

Burlington Stores: Investor-Focused ESG Data Index

Topic	2020 Disclosure/Metric	ESG Reporting Framework
Social		
Number of associates	55,959	GRI 102-7.a.i
Percentage of associates who are female	75% of associate ^{1,2} positions; 70% of management ^{1,2} positions and up	GRI 405-1.b.i
		SASB CG-MR-330a.1
Percentage of associates who are of a diverse/minority background	78% of associate ^{1,2} positions; 52% of management ^{1,2} positions and up	GRI 405-1.b.iii
		SASB CG-MR-330a.1
Breakdown of associates by age group	Associates: 40% Gen Z; 30% Gen Y; 18% Gen X; 11% Baby Boomers ³ Management positions and up: 4% Gen Z; 40% Gen Y; 42% Gen X; 14% Baby Boomers ³	GRI 405-1.b.ii
Breakdown of governance body by gender, age and those of a diverse/minority background	30% (3 out of 10) are female 30% (3 out of 10) self-identify as a person of color 80% (8 out of 10) are Baby Boomers (57 to 75 years old) 20% (2 out of 10) are Generation X (41 to 56 years old)	GRI 405-1
Description of training programs	See “Learning & Development”	GRI 404-2.a
Percentage of associates receiving regular performance and career development reviews	100% of associates receive, at minimum, an annual performance appraisal and/or performance discussion	GRI 404-3.a

¹ Associates include Stores, DCs and Corporate non-manager positions. Management refers to supervisory positions up to and including our executive leadership.

² Totals vary based on associate designation and self-identification.

³ Percentages may not foot due to rounding.

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Topic	2020 Disclosure/Metric	ESG Reporting Framework
Social		
Description of employee compensation and benefits	See “Compensation & Benefits”	GRI 401-2.a
Description of Burlington’s occupational health and safety system	Burlington does not currently use a defined OH&S management system	GRI 403-1.a,b
Description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis	See “Occupational Health & Safety” for information on our Injury and Illness Prevention Plan, Integrity Hotline and training for specialized positions	GRI 403-2.a
Description of the processes for workers to report work-related hazards and hazardous situation	See “Occupational Health & Safety” for information on our Injury and Illness Prevention Plan, Integrity Hotline and training for specialized positions	GRI 403-2.b
Description of Burlington’s workplace safety policies and trainings	See “Occupational Health & Safety”	GRI 403-5.a
Description of how Burlington works to prevent or mitigate occupational health and safety impacts related to its operations	See “Occupational Health & Safety”	GRI 403-7.a
Associate injury rate reduction	Down 19% from 2019 ⁴	GRI 403-9
Description of processes to assess and manage risks and/or hazards associated with chemicals in products and comply with regulations	See “Product Safety”	SASB CG-MR-410a.2
		SASB CG-AA-250a.1
		SASB CG-AA-250a.2

⁴ Burlington’s summary of safety incidents/claims report is based on the December 1, 2019 to November 30, 2020, insurance policy year for worker’s compensation and general liability claims.

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Topic	2020 Disclosure/Metric	ESG Reporting Framework
Environmental		
Total energy use	432,800 MWh	GRI 302-1.e SASB CG-MR-130a.1
Renewable energy consumed	29,594 MWh	GRI 302-1.b SASB CG-MR-130a.1
Energy intensity	557,731 KWh/number of locations	GRI 302-3.a
Total energy reduced from FY2019	Gross building ⁵ : 44,193 MWh (9%) Stores: 45,210 MWh Corporate offices: 500 MWh	GRI 302-4.a
Scope 1	FY2020 emissions: 35,077 MTCO ₂ e Reduction from FY19: 8,672 MTCO ₂ e	GRI 305-1.a
Scope 2	FY2020 emissions: 139,899 MTCO ₂ e Reduction from FY19: 33,802 MTCO ₂ e	GRI 305-2.a
Scope 3 (Upstream transportation; Waste generation; Business travel)	FY2020 emissions: 94,858 MTCO ₂ e Increase from FY19: 727 MTCO ₂ e	GRI 305-3.a
Total emissions reduced across Scopes 1, 2 and 3 from FY2019 (%)	13% overall 14% per operating square footage	GRI 305-5.a,d
Total Water Consumption	785 megaliters (MI) (See “Water”)	GRI 303-5.a
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	See “Waste”	SASB CG-MR-410.a2

⁵ Gross energy calculations include data from all buildings operated by Burlington, existing stores and new construction.

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Topic	2020 Disclosure/Metric	ESG Reporting Framework
Environmental		
Total hazardous waste diverted from landfill (weight)	180 tons	GRI 306-2.a.vii
Total non-hazardous waste recycled (weight)	61,107 tons	GRI 306-2.b.ii
Total non-hazardous waste landfilled (weight)	39,706 tons	GRI 306-2.b.vii
Governance		
Percentage of board directors who are female	30% (3 out of 10)	GRI 405-1.a.i
Percentage of board directors who are independent	90% (9 out of 10)	
Percentage of board and relevant committee meetings each director attended	100%	
Description of management approach to identifying and addressing data security risks	See “Data Privacy and Protection”	SASB CG-MR-230a.1
Number of retail locations and distribution centers	761 stores, 4 distribution centers and 5 warehouses	SASB CG-MR-000.A
Total area of retail space and distribution centers	Stores: 48,000,000 gross square footage Distribution centers: 2,884,000 gross square footage Warehousing Facilities: 2,058,000 gross square footage	SASB CG-MR-000.B

Taskforce on Climate-related Financial Disclosures Index

Disclosure Category	Burlington Disclosure
Governance	
<p>Disclose the organization’s governance around climate-related risks and opportunities.</p>	<p>Our Governance and Ethics: Risk Oversight</p>
Strategy	
<p>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.</p>	<p>Our Environment: Climate-related Risk</p>
Risk Management	
<p>Disclose how the organization identifies, assesses, and manages climate-related risks.</p>	<p>Our Governance and Ethics: Risk Oversight</p>
Metrics and Targets	
<p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</p>	<p>Our Environment: Greenhouse Gas (GHG) Emissions Our Environment: Transportation Logistics Our Environment: Energy</p>