



Be human.



Be well.

Be planet.

## 2020 IMPACT AGENDA

This Impact Agenda is our stake in the ground toward an equitable, sustainable future.

lululemon has a unique opportunity, responsibility, and platform. One of our core values, connection, plays a critical role in the wellbeing of people and planet, mind and body, and individual and collective. When we focus on one, we also impact another.

Together, we will learn from today and build a healthier future—for ourselves, for our communities, and for our planet.



# Three Interconnected Pillars

Our strategy is organized into three interconnected pillars, each with a vision for success, goals and commitments, and strategies for how we will create a more sustainable, compassionate future.



Our people succeed because we provide an environment that is **equitable, inclusive and fosters growth.**

#### FOCUS AREAS

- Advance a culture of Inclusion, Diversity, Equity, and Action.
- Support our employees through whole-person opportunities.
- Support the wellbeing of the people who make our products.

Our communities thrive because we contribute to conditions that support **mental, physical, and social wellbeing.**

#### FOCUS AREA

- Scale inclusive access to wellbeing tools.



Our products and actions avoid environmental harm and contribute to **restoring a healthy planet.**

#### FOCUS AREAS

- Innovate sustainable materials.
- Create circularity through new guest models.
- Act on climate change and renewable energy.
- Use less water and better chemistry.
- Make waste obsolete.





# A Dozen Goals for the Future

These are some of our goals going forward. They are the foundation of our strategic vision to minimize negative impact and contribute to a healthier future.

## Be human.

### 01 INCLUSION, DIVERSITY, EQUITY, AND ACTION

Reflect the diversity of the communities we serve and operate in around the world by 2025.

### 02 EMPLOYEE LEADERSHIP OPPORTUNITIES

Be the place where people come to **develop and grow as leaders for the world** by 2023.

### 03 EMPLOYEE PAY EQUITY

Expand gender pay equity to **full pay equity** by 2022.

### 04 PEOPLE WHO MAKE OUR PRODUCTS

Achieve Fair Labor Association (FLA) accreditation, and **make empowerment programs available to more than 100,000 makers** across our supply chain by 2025.

## Be well.

### 05 WELLBEING FOR ALL

Provide **access to wellbeing tools for more than 10 million people** by 2025.

### 06 SCALE ACCESS

Invest **US \$75 million to advance equity in wellbeing** in our global and local communities by 2025.

### 07 LULULEMON.ORG

Establish a **lululemon centre of excellence for social impact** to support wellbeing by 2021.

## Be planet.

### 08 SUSTAINABLE PRODUCT INNOVATION

Make **100 percent of our products with sustainable materials** and end-of use solutions, toward a circular ecosystem by 2030.

### 09 SUSTAINABLE MATERIALS

Achieve at least **75 percent sustainable materials for our products** by 2025.

### 10 CIRCULARITY

Offer our guests new options to **extend the life of our products** by 2025.

### 11 CLIMATE CHANGE

Source **100% renewable electricity** to power our own operations by 2021, and **reduce carbon emissions** across our global supply chain by 60 percent per unit of value added, meeting our Science-Based Targets by 2030.

### 12 WATER & WASTE

**Reduce freshwater use** intensity by 50 percent to manufacture our products, and **reduce single-use plastic packaging** by 50 percent by 2025.