the implementation of your organization’s climate 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.

Entitled to incentive

Other, please specify (Director of ESG, Climate, and CSR)

Type of incentive

Monetary reward

Incentive(s)

Salary increase

Performance indicator(s)

Increased value chain visibility (traceability, mapping, transparency)
 Company performance against a climate-related sustainability index (e.g., DJSI, CDP Climate Change score etc.)

Incentive plan(s) this incentive is linked to

Not part of an existing incentive plan

Further details of incentive(s)

Annual objectives are tied to building relationships with and learning gaps that lead to improvement of ESG rating and ranking scores (including CDP Climate Change).

Explain how this incentive contributes to the implementation of your organization’s climate commitments and/or climate transition plan

The objectives for Burlington’s Director of Sustainability, CSR/ESG and Waste are directly tied to the successful completion of annual internal goals. This director oversees the data governance for the annual CSR Report, investor led surveys (which impact the reputation of the organization), data governance for GHG protocol based carbon accounting. This includes best practices for measuring and managing all Scopes via GHG accounting and working across the organization to support and influence improvement strategies.

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?

Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	1	3	We consider the 1-3 year time horizon when defining short-term objectives and monitoring near-term climate-related risks and opportunities.
Medium-term	3	5	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	5	15	We consider the 5-15 year time horizon when defining long-term objectives (including renewable energy and resilience strategies). We also consider the 6-15 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.

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

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.

In assessing our exposure to climate-related risks, we have determined 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 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 in light of 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.

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered

Direct operations
Upstream
Downstream

Risk management process

Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment

Annually

Time horizon(s) covered

Short-term
Medium-term
Long-term

Description 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.

In 2021, our Internal Audit department, in partnership with our Sustainability and Investor Relations teams, conducted a climate risk identification exercise to determine opportunities to increase resilience and layer in GHG emissions reductions into existing decision-making processes. We expanded our annual enterprise risk management processes, to hold climate related risk and opportunity awareness workshops with management teams of relevant departments throughout the company. The key retail climate priorities identified by The Retail Industry Leaders Association (RILA) were considered during the workshops: transportation, buildings and facilities, energy, waste, governance, and disclosure. Feedback has helped us to identify operations, processes, supply chain aspects, and facilities that may impact, or be impacted by, climate-related risks and opportunities. The risks discussed during this exercise have now been integrated into our ERM program and aggregation processes.

C2.2a

(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?

	Relevance & Inclusion	Please explain
Current regulation	Relevant, always included	Burlington considers potential risks and opportunities associated with current regulation. Examples of the type of risks considered include regulations pertaining to energy efficiency, energy consumption reporting, and green building codes and standards. At the current time, potential risks associated with current regulations are not identified as substantive.
Emerging regulation	Relevant, always included	Burlington evaluates emerging compliance requirements across our stores, supply chain, facilities, amongst other regulations. For example, potential new regulations regarding GHG emissions, transportation requirements, plastic bag bans, and the proposed SEC rules. Other examples of the type of emerging regulations considered include those associated with renewable energy and energy efficiency incentives, which we view as an opportunity for our company.
Technology	Relevant, always included	Burlington considers potential technology risks and opportunities in the context of industry trends that might impact the retail industry, and our ability to deliver quality, flexibility, and value to our customers. We view technological shifts associated with the transition to a low carbon economy as an opportunity for our company to leverage emerging innovations to further reduce our value chain emissions and enhance the experiences that we provide for customers. Examples include (1) the shift toward hydrogen powered mobility solutions at our DCs and Warehouses, and (2) the increase of renewable energy throughout our direct footprint in the regions our stores are in.
Legal	Relevant, always included	Burlington's Legal department monitors relevant legal risks to the organization including those which may be associated with broader environmental, social, and governance issues. Examples of potential climate-related legal risks could include those associated with our disclosures on emissions reduction strategies and performance.
Market	Relevant, sometimes included	Burlington monitors market risks associated with climate change. Examples of potential climate-related market risks that are relevant to our company include (1) changing customer behavior (due to increased interest in sustainability), (2) uncertainty in market signals (due to the broader potential socioeconomic impacts associated with climate), and (3) variability in the price of raw materials (including energy and fuel). In regards to changing customer preferences, we view this trend as more of an opportunity than risk for our company.
Reputation	Relevant, sometimes included	Burlington monitors changing customer, associate, or community perception when making strategic business decisions. Examples of potential climate-related reputation risks that are relevant to our Company include those associated with access to capital as investors and lenders increasingly consider environmental, social, and governance (ESG) performance to inform decision making. We also consider our reputation on climate-related issues among both current and prospective associates and within the communities where we operate.
Acute physical	Relevant, always included	Burlington has determined our primary risks to be extreme weather events – exacerbated by climate change – where our stores or DCs are located. For example, impacts from hurricanes, tornados, floods, and other events could severely damage or destroy one or more of our stores or DCs. To the extent reasonably possible, Burlington mitigates certain aspects of these risks, for example through investments in location resiliency enhancements like generators and hurricane protection.
Chronic physical	Relevant, sometimes included	Burlington has determined that climate related events or circumstances also could disrupt the operations of one or more of our supply chain partners. Beyond the impacts of severe storms, we are also susceptible to extended periods of unseasonably warm or cold temperatures throughout the year, which could render a portion of our inventory incompatible with those unseasonable conditions; for example, unusually warm weather during fall or winter. 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.

C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.3a

(C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Risk 1

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Chronic physical	Changing precipitation patterns and types (rain, hail, snow/ice)
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Primary potential financial impact

Decreased revenues due to reduced demand for products and services

Climate risk type mapped to traditional financial services industry risk classification

<Not Applicable>

Company-specific description

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.

Time horizon

Long-term

Likelihood

About as likely as not

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

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.

Cost of response to risk

Description of response and explanation of cost calculation

Targets and budgets - even tied to commodities that shift, but capital is invested continuously to drive down long term, building resilient design into our new prototypes for Stores and DCs. This includes - storm prevention guards and generators in areas affected by climate change.

Comment

We recognize that climate change inaction poses physical, financial, and reputational risks to our business. These include risks to our physical buildings and processes arising from changing weather patterns, and transitional risks to our bottom line arising from energy and fuel price increases. In mitigating these risks, we seek to harness opportunities from cost efficiencies, drive GHG reductions, and strengthen our reputation as an environmentally responsible company.

Identifier

Risk 2

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Chronic physical	Changing temperature (air, freshwater, marine water)
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Primary potential financial impact

Decreased revenues due to reduced demand for products and services

Climate risk type mapped to traditional financial services industry risk classification

<Not Applicable>

Company-specific description

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.

Time horizon

Medium-term

Likelihood

About as likely as not

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

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.

Cost of response to risk

Description of response and explanation of cost calculation

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

Comment

We recognize that climate change inaction poses physical, financial, and reputational risks to our business. These include risks to our physical buildings and processes arising from changing weather patterns, and transitional risks to our bottom line arising from energy and fuel price increases. In mitigating these risks, we seek to harness opportunities from cost efficiencies, drive GHG reductions, and strengthen our reputation as an environmentally responsible company.

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.4a

(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Opp1

Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Resource efficiency

Primary climate-related opportunity driver

Move to more efficient buildings

Primary potential financial impact

Reduced direct costs

Company-specific description

We have a portfolio of more than 900 locations comprised of over 60 million square feet. As a retail company, our stores can also consume more energy than traditional office or retail space due to operations. Additionally, the number of locations in our portfolio is expected to continue to increase in alignment with our company's growth strategy. 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.

Please 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, as energy and waste are consumed and created before a store opens and after a store closes.

Time horizon

Medium-term

Likelihood

Very likely

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

Our continued focus on building efficiency efforts drives significant year over year operational expense savings. Energy usage rates per kwh as well as demand charges have steadily increased yearly. This is exceedingly true in states with electric grids that are strained and near capacity at times of extreme weather. By reducing the size of our stores and improving efficiency in the energy using equipment in our retail stores, offices and distribution centers, we generate a positive financial impact for the company.

Cost to realize opportunity

Strategy to realize opportunity and explanation of cost calculation

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.

COST TO REALIZE OPPORTUNITY: Capital projects expand our use of the above-mentioned technologies. Our capital projects are currently based on 3 year ROI, and we track and confirm in monthly and annual budget and actual spend reviews.

Comment

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. Notable initiatives in 2022 included:

- Launching the Setpoint Strategy: We took a more proactive and strategic approach to store-cooling summer "setpoints". Utilizing our EMS, the Energy Team proactively

reduced temperatures in customer queue and checkout areas, and receiving space where merchandise is unloaded and processed. By reducing the temperatures only in high traffic areas, we achieved improved store comfort while avoiding additional energy use.

· **Analysing Low-Performing Stores:** The Energy Team developed a new reporting prioritization process utilizing EMS data and comfort issues reported by stores to target underperforming stores from an energy usage and occupant comfort perspective. The top 25 identified monthly were then actively triaged for any issue causation and required repairs were executed.

· **Recommissioning our Puerto Rico Stores:** The Energy Team focused recommissioning efforts in 2022 on our growing number of Puerto Rico stores. With seven new stores added, it was a great opportunity to not only make sure those new stores were operating at optimal efficiency but also to evaluate our existing locations on the island. Recommissioning is an onsite inspection performed to identify and remedy comfort and energy efficiency issues. To speed up impact, repair technicians accompanied the recommissioning agent to perform immediate repairs identified in each store's HVAC, lighting, and EMS controls.

Identifier

Opp2

Where in the value chain does the opportunity occur?

Upstream

Opportunity type

Resource efficiency

Primary climate-related opportunity driver

Use of recycling

Primary potential financial impact

Reduced direct costs

Company-specific description

Burlington utilizes cardboard recycling at all distribution centers and in a majority of our stores.

Time horizon

Long-term

Likelihood

Virtually certain

Magnitude of impact

Medium-low

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

By focusing our waste management efforts on maximizing our recycling capabilities, mainly from merchandise packaging in DCs and from DCs to stores, we are able to drive year over year operational expense savings. Disposing of waste in local landfills is significantly more costly than recycling the materials and in the case of cardboard and wood pallets, the collected recycled material generates income in the form of rebates. Burlington utilizes compactors, Internet of Things (IOT) monitors, and balers to collect cardboard boxes and packaging of all incoming shipments and store deliveries to recycle to local facilities. The revenue from recycling rebates helps to offset general waste disposal costs and funds investments in more efficient waste equipment new technology for our facilities.

Cost to realize opportunity**Strategy to realize opportunity and explanation of cost calculation**

Burlington utilizes compactors, Internet of Things (IOT) monitors, and balers to collect cardboard boxes and packaging of all incoming shipments and store deliveries to recycle to local facilities. The revenue from this program helps to offset general waste disposal costs and fund more efficient waste equipment for our facilities.

COST TO REALIZE OPPORTUNITY: Capital projects expand our use of the above mentioned technologies. Our capital projects are currently based on 3 year ROI, and we track and confirm in monthly and annual budget and actual reviews.

Comment

A dedicated Waste team manages all waste and recycling operations at our stores, DCs, and corporate offices, including introducing new technologies and innovations to reduce waste hauls. Our third-party vendors are solely utilized to haul waste materials to their proper processing facilities. The Waste team continued to overcome the challenges of supporting waste management operations in newer, smaller-footprint stores. We also continued to explore plastic bag recycling and/or elimination initiatives in our stores, including offering affordable and stylish reusable bags.

We continued rolling out waste optimization technologies to more than 150 stores in 2022, making collections more efficient, limiting waste hauler pickups, and saving space. As part of these technologies, we installed 40 remote monitors on select store's compactors that use cloud software to automatically inform haulers when compactors are near full, reducing an estimated one haul each month per store.

In addition to monitors, we installed more than 110 small trash balers, which compress non-recyclable materials and reduce the need for additional truck trips to pick up waste. The balers also save waste storage space in stores and, since they are powered by compressed air, minimal electricity is consumed in operation. We added more large cardboard balers in our stores too, increasing waste diversion, reducing costs, and maximizing cardboard rebates. Educating and informing our associates on proper waste handling also reduces contamination risk and improves accuracy and reporting of data.

C3. Business Strategy

C3.1

(C3.1) Does your organization’s strategy include a climate transition plan that aligns with a 1.5°C world?

Row 1

Climate transition plan

No, but our strategy has been influenced by climate-related risks and opportunities, and we are developing a climate transition plan within two years

Publicly available climate transition plan

<Not Applicable>

Mechanism by which feedback is collected from shareholders on your climate transition plan

<Not Applicable>

Description of feedback mechanism

<Not Applicable>

Frequency of feedback collection

<Not Applicable>

Attach any relevant documents which detail your climate transition plan (optional)

<Not Applicable>

Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world and any plans to develop one in the future

We have not yet undertaken a formal review of our strategy based on a 1.5 degree climate-related scenario. The Environmental Management System we have implemented will help to guide us with the opportunity to carry out initial scenario-based comparisons, which we will look to disclose in our TCFD Index. In the longer term, we plan to regularly review our strategy based on different climate-related scenarios.

Explain why climate-related risks and opportunities have not influenced your strategy

<Not Applicable>

C3.2

(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?

	Use of climate-related scenario analysis to inform strategy	Primary reason why your organization does not use climate-related scenario analysis to inform its strategy	Explain why your organization does not use climate-related scenario analysis to inform its strategy and any plans to use it in the future
Row 1	No, but we anticipate using qualitative and/or quantitative analysis in the next two years	Important but not an immediate priority	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.

C3.3

(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Evaluation in progress	We are currently working towards conducting 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.
Supply chain and/or value chain	Evaluation in progress	We are currently working towards conducting 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.
Investment in R&D	Evaluation in progress	Our target is based on a linear pathway, where we plan to focus on energy intensity and efficiency improvements through our 2030 target, and from 2031-2050, we plan to further increase renewable energy for generation of electricity both onsite and offsite, as outlined by the Sectoral Decarbonization Approach (SDA) and its methodology for power generation. The following assumptions were used in the creation of our 2030 goals: (1) We assessed projected portfolio growth against current emissions reduction plan and strategies and the recommendations set forth in the leading scenario that would require limiting the rise in global temperatures to no more than 2 degrees Celsius compared to pre-industrial temperatures and require a 66% target reduction by 2050. (page 12 - https://sciencebasedtargets.org/resources/legacy/2014/09/The_Sectoral_Decarbonization_Approach.pdf) (2) We also considered the SDA trajectory of growth and the scenarios presented in the IEA projecting energy rise in service buildings of 26% and 77% in Organization for Economic Co-operation and Development (OECD) countries and non-OECD countries, respectively.
Operations	Evaluation in progress	We are currently working towards conducting 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.

C3.4

(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.

	Financial planning elements that have been influenced	Description of influence
Row 1	Direct costs Capital expenditures Capital allocation Access to capital	The Vice-President of Sustainability has direct oversight of all energy in our stores, DC's/Warehouses, and corporate offices. Currently, with our new Scope 1 and 2 carbon reduction goal, the \$120+ million budget includes direct capital for building energy efficiency. This capital helps the company to both reduce costs and reduce overall operational emissions.

C3.5

(C3.5) 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	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
Row 1	No, and we do not plan to in the next two years	<Not Applicable>

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Intensity target

C4.1b

(C4.1b) Provide details of your emissions intensity target(s) and progress made against those target(s).

Target reference number

Int 1

Is this a science-based target?

No, but we anticipate setting one in the next two years

Target ambition

<Not Applicable>

Year target was set

2022

Target coverage

Company-wide

Scope(s)

Scope 1

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

<Not Applicable>

Intensity metric

Metric tons CO2e per square foot

Base year

2016

Intensity figure in base year for Scope 1 (metric tons CO2e per unit of activity)

0.00045096

Intensity figure in base year for Scope 2 (metric tons CO2e per unit of activity)

0.00561995

Intensity figure in base year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for total Scope 3 (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)

0.00607091

% of total base year emissions in Scope 1 covered by this Scope 1 intensity figure

100

% of total base year emissions in Scope 2 covered by this Scope 2 intensity figure

100

% of total base year emissions in Scope 3, Category 1: Purchased goods and services covered by this Scope 3, Category 1: Purchased goods and services intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 2: Capital goods covered by this Scope 3, Category 2: Capital goods intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) covered by this Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution covered by this Scope 3, Category 4: Upstream transportation and distribution intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 5: Waste generated in operations covered by this Scope 3, Category 5: Waste generated in operations intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 6: Business travel covered by this Scope 3, Category 6: Business travel intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 7: Employee commuting covered by this Scope 3, Category 7: Employee commuting intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 8: Upstream leased assets covered by this Scope 3, Category 8: Upstream leased assets intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution covered by this Scope 3, Category 9: Downstream transportation and distribution intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 10: Processing of sold products covered by this Scope 3, Category 10: Processing of sold products intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 11: Use of sold products covered by this Scope 3, Category 11: Use of sold products intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products covered by this Scope 3, Category 12: End-of-life treatment of sold products intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 13: Downstream leased assets covered by this Scope 3, Category 13: Downstream leased assets intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 14: Franchises covered by this Scope 3, Category 14: Franchises intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 15: Investments covered by this Scope 3, Category 15: Investments intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Other (upstream) covered by this Scope 3, Other (upstream) intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Other (downstream) covered by this Scope 3, Other (downstream) intensity figure

<Not Applicable>

% of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this total Scope 3 intensity figure

<Not Applicable>

% of total base year emissions in all selected Scopes covered by this intensity figure

100

Target year

2030

Targeted reduction from base year (%)

60

Intensity figure in target year for all selected Scopes (metric tons CO2e per unit of activity) [auto-calculated]

0.002428364

% change anticipated in absolute Scope 1+2 emissions

45

% change anticipated in absolute Scope 3 emissions

Intensity figure in reporting year for Scope 1 (metric tons CO2e per unit of activity)

0.00064285

Intensity figure in reporting year for Scope 2 (metric tons CO2e per unit of activity)

0.00269866

Intensity figure in reporting year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for total Scope 3 (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)

0.00334151

Does this target cover any land-related emissions?

No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]

74.9311058803376

Target status in reporting year

Underway

Please 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.

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 2023 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 2022, seven solar projects were executed and nine more initiated.

Highlighted focuses for 2022 efficiency:

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. Notable initiatives in 2022 included:

- **Launching the Setpoint Strategy:** We took a more proactive and strategic approach to store-cooling summer "setpoints". Utilizing our EMS, the Energy Team proactively reduced temperatures in customer queue and checkout areas, and receiving space where merchandise is unloaded and processed. By reducing the temperatures only in high traffic areas, we achieved improved store comfort while avoiding additional energy use.
- **Analysing Low-Performing Stores Analytics:** The Energy Team developed a new reporting prioritization process utilizing EMS data and comfort issues reported by stores to target underperforming stores from an energy usage and occupant comfort perspective. The top 25 identified monthly were then actively triaged for any issue causation and required repairs were executed.
- **Recommissioning our Puerto Rico Stores** Recommissioning: The Energy Team focused recommissioning efforts in 2022 on our growing number of Puerto Rico stores. With seven new stores added, it was a great opportunity to not only make sure those new stores were operating at optimal efficiency but also to evaluate our existing locations on the island. Recommissioning is an onsite inspection performed to identify and remedy comfort and energy efficiency issues. To speed up impact, repair technicians accompanied the recommissioning agent to perform immediate repairs identified in each store's HVAC, lighting, and EMS controls.

List the emissions reduction initiatives which contributed most to achieving this target

<Not Applicable>

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?

Target(s) to increase low-carbon energy consumption or production

C4.2a

(C4.2a) Provide details of your target(s) to increase low-carbon energy consumption or production.

Target reference number

Low 1

Year target was set

2022

Target coverage

Company-wide

Target type: energy carrier

Electricity

Target type: activity

Consumption

Target type: energy source

Renewable energy source(s) only

Base year

2020

Consumption or production of selected energy carrier in base year (MWh)

24418

% share of low-carbon or renewable energy in base year

5.6

Target year

2030

% share of low-carbon or renewable energy in target year

20

% share of low-carbon or renewable energy in reporting year

9

% of target achieved relative to base year [auto-calculated]

23.61111111111111

Target status in reporting year

Underway

Is this target part of an emissions target?

Yes, this is aligned with our emission reduction target mentioned above

Is this target part of an overarching initiative?

No, it's not part of an overarching initiative

Please 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.

Plan for achieving target, and progress made to the end of the reporting year

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 2022, seven solar projects were executed and nine more initiated. Our ratio of renewable energy to overall electricity consumption is 9%, keeping us on track for 20% by 2030. Looking forward, we will engage with both onsite solar projects through PPAs that provide RECs, as well as larger VPPAs that we can tie to our locations in similar ISO regions.

List the actions which contributed most to achieving this target

<Not Applicable>

C4.3

(C4.3) 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.

Yes

C4.3a

(C4.3a) 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		
To be implemented*		
Implementation commenced*		
Implemented*	333	8084
Not to be implemented		

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Energy efficiency in buildings	Building Energy Management Systems (BEMS)
--------------------------------	-------------------------------------------

Estimated annual CO2e savings (metric tonnes CO2e)

103

Scope(s) or Scope 3 category(ies) where emissions savings occur

- Scope 1
- Scope 2 (location-based)
- Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

15994

Investment required (unit currency – as specified in C0.4)

47981

Payback period

1-3 years

Estimated lifetime of the initiative

6-10 years

Comment

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. Notable initiatives in 2022 included:

Launching the Setpoint Strategy: We took a more proactive and strategic approach to store-cooling summer "setpoints". Utilizing our EMS, the Energy Team proactively reduced temperatures in customer queue and checkout areas, and receiving space where merchandise is unloaded and processed. By reducing the temperatures only in high traffic areas, we achieved improved store comfort while avoiding additional energy use.

Low-Performing Stores Analytics: The Energy Team developed a new reporting prioritization process utilizing EMS data and comfort issues reported by stores to target underperforming stores from an energy usage and occupant comfort perspective. The top 25 identified monthly were then actively triaged for any issue causation and required repairs were executed.

Initiative category & Initiative type

Waste reduction and material circularity	Waste reduction
------------------------------------------	-----------------

Estimated annual CO2e savings (metric tonnes CO2e)

0

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 3 category 5: Waste generated in operations

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

690752

Investment required (unit currency – as specified in C0.4)

1757130

Payback period

1-3 years

Estimated lifetime of the initiative

6-10 years

Comment

A dedicated Waste team manages all waste and recycling operations at our stores, DCs, and corporate offices, including introducing new technologies and innovations to

reduce waste hauls. Our third-party vendors are solely utilized to haul waste materials to their proper processing facilities. The Waste team continued to overcome the challenges of supporting waste management operations in newer, smaller-footprint stores. We also continued to explore plastic bag recycling and/or elimination initiatives in our stores, including offering affordable and stylish reusable bags.

We continued rolling out waste optimization technologies to more than 150 stores in 2022, making collections more efficient, limiting waste hauler pickups, and saving space and time behind the sales floor. As part of these technologies, we installed 40 remote monitors on select store's dumpsters that use cloud software to automatically inform haulers when compactors are near full, reducing an estimated dumpster haul each month per store. While we have not calculated the CO2 saved, for this yet, we plan to research this in the coming years.

Initiative category & Initiative type

Energy efficiency in buildings	Heating, Ventilation and Air Conditioning (HVAC)
--------------------------------	--------------------------------------------------

Estimated annual CO2e savings (metric tonnes CO2e)

754

Scope(s) or Scope 3 category(ies) where emissions savings occur

- Scope 1
- Scope 2 (location-based)
- Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

135249

Investment required (unit currency – as specified in C0.4)

405746

Payback period

1-3 years

Estimated lifetime of the initiative

3-5 years

Comment

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. Notable initiatives in 2022 included:

The Energy Team focused recommissioning efforts in 2022 on our growing number of Puerto Rico stores. With seven new stores added, it was a great opportunity to not only make sure those new stores were operating at optimal efficiency but also to evaluate our existing locations on the island. Recommissioning is an onsite inspection performed to identify and remedy comfort and energy efficiency issues. To speed up impact, repair technicians accompanied the recommissioning agent to perform immediate repairs identified in each store's HVAC.

Initiative category & Initiative type

Energy efficiency in buildings	Maintenance program
--------------------------------	---------------------

Estimated annual CO2e savings (metric tonnes CO2e)

4666

Scope(s) or Scope 3 category(ies) where emissions savings occur

- Scope 1
- Scope 2 (location-based)
- Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

373849

Investment required (unit currency – as specified in C0.4)

1121547

Payback period

1-3 years

Estimated lifetime of the initiative

6-10 years

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.

Initiative category & Initiative type

Energy efficiency in buildings	Lighting
--------------------------------	----------

Estimated annual CO2e savings (metric tonnes CO2e)

2561

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (location-based)

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

397461

Investment required (unit currency – as specified in C0.4)

1192383

Payback period

1-3 years

Estimated lifetime of the initiative

6-10 years

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.

C4.3c**(C4.3c) What methods do you use to drive investment in emissions reduction activities?**

Method	Comment
Dedicated budget for energy efficiency	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
Compliance with regulatory requirements/standards	Burlington ensures we are compliant with local, state, and country regulations.
Employee engagement	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.
Internal finance mechanisms	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.

C4.5**(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?**

No

C5. Emissions methodology**C5.1****(C5.1) Is this your first year of reporting emissions data to CDP?**

No

C5.1a**(C5.1a) 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?****Row 1****Has there been a structural change?**

No

Name of organization(s) acquired, divested from, or merged with

<Not Applicable>

Details of structural change(s), including completion dates

<Not Applicable>

C5.1b

(C5.1b) 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?	Details of methodology, boundary, and/or reporting year definition change(s)
Row 1	No	<Not Applicable>

C5.2

(C5.2) Provide your base year and base year emissions.

Scope 1

Base year start

February 1 2016

Base year end

January 31 2017

Base year emissions (metric tons CO2e)

20742

Comment

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)

Base year start

February 1 2016

Base year end

January 31 2017

Base year emissions (metric tons CO2e)

258490

Comment

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)

Base year start

February 1 2016

Base year end

January 31 2017

Base year emissions (metric tons CO2e)

258490

Comment

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.

Scope 3 category 1: Purchased goods and services

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

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

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

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)

Base year start

Base year end

Base year emissions (metric tons CO2e)

0

Comment

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

Base year start

February 1 2016

Base year end

January 31 2017

Base year emissions (metric tons CO2e)

29762

Comment

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

Base year start

February 1 2016

Base year end

January 31 2017

Base year emissions (metric tons CO2e)

19820

Comment

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

Base year start

February 1 2016

Base year end

January 31 2017

Base year emissions (metric tons CO2e)

4163

Comment

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

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

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

Base year start

Base year end

Base year emissions (metric tons CO2e)

0

Comment

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

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

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

Base year start

Base year end

Base year emissions (metric tons CO2e)

0

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

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

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

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

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

Base year start

Base year end

Base year emissions (metric tons CO2e)

0

Comment

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

Base year start

Base year end

Base year emissions (metric tons CO2e)

0

Comment

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

Scope 3 category 15: Investments

Base year start

Base year end

Base year emissions (metric tons CO2e)

0

Comment

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

Scope 3: Other (upstream)

Base year start

Base year end

Base year emissions (metric tons CO2e)

0

Comment

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

Scope 3: Other (downstream)

Base year start

Base year end

Base year emissions (metric tons CO2e)

0

Comment

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

C5.3

(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

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

C6. Emissions data

C6.1

(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)
38806

Start date
February 1 2022

End date
January 31 2023

Comment

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

Gross global Scope 1 emissions (metric tons CO2e)
35094

Start date
February 1 2021

End date
January 31 2022

Comment

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

Gross global Scope 1 emissions (metric tons CO2e)
29253

Start date
February 1 2020

End date
January 31 2021

Comment

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

Gross global Scope 1 emissions (metric tons CO2e)
33481

Start date
February 1 2019

End date
January 31 2020

Comment

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.

C6.2

(C6.2) Describe your organization's approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based

We are reporting a Scope 2, location-based figure

Scope 2, market-based

We are reporting a Scope 2, market-based figure

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 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.

C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO₂e?

Reporting year

Scope 2, location-based

178861

Scope 2, market-based (if applicable)

162905

Start date

February 1 2022

End date

January 31 2023

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 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 Persefoni 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

Scope 2, location-based

173400

Scope 2, market-based (if applicable)

157435

Start date

February 1 2021

End date

January 31 2022

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 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 Persefoni 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

Scope 2, location-based

153129

Scope 2, market-based (if applicable)

144161

Start date

February 1 2020

End date

January 31 2021

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 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 Persefoni 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

Scope 2, location-based

176173

Scope 2, market-based (if applicable)

176173

Start date

February 1 2019

End date

January 31 2020

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 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 Persefoni 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.

C6.4

(C6.4) 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?

No

C6.5

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status

Relevant, not yet calculated

Emissions in reporting year (metric tons CO₂e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

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

Evaluation status

Relevant, not yet calculated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category includes all upstream (i.e., cradle-to-gate) emissions from the production of capital goods purchased or acquired by the reporting company in the reporting year. Capital goods are final products that have an extended life and are used by the company to manufacture a product, provide a service, or sell, store, and deliver merchandise.

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)

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category includes emissions related to the extraction, production and transportation of fuels and energy purchased and consumed by the reporting company in the reporting year that are not included in scope 1 or scope 2.

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

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

88748

Emissions calculation methodology

Hybrid method
Spend-based method
Distance-based method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

Please explain

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.

Waste generated in operations

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

29970

Emissions calculation methodology

Waste-type-specific method

Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

Please explain

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 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

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

2706

Emissions calculation methodology

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

Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

Please explain

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.

Employee commuting

Evaluation status

Relevant, not yet calculated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category includes emissions from the transportation of employees between their homes and their worksites.

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

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category includes emissions from the operation of assets that are leased by the reporting company in the reporting year and not already included in the reporting company's scope 1 or scope 2 inventories.

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

Evaluation status

Relevant, not yet calculated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category includes emissions from transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer (if not paid for by the reporting company), in vehicles and facilities not owned or controlled by the reporting company. Companies may include emissions from customers traveling to retail stores in this category, which can be significant for companies that own or operate retail facilities.

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

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO₂e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category includes emissions from processing of sold intermediate products by third parties (e.g., manufacturers) after sale by the reporting company. Intermediate products are products that require further processing, transformation, or inclusion in another product before use.

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

Use of sold products

Evaluation status

Relevant, not yet calculated

Emissions in reporting year (metric tons CO₂e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category includes emissions from the use of goods and services sold by the reporting company in the reporting year. The minimum boundary of category 11 includes direct use-phase emissions of sold products. Companies may also account for indirect use-phase emissions of sold products, and should do so when indirect use-phase emissions are expected to be significant.

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

Evaluation status

Relevant, not yet calculated

Emissions in reporting year (metric tons CO₂e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category includes emissions from the waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life.

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

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO₂e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category includes emissions from the operation of assets that are owned by the reporting company (acting as lessor) and leased to other entities in the reporting year that are not already included in scope 1 or scope 2.

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

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category includes emissions from the operation of franchises not included in scope 1 or scope 2.

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

Investments

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

This category includes scope 3 emissions associated with the reporting company's investments in the reporting year, not already included in scope 1 or scope 2. This category is applicable to investors (i.e., companies that make an investment with the objective of making a profit) and companies that provide financial services.

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

Other (upstream)

Evaluation status

Not evaluated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

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

Other (downstream)

Evaluation status

Not evaluated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

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

C6.5a

(C6.5a) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

Start date

February 1 2021

End date

January 31 2022

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

Scope 3: Capital goods (metric tons CO2e)

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

0

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

88842

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

31151

Scope 3: Business travel (metric tons CO2e)

2296

Scope 3: Employee commuting (metric tons CO2e)

Scope 3: Upstream leased assets (metric tons CO2e)

0

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

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

0

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

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

Scope 3: Downstream leased assets (metric tons CO2e)

0

Scope 3: Franchises (metric tons CO2e)

0

Scope 3: Investments (metric tons CO2e)

0

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

0

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

0

Comment

Past year 2

Start date

February 1 2020

End date

January 31 2021

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

Scope 3: Capital goods (metric tons CO2e)

Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)
0

Scope 3: Upstream transportation and distribution (metric tons CO2e)
56441

Scope 3: Waste generated in operations (metric tons CO2e)
22610

Scope 3: Business travel (metric tons CO2e)
1357

Scope 3: Employee commuting (metric tons CO2e)

Scope 3: Upstream leased assets (metric tons CO2e)
0

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

Scope 3: Processing of sold products (metric tons CO2e)
0

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

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

Scope 3: Downstream leased assets (metric tons CO2e)
0

Scope 3: Franchises (metric tons CO2e)
0

Scope 3: Investments (metric tons CO2e)
0

Scope 3: Other (upstream) (metric tons CO2e)
0

Scope 3: Other (downstream) (metric tons CO2e)
0

Comment

Past year 3

Start date

February 1 2019

End date

January 31 2020

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

Scope 3: Capital goods (metric tons CO2e)

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

0

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

44212

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

21008

Scope 3: Business travel (metric tons CO2e)

4644

Scope 3: Employee commuting (metric tons CO2e)

Scope 3: Upstream leased assets (metric tons CO2e)

0

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

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

0

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

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

Scope 3: Downstream leased assets (metric tons CO2e)

0

Scope 3: Franchises (metric tons CO2e)

0

Scope 3: Investments (metric tons CO2e)

0

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

0

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

0

Comment

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

No

C6.10

(C6.10) 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.

Intensity figure

0.00002318

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

201711

Metric denominator

unit total revenue

Metric denominator: Unit total

8684545000

Scope 2 figure used

Market-based

% change from previous year

12.2

Direction of change

Increased

Reason(s) for change

Change in output

Change in revenue

Please explain

Overall, we saw a 4.8% absolute increase in Scope 1&2 emissions due to organic growth resulting in the opening of 87 net new stores. We also had a 7% decrease in overall revenues (compared to FY 2021). These combined to increase 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.

Intensity figure

0.00334151

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

201711

Metric denominator

square foot

Metric denominator: Unit total

60365184

Scope 2 figure used

Market-based

% change from previous year

2.1

Direction of change

Decreased

Reason(s) for change

Change in renewable energy consumption

Other emissions reduction activities

Change in output

Please explain

Overall, we saw a 2.1%% decrease in our Scope 1&2 intensity emissions due to organic growth resulting in the opening of 87 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 2.1% 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.

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Yes

C7.1a

(C7.1a) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used greenhouse warming potential (GWP).

Greenhouse gas	Scope 1 emissions (metric tons of CO2e)	GWP Reference
CO2	28980	IPCC Fourth Assessment Report (AR4 - 100 year)
CH4	37	IPCC Fourth Assessment Report (AR4 - 100 year)
N2O	28	IPCC Fourth Assessment Report (AR4 - 100 year)
HFCs	9761	IPCC Fourth Assessment Report (AR4 - 100 year)

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/area/region.

Country/area/region	Scope 1 emissions (metric tons CO2e)
United States of America	38806

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By business division

C7.3a

(C7.3a) Break down your total gross global Scope 1 emissions by business division.

Business division	Scope 1 emissions (metric ton CO2e)
Corporate Offices	4159
Distribution Centers/Warehouses	2744
Stores	31903

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/area/region.

Country/area/region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
North America	178861	162905

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

By business division

C7.6a

(C7.6a) 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)
Corporate Offices	2072	206
Distribution Centers/Warehouses	11248	11248
Stores	165541	151451

C7.7

(C7.7) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Not relevant as we do not have any subsidiaries

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Increased

C7.9a

(C7.9a) 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 emissions (metric tons CO2e)	Direction of change in emissions	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	9	Decreased	0.05	In FY2022 we attribute a 0.1% decrease in Scope 1&2 emissions associated with renewable energy consumption. Our calculation took the difference of FY2021 Location based and Market based (173,400-157,435 = 15,965) and subtracted it from the difference of FY2022 (178,861 - 162,905 = 15,956) to come to a decrease of 9 mtCO2e. Percentage was found by using the FY difference (-9) as our numerator and using the difference in Scope 1 and 2 total (15,965) as our denominator, and multiplying by 100 to get the .05% 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	8084	Decreased	4.2	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 C4.3b – 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 (8,084 mt CO2e) and divided it into the total Scope 1&2 emissions for FY2021 (192,529 mt CO2e) to get 4.2%.
Divestment		<Not Applicable >		
Acquisitions		<Not Applicable >		
Mergers		<Not Applicable >		
Change in output	17275	Increased	9.1	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 (9%) 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 FY2022 (201,711) and subtracted Scope 1&2 emissions reported for FY2021 (192,529) giving us 9,182 mt CO2e change YOY. We then added our other emissions activities (8,084 mt CO2e) and the renewable change (9 mt CO2e) to the 9,182 mt CO2e to get 17,275 mt CO2e, or a 9% possible increase.
Change in methodology		<Not Applicable >		
Change in boundary		<Not Applicable >		
Change in physical operating conditions		<Not Applicable >		
Unidentified		<Not Applicable >		
Other		<Not Applicable >		

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?

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

C8.2**(C8.2) 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)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	Yes
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	Yes
Generation of electricity, heat, steam, or cooling	No

C8.2a**(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.**

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	HHV (higher heating value)	0	154682	154682
Consumption of purchased or acquired electricity	<Not Applicable>	44839	449436	494276
Consumption of purchased or acquired heat	<Not Applicable>	0	14	14
Consumption of purchased or acquired steam	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired cooling	<Not Applicable>	0	652	652
Consumption of self-generated non-fuel renewable energy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Total energy consumption	<Not Applicable>	44839	604784	649624

C8.2b**(C8.2b) 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	Yes
Consumption of fuel for the generation of heat	Yes
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

C8.2c**(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.****Sustainable biomass****Heating value**

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

0

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Currently, Burlington does not utilize sustainable biomass. As this becomes more prevalent in the US, we will review this method.

Other biomass

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

0

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Currently, Burlington does not utilize biomass. As this becomes more prevalent in the US, we will review this method.

Other renewable fuels (e.g. renewable hydrogen)

Heating value

HHV

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

0

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

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.

Coal

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

0

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Burlington does not generate energy through the burning of coal for self-generation

Oil

Heating value

HHV

Total fuel MWh consumed by the organization

11856

MWh fuel consumed for self-generation of electricity

747

MWh fuel consumed for self-generation of heat

11109

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

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

Heating value

HHV

Total fuel MWh consumed by the organization

142826

MWh fuel consumed for self-generation of electricity

142826

MWh fuel consumed for self-generation of heat

0

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Includes natural gas used for space heating

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

Heating value

HHV

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

0

MWh fuel consumed for self-generation of heat

0

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Total fuel

Heating value

HHV

Total fuel MWh consumed by the organization

154682

MWh fuel consumed for self-generation of electricity

143573

MWh fuel consumed for self-generation of heat

11109

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

C8.2e

(C8.2e) 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 C6.3.

Country/area of low-carbon energy consumption

United States of America

Sourcing method

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

Energy carrier

Electricity

Low-carbon technology type

Solar

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

529

Tracking instrument used

US-REC

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

United States of America

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

Yes

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

2021

Comment

This total is spread across three of our stores that have onsite solar PPAs

Country/area of low-carbon energy consumption

United States of America

Sourcing method

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

Energy carrier

Electricity

Low-carbon technology type

Solar

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

38153.02

Tracking instrument used

US-REC

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

United States of America

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

Yes

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

2021

Comment

This number consists of 87% of a Texas REC that is allocated to nearly 70 stores within Texas

Country/area of low-carbon energy consumption

United States of America

Sourcing method

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

Energy carrier

Electricity

Low-carbon technology type

Wind

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

5621.98

Tracking instrument used

US-REC

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

United States of America

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

Yes

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

2021

Comment

This number consists of 13% of a Texas REC that is allocated to nearly 70 stores

Country/area of low-carbon energy consumption

United States of America

Sourcing method

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

Energy carrier

Electricity

Low-carbon technology type

Renewable energy mix, please specify (Hydro - Conventional, Solid Waste - Municipal Solid Waste, Wind)

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

1085

Tracking instrument used

US-REC

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

United States of America

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

Yes

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

2020

Comment

This number comes from two of our VA Stores where we receive RECs attributed to Burlington

C8.2g

(C8.2g) Provide a breakdown by country/area of your non-fuel energy consumption in the reporting year.**Country/area**

United States of America

Consumption of purchased electricity (MWh)

494276

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

666

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

494942

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

Description

Waste

Metric value

117475

Metric numerator

US Tons

Metric denominator (intensity metric only)

% change from previous year

2

Direction of change

Decreased

Please explain

A dedicated Waste team manages all waste and recycling operations at our stores, DCs, and corporate offices, including introducing new technologies and innovations to reduce waste hauls. Our third-party vendors are solely utilized to haul waste materials to their proper processing facilities. The Waste team continued to overcome the challenges of supporting waste management operations in newer, smaller-footprint stores. We also continued to explore plastic bag recycling and/or elimination initiatives in our stores, including offering affordable and stylish reusable bags.

We continued rolling out waste optimization technologies to more than 150 stores in 2022, making collections more efficient, limiting waste hauler pickups, and saving space. As part of these technologies, we installed 40 remote monitors on select store's compactors that use cloud software to automatically inform haulers when compactors are near full, reducing an estimated one haul each month per store.

In addition to monitors, we installed more than 110 small trash balers, which compress non-recyclable materials and reduce the need for additional truck trips to pick up waste. The balers also save waste storage space in stores and, since they are powered by compressed air, minimal electricity is consumed in operation. We added more large cardboard balers in our stores too, increasing waste diversion, reducing costs, and maximizing cardboard rebates. In addition, the balers have helped us tackle dumpster security issues ("divers", illegal dumping, and destruction of property) as more waste can be managed securely inside the building. Educating and informing our

C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	No third-party verification or assurance
Scope 2 (location-based or market-based)	No third-party verification or assurance
Scope 3	No third-party verification or assurance

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

No, but we are actively considering verifying within the next two years

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

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

C11.2

(C11.2) Has your organization canceled any project-based carbon credits within the reporting year?

No

C11.3

(C11.3) Does your organization use an internal price on carbon?

No, and we do not currently anticipate doing so in the next two years

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

No, we do not engage

C12.1e

(C12.1e) Why do you not engage with any elements of your value chain on climate-related issues, and what are your plans to do so in the future?

Supplier engagement with an environmental focus is a relatively new process for the retail sector. We are working through best practices and developing strategy on how best to approach this.

We seek to mitigate ESG risks across our global supply chain with a focus on factories in high-risk countries. At the same time, we invest in diverse businesses to maximize value creation for communities around our stores.

All of our Business Partners^[1] are expected to act in accordance with our [Code of Conduct, Product Safety and Social Compliance Manual](#) and maintain readily available documentation, demonstrating they are compliant with the Code and relevant laws. All Burlington suppliers that are not a member of a Mutual Recognition Arrangement with the US must submit social compliance audits to include a labor Code of Conduct. We reserve the right to terminate our business relationship with partners who do not uphold the principles we set out in our Code. Through due diligence and ongoing engagement, we build supply chain resilience and reduce our own exposure to risk. For the first time in 2022, we added new environmental and DEI questions to our supplier questionnaire.

^[1] Defined as vendors, manufacturers, contractors, subcontractors, jobbers, and other supplier sources, and agents who provide Burlington with goods or services ordered pursuant to any purchase order (PO) contract, or agreement issued directly by Burlington or ordered on behalf of Burlington by an authorized Company representative.

C12.2

(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?

Yes, suppliers have to meet climate-related requirements, but they are not included in our supplier contracts

C12.2a

(C12.2a) Provide details of the climate-related requirements that suppliers have to meet as part of your organization's purchasing process and the compliance mechanisms in place.

Climate-related requirement

Complying with regulatory requirements

Description of this climate related requirement

ENVIRONMENTAL REQUIREMENTS

Burlington will only do business with Partners who comply 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.

Direct Imports

As a Tier III (highest level) member of the Customs Trade Partnership Against Terrorism (CTPAT) and a member of the CTPAT Trade Compliance Program formerly known as the Importer Self-Assessment (ISA) program, we are held to a very high standard of compliance. We undergo rigorous self-evaluation and report security processes, procedures, requirements to CTPAT and Customs Border & Protection (CBP) as needed.

We conduct annual risk assessments on all countries from which we import merchandise. Each country we import from is given a risk category (low, medium, or high) to determine the level and cadence of auditing and screening required. Suppliers from high-risk countries are required to undergo an annual third-party audit, while those from medium and low-risk countries must complete a questionnaire based on CTPAT minimum security criteria and additional environmental and social criteria. Factories in high-risk countries are audited every year with medium risk being assessed every two years, and those in low-risk countries are assessed every three years.

% suppliers by procurement spend that have to comply with this climate-related requirement

100

% suppliers by procurement spend in compliance with this climate-related requirement

100

Mechanisms for monitoring compliance with this climate-related requirement

Supplier self-assessment

First-party verification

On-site third-party verification

Response to supplier non-compliance with this climate-related requirement

Other, please specify (Suppliers from high-risk countries are required to undergo a third-party audit, while those from medium and low-risk countries must complete a questionnaire based on CTPAT minimum security criteria and additional environmental and social criteria.)

C12.3

(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?

Row 1

External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

Yes, our membership of/engagement with trade associations could influence policy, law, or regulation that may impact the climate

Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?

No, but we plan to have one in the next two years

Attach commitment or position statement(s)

<Not Applicable>

Describe the process(es) your organization has in place to ensure that your external engagement activities are consistent with your climate commitments and/or climate 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.

Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

<Not Applicable>

Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

<Not Applicable>

C12.3b

(C12.3b) Provide details of the trade associations your organization is a member of, or engages with, which are likely to take a position on any policy, law or regulation that may impact the climate.

Trade association

Other, please specify (RILA (Retail Industry Leaders Association) and NRF (National Retail Federation))

Is your organization’s position on climate change policy consistent with theirs?

Mixed

Has your organization attempted to influence their position in the reporting year?

No, we did not attempt to influence their position

Describe how your organization’s position is consistent with or differs from the trade association’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.

Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)

0

Describe the aim of your organization’s funding

<Not Applicable>

Have you evaluated whether your organization’s engagement with this trade association is aligned with the goals of the Paris Agreement?

Yes, we have evaluated, and it is aligned

C12.4

(C12.4) Have you published information about your organization’s response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Publication

In voluntary sustainability report

Status

Underway – previous year attached

Attach the document

2021 Burlington CSR Report.pdf

Page/Section reference

Page 28,.29, 43, 47. Our 2022 CSR Report is planned for release after Board review in mid-August

Content elements

- Governance
- Strategy
- Risks & opportunities
- Emissions figures
- Emission targets
- Other metrics

Comment

We recognize that climate change inaction can pose physical, financial, and reputational risks to our business. These include risks to our physical buildings and processes arising from changing weather patterns, and transitional risks to our bottom line arising from energy and fuel price increases. In mitigating these risks, we seek to harness opportunities from cost efficiencies, drive GHG reductions, and strengthen our reputation as an environmentally responsible company.

Like other retailers, our business is exposed to risks associated with climate change. For example, extreme weather events 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 business, financial condition and results of operations . In mitigating and adapting to climate change, we seek to protect our assets and business continuity, but we can also realize opportunities from cost efficiencies, and strengthen our reputation as an environmentally responsible company.

Therefore, alongside actively monitoring GHG emissions since 2018, we manage climate risks in line with international standards such as SASB, the Climate Disclosure Standards Board, and TCFD. We also disclose performance through CDP’s climate change, water, and forestry questionnaires. Climate-related risks and opportunities are reviewed by our Board of Directors, overseen by the ESG/CSR Executive Steering Committee, the Group SVP Investor Relations and Treasurer, and the Vice President of Sustainability, and managed by the Director of ESG, Climate and CSR.

C12.5

(C12.5) Indicate the collaborative frameworks, initiatives and/or commitments related to environmental issues for which you are a signatory/member.

	Environmental collaborative framework, initiative and/or commitment	Describe your organization’s role within each framework, initiative and/or commitment
Row 1	Task Force on Climate-related Financial Disclosures (TCFD)	The organization believes the TCFD recommendations provide a useful framework to increase transparency on climate-related risks and opportunities within financial markets. We are early on this journey, but have implemented a TCFD Index in our CSR Report, also preparing us for possible SEC Climate rule proposal.

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues	Description of oversight and objectives relating to biodiversity	Scope of board-level oversight
Row 1	No, and we do not plan to have both within the next two years	<Not Applicable>	<Not Applicable>

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	Biodiversity-related public commitments	Initiatives endorsed
Row 1	No, and we do not plan to do so within the next 2 years	<Not Applicable>	<Not Applicable>

C15.3

(C15.3) Does your organization assess the impacts and dependencies of its value chain on biodiversity?

Impacts on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

Value chain stage(s) covered

<Not Applicable>

Portfolio activity

<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity

<Not Applicable>

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)

<Not Applicable>

Dependencies on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

Value chain stage(s) covered

<Not Applicable>

Portfolio activity

<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity

<Not Applicable>

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)

<Not Applicable>

C15.4

(C15.4) Does your organization have activities located in or near to biodiversity- sensitive areas in the reporting year?

Not assessed

C15.5

(C15.5) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	Type of action taken to progress biodiversity- related commitments
Row 1	No, and we do not plan to undertake any biodiversity-related actions	<Not Applicable>

C15.6

(C15.6) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	No	Please select

C15.7

(C15.7) Have you published information about your organization's response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
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C16. Signoff

C-FI

(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	Director of ESG, Climate, and CSR	Other, please specify (ESG/CSR Lead)

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below

I have read and accept the applicable Terms