



lululemon

2024 Impact Data & Indices Supplement

Introduction

Scope and Content

This supplement to the [2024 Impact Report](#) provides information on data relating to climate as well as disclosures from the [Global Reporting Initiative](#) (GRI) and the [Sustainable Accounting Standards Board](#) (SASB) [Apparel, Accessories & Footwear Standard](#), as well the [Task Force on Climate-related Financial Disclosures](#) (TCFD).¹

The content in this supplement covers our 2024 fiscal year, from January 29, 2024 to February 2, 2025 (referred to as “2024”), unless otherwise noted. Where a different "as of" date applies, we indicate it in context. In this supplement, lululemon athletica inc. (together with its subsidiaries) is referred to as "lululemon," "we," "us," or "our." In 2024, we acquired the lululemon-branded retail locations (14 stores) and operations run by a third-party in Mexico.² Data from these operations, as well as our global franchises, has been included where applicable, unless otherwise indicated. Monetary amounts in this supplement are presented in U.S. dollars, unless otherwise noted.

A Glossary appears in the [Appendix](#). Defined terms link to the Glossary on first mention.

See the [2024 Impact Report](#) for more information.

DATA, ESTIMATES, AND METHODOLOGIES

Non-financial information in this supplement—including environmental, social, governance, and operational metrics—has inherent limitations, as standards and measurement approaches continue to evolve. Except as expressly stated, information and metrics in this supplement are unaudited, may include estimates or sampling, involve rounding, and in some cases rely on information from partners, suppliers, or other third parties. Methods, definitions, and system boundaries used for sustainability reporting differ from those used in our financial reporting, and may be updated from time to time.

We continually review our methodologies, baselines, and datasets to improve accuracy, completeness, and comparability.

As those evolve, we may update prior-period metrics, including our baseline values, to reflect improved data quality, updated emission factors or calculation tools, refinements in organizational or operational scope (e.g., acquisitions), or other changes in measurement practice. We maintain internal reporting policies and controls to evaluate the significance of such changes before publishing updates. Where we make a material change, we indicate it in context and, when practical, describe the nature of the change and its effect.

ASSURANCE

We obtained limited assurance from [PwC](#) on 2024 [Scope 1](#) and [Scope 2](#) (location-based and market-based) greenhouse gas (GHG) emissions. See more in our [Assurance Statement](#). All other information in this supplement is not assured unless expressly stated otherwise.

MATERIALITY NOTE

The inclusion of information in this supplement should not be construed as a characterization of materiality for securities law purposes. These disclosures are intended for sustainability reporting and may differ from materiality determinations in our filings with the U.S. Securities and Exchange Commission.

See the [Appendix](#) for information on forward-looking statements.

3	Climate
9	SASB Index
11	TCFD Disclosure
12	GRI Content Index
18	Appendix

¹ SASB and TCFD were incorporated into the IFRS Foundation's International Sustainability Standard Board (ISSB) in 2022 and 2023 respectively.
² See more about the acquisition of our Mexico stores in the [2024 Annual Report](#).

Climate

Learn more about our approach to climate in our [2024 Impact Report](#), the [Climate Action](#) page of our website, and our [2025 CDP Disclosure](#).

TIMEFRAME

All emissions data provided is for the calendar year ending December 31, 2024.³

OVERVIEW

lululemon collects, calculates, and reports direct and indirect (Scope 1 and [Scope 2](#)) greenhouse gas (GHG) emissions and [Scope 3](#) GHG emissions in accordance with the [Greenhouse Gas \(GHG\) Protocol, Corporate Accounting and Reporting Standard](#), and associated scope-specific guidance from the [GHG Protocol Scope 2 Guidance](#) and the [GHG Protocol Corporate Value Chain \(Scope 3\) Accounting and Reporting Standard](#).

We obtained limited assurance from [PwC](#) for our 2024 Scope 1 and Scope 2 (location-based and market-based) GHG emissions. See the [Assurance Statement](#) for more detail on the assurance standards used and procedures performed.

In addition to the above selected standards, we use data from Cascale's [Higg Facility Environmental Module](#) (Higg FEM) and [Materials Sustainability Index](#) (Higg MSI). The Higg MSI helps us determine product material and process impacts at a more granular level, and the Higg FEM provides us with supplier facility data.

lululemon management is responsible for the collection, assessment, quantification, and reporting of energy and emissions data. For a list of Scope 3 calculation methodologies, see the [Scope 3 GHG Emissions by Category and Operational Bounds](#) table.

SCIENCE-BASED TARGETS

The [Science Based Targets initiative](#) (SBTi) has validated our near-term 2030 climate targets:

- 60% [absolute reduction in GHG emissions in our own operations](#) (Scope 1 and 2) from a 2018 baseline
- 60% [intensity reduction in GHG emissions](#) in purchased goods and services, and upstream transportation and distribution (Scope 3) from a 2018 baseline

Our SBTi-validated Scope 1 and 2 science-based target aligns with limiting global temperature increases to 1.5°C.

As a growth company, we have an SBTi-validated Scope 3 intensity target using the [GEVA \(GHG emission per unit of value-added\)](#) methodology, which is aligned to a pathway well below 2°C. Our Scope 3 target includes all of GHG Protocol Scope 3 Category 1 (with the exclusion of "other purchased goods and services," which relate to non-product spend) and Category 4. This exceeds the SBTi requirement of including at least two-thirds Scope 3 emissions.

ORGANIZATIONAL BOUNDARY

lululemon uses the operational control approach in accordance with the GHG Protocol to report energy consumption and direct and indirect GHG emissions, for all facilities where lululemon has operational control. There are no material sources (e.g., facilities, specific GHGs, activities, geographies) excluded from our reporting boundary for direct and indirect GHG emissions.

For a list of our Scope 3 emissions inclusions and exclusions, see the [Scope 3 GHG Emissions by Category and Operational Bounds](#).

METHODOLOGY UPDATES AND RESTATEMENTS

In the reporting year, we made the following key updates to our methodology:

- **Scope 1:** Updated boundary and methodology to utilize more accurate information about usage and control of gas and refrigerants at our sites.⁴
- **Scope 1 and 2:** Updated approach to improve temporal alignment between energy consumption data and emission factors.
- **Scope 1, 2, and 3:** Reflected our 2024 acquisition of lululemon-branded retail locations (14 stores) and operations run by a third-party in Mexico.⁵
- **Scope 3, Category 8 (Upstream leased assets):** New Scope 3 category inclusion to capture gas and refrigerants from landlord-controlled systems at our sites.
- **Scope 3, Category 4 (Upstream transportation and distribution) and 14 (Franchises):** Updated to location-based emission values for electricity consumed in third-party distribution centres and franchise stores.

We also corrected errors on the following:

- **Scope 2 market-based emissions for 2021, 2022, and 2023:** Figures were updated to exclude renewable energy credits procured in China Mainland that had previously been used to match energy consumption in South Korea, to align with RE100 geographic matching criteria. These updates resulted in an increase in Scope 2 market-based emissions for those years compared to prior disclosures.

³ A large portion of our climate data is provided by suppliers through a third-party system and is based on the calendar year. Therefore, our reported climate data does not currently align with lululemon fiscal year dates.

⁴ In 2024, we reviewed heating, ventilation, and air conditioning (HVAC) equipment across our global operations to better understand which systems used natural gas and were within our operational control. We plan to use this detailed primary data to support a strategy of targeted HVAC electrification for managing Scope 1 emissions.

⁵ This transitioned the retail locations and operations from a franchise approach to a company-operated model in Mexico, resulting in emissions being reclassified from Scope 3 to Scope 1 and Scope 2 as the locations are now company-operated. See more about the acquisition of our Mexico stores in the [2024 Annual Report](#).

- **Scope 3, Category 2 and 11 emissions for 2023:** Figures were updated to include emissions that had previously been omitted due to methodological calculation errors. These updates resulted in a slight increase in 2023 Scope 3 absolute emissions compared to prior disclosures. These categories are not part of our Scope 3 intensity target.

These data quality improvements, methodological updates, structural changes, and error corrections resulted in restatements of previously reported Scope 1, 2, and 3 GHG emissions for the years 2018 to 2023. These restatements have been made in line with our baseline reporting policies and guidelines from the [GHG Protocol, Corporate Accounting and Reporting Standard](#). As a result, historical GHG emission values reported in prior disclosures may differ from the data presented in this document and the [2024 Impact Report](#).

UNCERTAINTY

While we work to use the most up-to-date standards, calculation approaches, and best available data, GHG emissions quantification is subject to inherent limitations and measurement uncertainty.

We work toward reducing the level of uncertainty in our GHG emissions data by enhancing frequency, granularity, and proportion of primary data. When we are able to more accurately track data, we can be more targeted with interventions.

Scope 1 and 2 GHG emissions are calculated using the most current publicly available emission factors at the time of calculation. Emissions may be restated in future cycles when updated factors become available, in line with our baseline reporting policies and the GHG Protocol.

Summary of Scope 1, 2, and 3 GHG emissions (tonnes CO₂e)⁶

	2020	2021	2022	2023	2024
Total Scope 1	2,937	3,164	3,616	3,781	4,070
Total Scope 2 (market-based)	11,955	357 ⁷	477	765	805
Total Scope 2 (location-based)	16,973	21,180	24,146	29,657	35,764
Total Scope 3 (excluding Category 11) ⁸	831,018	1,091,740	1,364,956	1,400,471	1,608,150

Gases and global warming potential (GWP) used for Scope 1, 2, and 3 emissions

Greenhouse gas ⁹	GWP	GWP Reference ¹⁰
CO ₂	1	IPCC Sixth Assessment Report (AR6 - 100 year)
CH ₄	27	IPCC Sixth Assessment Report (AR6 - 100 year)
N ₂ O	273	IPCC Sixth Assessment Report (AR6 - 100 year)
HFCs (R-410-a)	2,256	IPCC Sixth Assessment Report (AR6 - 100 year)

⁶ Historical GHG emission values have been restated as a result of methodology updates and error corrections noted on page 3. The previously reported emissions were as follows (all amounts in tonnes CO₂e):

Total Scope 1: 2020) 2,875; 2021) 3,092; 2022) 3,910; 2023) 4,232

Total Scope 2 (market-based): 2020) 10,052; 2021) 111; 2022) 27; 2023) 32

Total Scope 2 (location-based): 2020) 17,499; 2021) 19,607; 2022) 24,896; 2023) 31,128

Total Scope 3 (excluding Category 11): 2020) 824,761; 2021) 1,083,251; 2022) 1,354,069; 2023) 1,319,695

⁷ In 2021, we first met a target to transition to renewable electricity in our own operations, leading to our largest year-over-year reduction.

⁸ This excludes GHG Protocol Scope 3 Category 11: Use of sold products. The indirect use of sold product emissions are not required to be included in Scope 3 inventories under the [GHG Protocol Value Chain \(Scope 3\) Accounting and Reporting Standard](#). In alignment with the [SBTi's Apparel and Footwear Sector Science-Based Target Guidance](#), Category 11 emissions are also excluded from our science-based target, as they are not required to be included in Scope 3 inventories or targets for apparel and footwear companies. These emissions are considered indirect as they relate to the energy required to wash and dry products after purchase. For reference, Category 11 emissions are shown in the table titled [Scope 3 GHG emissions by category and operational bounds](#).

⁹ Perfluorocarbon (PFC) emissions, sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃) are not included in the table as there are no related emissions in our inventory.

¹⁰ Due to the inherent complexity of Scope 3 emissions and the reliance on supplier-provided data and third-party databases, certain reported figures have been calculated using GWP values from previous IPCC Assessment Reports.

Scope 1 and 2 fuel and electricity consumption (related to lululemon operations and stores)^{11,12} (MWh)

Disclosure	Natural gas	Propane	Chilled water/cooling	Electricity	Percentage of <u>electricity from renewable sources</u>	Total
REGIONAL MARKET ¹³	SCOPE 1	SCOPE 1	SCOPE 2	SCOPE 2	SCOPE 2	SCOPE 1 & 2
Americas	12,967	89	148	73,405	100%	86,609
APAC	96	0	154	9,981	82%	10,231
China Mainland	41	0	0	18,481	100%	18,522
EMEA	41	0	59	3,569	100%	3,669
Total	13,145	89	361	105,436	98% ¹⁴	119,031

Scope 3 fuel and electricity consumption (related to franchises, third-party logistics providers, and stores with landlord-controlled energy)^{12,15} (MWh)

Disclosure	Natural gas	Propane	Chilled water/cooling	Electricity	Percentage of electricity from renewable sources	Total
REGIONAL MARKET	SCOPE 3	SCOPE 3	SCOPE 3	SCOPE 3	SCOPE 3	SCOPE 3
Americas	9,815	0	0	4,543	100%	14,358
APAC	761	0	0	867	64%	1,628
China Mainland	3,749	0	0	685	100%	4,434
EMEA	618	0	0	2,766	98%	3,384
Total	14,943	0	0	8,861	96%	23,804

Scope 1, 2, and 3 fuel, electricity, and refrigerant emissions (related to lululemon operations and stores, franchises, third-party logistics providers, and stores with landlord-controlled energy)^{12,16} (tonnes CO₂e)

Disclosure	Scope 1	Scope 2	Scope 2	Scope 3	Scope 3
REGIONAL MARKET		Location-based	Market-Based	Location-Based	Market-based
Americas	3,697	18,807	14	12,255	11,065
APAC	86	5,267	788	2,872	2,514
China Mainland	122	10,937	0	6,988	6,582
EMEA	88	753	3	2,258	1,025
Total	3,993	35,764	805	24,373	21,186

¹¹ Excludes fuel consumption from vehicle use and refrigerant leakage.

¹² Refer to the [Methodology Updates and Restatements](#) section for information on year-over-year updates.

¹³ As noted in our [2024 Annual Report](#), we operate in over 25 jurisdictions around the world and organize our operations into four regional markets: Americas, Asia Pacific (APAC), China Mainland, and Europe and the Middle East (EMEA).

¹⁴ In 2024, we procured 100% renewable electricity in our own operations, with 98% sourced in compliance with RE100 technical criteria. During this time, we were unable to source renewable electricity in South Korea due to a challenging [Energy Attribute Credit](#) (EAC) market. Consequently, renewable energy credits were procured from nearby geographies; these are retired annually. Note that under the [GHG Protocol Scope 2 Guidance](#), market-based instruments such as EACs are acceptable methods for reducing market-based Scope 2 GHG emissions.

¹⁵ Excludes refrigerant leakage.

¹⁶ Excludes GHG emissions from vehicle use, which are estimated and immaterial to our GHG inventory. These emissions are included in our total emissions reporting when tracking progress against our climate targets.

Scope 3 GHG emissions by category and operational bounds

2024 Scope 3 GHG emissions (tonnes CO₂e)

Emissions source	2024 emissions	Included in our SBT ¹⁷	Calculation methodology	Percentage of emissions calculated using data obtained from suppliers or value chain partners
Category 1: Purchased goods and services	1,041,515	Yes ¹⁸	Our purchased goods and services emissions arise primarily from product materials, packaging, manufacturing, and other non-product purchases. Product and packaging material data comes from suppliers and internal databases. To calculate emissions, we map material types to associated emission factors from Higg MSI for product materials and from the UK Department for Energy Security and Net Zero (DESNZ) for packaging materials. Our calculations are inclusive of Forest, Land and Agriculture (FLAG)-related emissions. For manufacturing, we use primary emissions data collected through Higg FEM assessments. When we don't have primary data for certain supplier facilities, we estimate emissions based on production volumes and intensity factors. Additionally, we estimate emissions from the transportation of product between suppliers. For non-product purchased goods and services, we use a spend-based method using spend data from lululemon's financial systems. We map spend categories to associated emission factors from the EPA US Environmentally-Extended Input-Output (USEEIO) Models to calculate emissions.	39%
Category 2: Capital goods	133,127	No	Capital goods categories examined include buildings, furniture, fixtures, equipment, computer hardware, and computer software. We use a spend-based method using spend data from lululemon's financial systems. We map spend categories to associated emission factors from the EPA USEEIO Models to calculate emissions.	0%
Category 3: Fuel and energy related (not Scope 1 or 2)	14,846	No	Upstream fuel and energy emissions are calculated using consumption data from the sites within our Scope 1 and 2 boundary. The activity data used to quantify these emissions consists of the quantity consumed by each energy type (e.g., electricity, natural gas). Consumption by source is then multiplied by the appropriate emission factors. All emission factors for purchased fuels (propane and natural gas) and electricity are from ecoinvent v3.10 (life cycle analysis software). This includes upstream emissions and transmission and distribution losses. Emission factors for chilled water are from the EPA Emissions & Generation Resource Integrated Database (eGRID) for the U.S.	0%

¹⁷ Science-based target.
¹⁸ Our SBT includes Category 1 (with the exclusion of "other purchased goods and services," which relate to non-product spend), as defined by the GHG Protocol.

Scope 3 GHG emissions by category and operational bounds (continued)

2024 Scope 3 GHG emissions (tonnes CO₂e)

Emissions source	2024 emissions	Included in our SBT	Calculation methodology	Percentage of emissions calculated using data obtained from suppliers or value chain partners
Category 4: Upstream transportation and distribution	273,543	Yes	Upstream logistics activity data is collected directly from our suppliers and in-house systems. This includes the distance travelled by mode and the weight of product shipped. Inbound and outbound logistics data is calculated using the EcoTransIT World system, which uses origin, destination, mode, and route to calculate emissions (unless carriers provide emissions reports directly). Energy and refrigerant emissions from third-party distribution centres are calculated in line with our Scope 1 and 2 methodology, using location-based electricity emissions.	98%
Category 5: Waste generated in operations	1,295	No	Waste weight data for recycling, landfill, compost, and incineration is reported from the distribution centres . We also use waste allocation assumptions from the What a Waste global database for our estimated calculations. The remaining is estimated by applying a waste per square foot (SF) intensity per store type from previous store data to the 2024 square footage of each store. Emission factors are from DESNZ (UK) and EPA (U.S.).	0%
Category 6: Business travel	24,101	No	Hotel stays, air travel, corporate jets, ground travel (rideshares, taxis, personal car use for business travel), rental cars, and rail travel are all accounted for in Category 6. Air travel, rail travel, and hotel stay records are obtained from our travel agency partner, Egencia . We account for hotel bookings not made through Egencia by applying a scaling factor to the emissions from the recorded bookings. For car rentals, we apply an estimation factor to calculate distance travelled and apply DESNZ (UK) emission factors. Uber provides an emissions report using EPA emission factors to account for rideshare emissions. We use a spend-based method for taxis and personal car mileage reimbursement. The spend is categorized and mapped to a commodity type and an associated emission factor using the EPA USEEIO factors. For corporate jets, we estimate a fuel burn rate based on aircraft type and apply this to the routes that were flown in 2024, and apply DESNZ (UK) emission factors.	91%
Category 7: Employee commuting	50,223	No	Commuting emissions are calculated utilizing lululemon’s commuting survey from 2017. Survey results were extrapolated to 2024 employee data. DESNZ (UK) 2024 emission factors were applied to calculate emissions.	0%
Category 8: Upstream leased assets	3,766	No	We conducted a site-level analysis to determine the prevalence of natural gas and refrigerant use from landlord-controlled systems at our leased sites. We apply energy intensity factors and emission factors from our Scope 1 calculation to this data to estimate natural gas emissions in this category. We apply the same methodology for estimating refrigerant leaks from our Scope 1 calculation to this data to calculate refrigerant emissions in this category.	0%

Scope 3 GHG emissions by category and operational bounds (continued)

2024 Scope 3 GHG emissions (tonnes CO₂e)

Emissions source	2024 emissions	Included in our SBT	Calculation methodology	Percentage of emissions calculated using data obtained from suppliers or value chain partners
Category 9: Downstream transportation and distribution	N/A	N/A	lululemon’s primary business model consists of delivering products directly to <u>guests</u> . We capture all transportation- and distribution-related emissions under Category 4 (Upstream transportation and distribution).	N/A
Category 10: Processing of sold products	N/A	N/A	lululemon stores sell only final products, not intermediate products. Therefore, processing of sold products is not relevant and emissions for this category are zero.	N/A
Category 11: Use of sold products	626,746	No	The use-phase emissions are calculated using draft guidance from the European Commission’s <u>Product Environmental Footprint Category Rules</u> (PEFCR). Per the <u>GHG Protocol Value Chain (Scope 3) Accounting and Reporting Standard</u> , these emissions are not required to be included in Scope 3 inventories. In alignment with the SBTi’s <u>Apparel and Footwear Sector Science-Based Targets Guidance</u> , Category 11 emissions are also excluded from our SBT, as they are not required to be included in Scope 3 inventories or targets for apparel and footwear companies. These emissions are considered indirect, as they relate to the energy required to wash and dry products after purchase.	0%
Category 12: End-of-life treatment of sold products	64,090	No	The end-of-life emissions are calculated using draft guidance from the PEFCR.	0%
Category 13: Downstream leased assets	N/A	N/A	Emissions related to this category are immaterial and captured elsewhere in our inventory.	N/A
Category 14: Franchises	1,644	No	Franchise emissions represent 0.1% of our total Scope 3 footprint. Energy use is estimated from actual fuel and electricity data collected at sites within our operational boundary. Emissions are calculated using <u>International Energy Agency</u> (IEA) and <u>Intergovernmental Panel on Climate Change</u> (IPCC) factors reported on a location-based basis, and include estimated refrigerant leaks as well as upstream fuel- and energy-related emissions.	0%
Category 15: Investments	N/A	N/A	The carbon impact of the investments that lululemon makes outside our normal retail business were estimated and deemed immaterial. We estimate the emissions to be less than 0.1% of our footprint.	N/A
Biogenic carbon emissions	11,348	No	Biogenic carbon is calculated from biofuels used in <u>Tier 1</u> and <u>Tier 2</u> manufacturing. Biogenic emissions are reported separately from the GHG inventory. Methane (CH ₄) and nitrous oxide (N ₂ O) are included in the inventory.	85%
Total Scope 3: all GHG Protocol categories				2,234,896
Total Scope 3 excluding “use of sold products”				1,608,150
Total Scope 3 in our SBT ¹⁹				1,179,190

¹⁹ Our Scope 3 target includes Category 1 (with the exclusion of "other purchased goods and services," which relate to non-product spend) and Category 4 emissions, as defined by the GHG Protocol. This exceeds the SBTi requirement of including at least two-thirds Scope 3 emissions.

SASB Index

The [International Sustainability Standards Board](#) (ISSB) of the International Financial Reporting Standards (IFRS) Foundation maintains the [Sustainability Accounting Standards Board](#) (SASB) Standards. This index includes relevant indicators from the Standard for Apparel, Accessories and Footwear (2023), as defined by the SASB Sustainable Industry Classification System (SICS).

Code	Accounting metric	lululemon response
Management of chemicals in products		
CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations	See the Water and Chemistry section of our 2024 Impact Report .
CG-AA-250a.2	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	See the Water and Chemistry section of our 2024 Impact Report .
Environmental impacts in the supply chain		
CG-AA-430a.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits or contractual agreements	As determined through the Higg Facility Environmental Module (Higg FEM) reporting in calendar year 2024, 100% of Tier 1 supplier facilities and 97% of supplier facilities beyond Tier 1 reported compliance with wastewater discharge permits where required. Higg FEM is a tool used to assess the environmental impacts of product manufacturing at supplier facilities. See the Water and Chemistry section of our 2024 Impact Report .
CG-AA-430a.2	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	For the 2024 calendar year, we requested that 452 supplier facilities and subcontractors—representing finished goods, mills, and trims suppliers—complete the Higg FEM self-assessment. This represented 99% of our Tier 1 and Tier 2 suppliers by 2024 production value in U.S. dollars. A total of 400 supplier facilities completed the Higg FEM self-assessment, including 122 Tier 1 supplier facilities (96% of requested supplier facilities), 258 Tier 2 supplier facilities (87% of requested supplier facilities), and 20 Tier 3 supplier facilities (69% of requested supplier facilities). Of these completed self-assessments, 81% were verified through Cascale's Core Verification framework for Higg FEM 4.0. See the Climate Action and Water and Chemistry sections of our 2024 Impact Report.
Labor conditions in the supply chain		
CG-AA-430b.1	Percentage of (1) Tier 1 supplier facilities, (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, and (3) percentage of total audits conducted by a third-party auditor	In 2024, 95% of Tier 1 supplier facilities and 96% of Tier 2 supplier facilities were assessed to lululemon's Vendor Code of Ethics . We continue to assess facilities across our supply chain based on risk. 43% of assessments were conducted by our internal Responsible Supply Chain (RSC) team, and 57% were conducted via third parties approved by lululemon to assess supplier facilities. The Fair Labor Association also carried out assessments of 4% of our Tier 1 supplier facilities. See the People Who Make Our Products section of our 2024 Impact Report . ²⁰

²⁰ A portion of FLA assessments are included under the percentage of assessments conducted by third-party assessors. In cases where we have mapped assessments from FLA against our RSC assessment, we have included these in the percentage of RSC assessments.

SASB Index (continued)

Code	Accounting metric	lululemon response
CG-AA-430b.2	(1) Priority non-conformance rate and (2) associated corrective action rate for suppliers’ labor code of conduct audits	In 2024, 33% of prospective and active facilities had critical or zero tolerance assessment ratings. This included Tier 1 and Tier 2 supplier facilities (excluding trims) and <u>subcontractors</u> undergoing both initial and annual assessments. For a new facility to be onboarded, all critical and/or zero tolerance violations identified during the assessment must be remediated and verified prior to becoming an active facility within our supply chain. When areas of non-compliance are identified in the assessment, we require suppliers to complete Corrective and Preventative Action Plans (CAPAs) to remediate issues. Senior leaders from cross-functional lululemon teams also meet monthly to review outstanding critical and zero tolerance findings and track progress toward remediation. Our objective is to work with suppliers to resolve issues through continuous improvement. In cases of severe or persistent non-compliance, we maintain the right to terminate supplier relationships. When we exit a supplier relationship, we work closely with the supplier and cross-functional teams to reduce impacts on the workforce wherever possible. See the People Who Make Our Products section of our <u>2024 Impact Report</u> and the <u>Reporting and Disclosure</u> page of our website.
CG-AA-430b.3	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	See the <u>2024 Modern Slavery Statement</u> , People Who Make Our Products and Be Planet sections of our <u>2024 Impact Report</u> , and the <u>Stakeholder Engagement</u> and <u>Policies and Guidelines</u> pages of our website.
Raw materials sourcing		
CG-AA-440a.3	(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors, and (4) management strategy for addressing business risks and opportunities	See the Product and Material Innovation section of our <u>2024 Impact Report</u> .
CG-AA-440a.4	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental or social standard, by standard	Materials used in lululemon products (as a percentage of all materials sourced): polyester: 33%, nylon: 30%, cotton: 18% Percentage of <u>preferred materials</u> used in our products (as a percentage of each material type sourced): recycled polyester: 77%, recycled or renewable nylon: 11%, preferred cotton: 78% For more examples, see the Product and Material Innovation section of our <u>2024 Impact Report</u>. <u>Trims</u> are not included in product data; they are estimated to represent a small portion of our overall portfolio. We are working to establish processes and systems to track and report on the use of preferred materials in our trims.
Activity metrics		
CG-AA-000.A	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	In 2024, we worked with approximately 52 Tier 1 suppliers and approximately 67 Tier 2 suppliers. See our website for our <u>Supplier List</u> which is updated biannually, and the People Who Make Our Products section of our <u>2024 Impact Report</u> .

TCFD Disclosure

The [Task Force on Climate-related Financial Disclosures](#) (TCFD)²¹ is a framework of recommendations to help companies effectively disclose climate-related risks and opportunities.²²

TCFD Recommendation	lululemon response
Governance – Disclose the organization’s governance around climate-related risks and opportunities.	
a. Describe the board’s oversight of climate-related risks and opportunities.	2025 CDP Disclosure: 4.1.1, 4.1.2 Impact Governance
b. Describe management’s role in assessing and managing climate-related risks and opportunities.	2025 CDP Disclosure: 2.2.2, 4.3, 4.3.1 Impact Governance Climate Action section of our 2024 Impact Report
Strategy – 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.	
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2025 CDP Disclosure: 2.1, 2.2, 2.2.1, 2.2.2, 2.4, 3.1.1, 3.6.1 2024 Annual Report: Item 1A Risk Factors Climate Action section of our 2024 Impact Report Climate Action
b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	2025 CDP Disclosure: 3.1.1, 3.6.1, 5.1.1, 5.1.2, 5.2, 5.3.1, 5.3.2 2024 Annual Report: Item 1A Risk Factors Climate Action section of our 2024 Impact Report Climate Action
c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2025 CDP Disclosure: 5.1.1, 5.1.2, 5.2, 5.3.1, 5.3.2 Our Strategy Climate Action section of our 2024 Impact Report

TCFD Recommendation	lululemon response
Risk Management – Disclose how the organization identifies, assesses, and manages climate-related risks.	
a. Describe the organization’s processes for identifying and assessing climate-related risks.	2025 CDP Disclosure: 2.2.1, 2.2.2 Our Strategy Climate Action section of our 2024 Impact Report
b. Describe the organization’s processes for managing climate-related risks.	2025 CDP Disclosure: 2.2.2, 3.1.1 Our Strategy Climate Action section of our 2024 Impact Report
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	2025 CDP Disclosure: 2.2.2 Our Strategy Climate Action section of our 2024 Impact Report
Metrics and Targets – Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2025 CDP Disclosure: 7.52, 7.53.1, 7.53.2, 7.54.1, 7.54.2 Goal Progress section of our 2024 Impact Report Climate Action section of our 2024 Impact Report Water and Chemistry section of our 2024 Impact Report Climate Data
b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	2025 CDP Disclosure: 7.2, 7.3, 7.5, 7.6, 7.7, 7.8, 7.9 Climate Action section of our 2024 Impact Report Climate Data
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2025 CDP Disclosure: 7.53.1, 7.53.2, 7.54.1, 7.54.2, 7.54.3 Goal Progress section of our 2024 Impact Report Climate Action section of our 2024 Impact Report Climate Data

²¹ In 2023, the TCFD was incorporated into the IFRS Foundation. The IFRS Foundation’s International Sustainability Standards Board (ISSB) issued IFRS S2 Climate-related Disclosures, which integrate the recommendations from the original TCFD framework. Per the IFRS Foundation, we have maintained our response in the original TCFD format for comparability.

²² Please see [Forward-looking Statements](#).

GRI Content Index

The [Global Reporting Initiative](#) (GRI) Standards are a sustainability reporting framework covering disclosures on economic, social, and environmental topics. In this index, we report in reference to GRI and consulted GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, and GRI 3: Material Topics 2021.

We are not reporting on any Sector Standards as the requirements for Textiles and Apparel have not yet been finalized as of the date of this disclosure.

GRI Standard	Disclosure	Notes							
General Disclosures									
The organization and its reporting practices	2-1 Organizational details	<u>2024 Annual Report</u> : Item 1. Business (page 1) and Item 2. Properties (page 23)							
	2-2 Entities included in the organization’s sustainability reporting	<u>2024 Annual Report</u> : Item 1. Business (page 1) About Our Report section of our <u>2024 Impact Report</u>							
	2-3 Reporting period, frequency, and contact point	Period: Fiscal Year 2024 (January 29, 2024-February 2, 2025) Publication date: November 2025 Frequency: Annual Contact: sustainability@lululemon.com							
	2-4 Restatements of information	See <u>Climate Data</u> (page 3) and the About Our Report and Climate Action sections of our <u>2024 Impact Report</u> .							
	2-5 External assurance	<u>Assurance Statement</u>							
Activities and Workers	2-6 Activities, value chain and other business relationships	<u>2024 Annual Report</u> : Item 1. Business (page 1), Item 1A. Risk Factors (page 9), and Item 7. Management’s Discussion and Analysis of Financial Condition and Results of Operation (page 26) <u>Reporting and Disclosure</u>							
	2-7 Employees ²³	<u>2024 Annual Report</u> : Item 1. Business (page 1) and Item 7. Management’s Discussion and Analysis of Financial Condition and Results of Operation (page 26) Employee Growth and Empowerment section of our <u>2024 Impact Report</u> <u>Employee Wellbeing</u>							
	Employees by employment level and gender	Female	Male	Employees by employment level and age group	Under 30	30-51	Over 51	Total number of employees	~39,000
	Total	75%	25%	Total employees	59%	38%	4%	Employees by region	
	Vice President and above	47%	53%	Vice President and above	0%	68%	32%	United States	47%
	Executive Vice President and above	67%	33%	Executive Vice President and above	0%	33%	67%	Canada	24%
	Board of Directors by gender	Female	Male	Board of Directors by age group	Under 30	30-51	Over 51	China Mainland	14%
	Total	60%	40%	Total	0%	20%	80%	Other geographic areas	16%

²³ For the workforce data in these Disclosure 2-7 tables, employee data is as of February 2, 2025, which is the end of our 2024 fiscal year. It includes full-time and part-time employees. Figures in these tables are rounded to the nearest percentage. Accordingly, the totals may not precisely add up to 100% due to rounding adjustments.

GRI Content Index (continued)

GRI Standard	Disclosure	Notes
	2-8 Workers who are not employees	We do not have a significant portion of the organization’s activities performed by people who are not employees and whose work is controlled by the organization.
Governance	2-9 Governance structure and composition	Governance Documents Proxy Statement : Election of Directors (page 21) Impact Governance
	2-10 Nomination and selection of the highest governance body	Proxy Statement : Election of Directors (page 21)
	2-11 Chair of the highest governance body	Proxy Statement : Executive Officers & Board of Directors (page 14)
	2-12 Role of the highest governance body in overseeing the management of impacts	Proxy Statement : Executive Officers & Board of Directors (page 14) Impact Governance Corporate Responsibility, Sustainability, and Governance Committee Charter
	2-13 Delegation of responsibility for managing impacts	Impact Governance
	2-14 Role of the highest governance body in sustainability reporting	Impact Governance
	2-15 Conflicts of interest	Global Code of Business Conduct and Ethics Proxy Statement : Independence of the Board (page 26)
	2-16 Communication of critical concerns	People Who Make Our Products section of our 2024 Impact Report Responsible Supply Chain disclosures Global Code of Business Conduct and Ethics Integrity Line
	2-17 Collective knowledge of the highest governance body	Board of Directors Corporate Responsibility, Sustainability, and Governance Committee Charter
	2-18 Evaluation of the performance of the highest governance body	Corporate Responsibility, Sustainability, and Governance Committee Charter Proxy Statement : Election of Directors (page 21)
	2-19 Remuneration policies	Proxy Statement : Election of Directors (pages 21 and 34) and Say-on-Pay Advisory Vote on Executive Compensation (pages 32-33, 40)
	2-20 Process to determine remuneration	Proxy Statement : Say-on-Pay Advisory Vote on Executive Compensation (pages 32-33, 40) People, Culture and Compensation Committee Charter
	2-21 Annual total compensation ratio	Proxy Statement : CEO Pay Ratio (page 72)
Strategy, policies and practices	2-22 Statement on sustainable development strategy	Message from Our CEO and Impact Agenda 2030 sections of our 2024 Impact Report
	2-23 Policy commitments	Global Code of Business Conduct and Ethics Policies and Guidelines

GRI Content Index (continued)

GRI Standard	Disclosure	Notes
	2-24 Embedding policy commitments	Impact Agenda 2030 section of our 2024 Impact Report Impact Governance Global Code of Business Conduct and Ethics Policies and Guidelines
	2-25 Processes to remediate negative impacts	See our 2024 Impact Report for information on our managerial and programmatic approaches to addressing environmental, social, and governance (ESG) impacts. People Who Make Our Products section of our 2024 Impact Report Reporting and Disclosure Global Code of Business Conduct and Ethics
	2-26 Mechanisms for seeking advice and raising concerns	People Who Make Our Products section of our 2024 Impact Report Reporting and Disclosure Global Code of Business Conduct and Ethics Integrity Line
	2-27 Compliance with laws and regulations	People Who Make Our Products and Water and Chemistry sections of our 2024 Impact Report Reporting and Disclosure Global Code of Business Conduct and Ethics
	2-28 Membership associations	Partnerships and Memberships Memberships and stakeholder engagement are also mentioned throughout the 2024 Impact Report .
Stakeholder engagement	2-29 Approach to stakeholder engagement	Stakeholder Engagement Partnerships and Memberships Impact Agenda 2030 section of our 2024 Impact Report Memberships and stakeholder engagement are also mentioned throughout the 2024 Impact Report .

GRI Content Index (continued)

GRI Standard	Disclosure	
Disclosure on material topics	3-1 Process to determine material topics	We use materiality assessments to identify and reassess the priority topics most relevant to our stakeholders and business. Our latest materiality assessment refresh, completed in 2024 with support from a third-party expert, involved the following activities: • Stakeholder engagement planning: Identified key stakeholder groups, available inputs, and internal subject matter experts representing stakeholder views to augment direct engagement. • Topic identification: Reviewed previous materiality assessments, conducted peer benchmarking, and researched sustainability reporting standards and frameworks to develop a comprehensive list of potential material topics. • Topic refinement and prioritization: Further defined how the topics relate to lululemon’s business model, activities, and <u>value chain</u>, and prioritized them through workshops with cross-functional internal subject matter experts. • Materiality validation: Our ESG Regulated Reporting Steering Committee reviewed and approved the output of the materiality process. The insights and outputs of our materiality assessment have informed our strategy, reporting, and actions. They helped guide our ESG disclosures, including the Impact Report, and supported strategic discussions that helped shape Impact Agenda 2030, target development, and the planning and execution of initiatives and programs. Below, we have listed our material topics, and indicate where more information can be found. We will continue to regularly monitor trends, engage with internal and external stakeholders, and integrate new topics into our Impact Agenda, as appropriate. See more about how we engage with stakeholders in <u>Stakeholder Engagement</u>. See more about our impact areas in the Impact Agenda 2030 section of our <u>2024 Impact Report</u>.
	3-2 List of material topics	As of our latest materiality assessment refresh, our topics (listed alphabetically) include: Chemistry; Circular Ecosystems; Climate Change Mitigation; Data Privacy and Protection; Employee Growth, Wellbeing, and Inclusion; Ethical Business and Corporate Governance Practices; Human Rights and Working Conditions; Material Innovation and Product Design; Supplier and Community Wellbeing; Supply Chain Traceability; and Water Management. We continue to identify Biodiversity and Nature as an emerging topic, and have incorporated it as one of the impact areas in Impact Agenda 2030. See more in the <u>2024 Impact Report</u> and the <u>Our Impact</u> section of our website.

GRI Content Index (continued)

GRI Standard	Disclosure	Notes
Material aspects: data privacy and protection		
	3-3 Management of material topics	To manage privacy and data security risk, we assess applicable requirements that guide our global functions on the collection, use, and access of personal information. We also employ the expertise of external consultancies and law firms to track emerging privacy and security developments as well as the evolution of global privacy regulations and security standards. Our Global Privacy program is administered by our Chief Legal & Compliance Officer. We also have a Security program within our Global Technology team, directed by our Chief AI & Technology Officer and our Chief Information & Security Officer. These functions work closely together to advise lululemon on continually evolving laws, standards, and best practices related to data privacy and security. Both the Global Privacy and Security programs are overseen by the Audit Committee and are regularly assessed for maturity and scalability to meet the needs of our global organization. Through our privacy policies, we share how we process and protect personal data, in accordance with local privacy laws.
Material aspects: circular ecosystems, material innovation and product design		
	3-3 Management of material topics	Circularity and New Guest Models, Product and Material Innovation, Packaging and Waste, and Impact Agenda 2030 sections of our 2024 Impact Report SASB Index Stakeholder Engagement Impact Governance
	301-2 Recycled input materials used	Product and Material Innovation section of our 2024 Impact Report SASB Index
	306-2 Management of significant waste-related impacts	Circularity and New Guest Models, Product and Material Innovation, Packaging and Waste, and Impact Agenda 2030 sections of our 2024 Impact Report
Material aspects: Climate change mitigation		
	3-3 Management of material topics	Climate Action section of our 2024 Impact Report Climate Action 2025 CDP Disclosure TCFD Disclosure Climate Data
Energy	302-1 Energy consumption within the organization	Climate Action section of our 2024 Impact Report 2025 CDP Disclosure Climate Data
Emissions	305-1 Direct (Scope 1) GHG emissions	Climate Data Climate Action section of our 2024 Impact Report 2025 CDP Disclosure
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Data Climate Action section of our 2024 Impact Report 2025 CDP Disclosure

GRI Content Index (continued)

GRI Standard	Disclosure	Notes
	305-3 Other indirect (Scope 3) GHG emissions	Climate Data Climate Action section of our 2024 Impact Report 2025 CDP Disclosure
	305-4 GHG emissions intensity	Climate Data Climate Action section of our 2024 Impact Report 2025 CDP Disclosure
	305-5 Reduction of GHG emissions	Climate Data Climate Action section of our 2024 Impact Report 2025 CDP Disclosure
Material aspects: Chemistry, water management		
	3-3 Management of material topics	Water and Chemistry section of our 2024 Impact Report Nature
	303-1 Interactions with water as a shared resource	Water and Chemistry section of our 2024 Impact Report SASB Index
Material aspects: Employee growth, wellbeing, and inclusion		
	3-3 Management of material topics	Employee Growth and Empowerment section of our 2024 Impact Report Employee Wellbeing
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Growth and Empowerment section of our 2024 Impact Report
Material aspect: human rights and working conditions, supply chain traceability, and supplier and community wellbeing		
	3-3 Management of material topics	People Who Make Our Products and Wellbeing sections of our 2024 Impact Report lululemon Gives ²⁴
	413-1 Operations with local community engagement, impact assessments, and development programs	People Who Make Our Products and Wellbeing sections of our 2024 Impact Report lululemon Gives
	414-1 New suppliers that were screened using social criteria	People Who Make Our Products section of our 2024 Impact Report SASB Index Reporting and Disclosure

²⁴ In 2025, the lululemon Centre for Social Impact became lululemon Gives.

Appendix

GLOSSARY

Absolute Reduction in Greenhouse Gas (GHG) Emissions: Reduction in the total amount of GHG emissions emitted into the atmosphere over a specific period.

Distribution Centre (DC): A specialized warehouse that stores and ships the goods a company produces.

Energy Attribute Certificates (EACs): According to [GHG Protocol Scope 2 Guidance](#), an EAC is a category of contractual instrument (a type of contract between two parties for the sale and purchase of energy). EACs represent certain information (or attributes) about the energy generated, but do not represent the energy itself. This includes instruments that may go by several names, including certificates, tags, credits, or other terms. For example, this may include renewable energy certificates (RECs) or electricity contracts (Power Purchase Agreements). Under the GHG Protocol Scope 2 Guidance, contractual instruments such as EACs (including those procured via a virtual power purchase agreement (see definition to the right) are acceptable methods for reducing market-based Scope 2 GHG emissions. lululemon retires procured EACs on an annual basis.

Guests: Customers of our brand.

Higg Index: The Higg Index is a value chain environmental and social impact measurement methodology and suite of tools developed and owned by [Cascade](#) and hosted exclusively on [Worldly](#). The suite includes the [Higg Facility Environmental Module](#) (Higg FEM), a tool used to assess the environmental impacts of product manufacturing at facilities, and the [Higg Materials Sustainability Index](#) (Higg MSI), a tool to measure and assess the environmental impacts of materials, among others.

Intensity Reduction in GHG Emissions and Emissions Intensity: Reduction in the amount of GHG emissions per unit of activity, output, or any other organization-specific metric over a specific period. We measure emissions intensity as tCO₂e per \$ million of gross profit.

Own Operations: Facilities where lululemon has direct operational control: stores, distribution centres, and offices. These do not include franchises or manufacturing, transportation, or logistics along our value chain.

Preferred Materials: We consider materials to be preferred when their production processes have the potential to minimize impacts on areas like climate, nature, or communities, compared to the conventional equivalents, and/or when they align with independent third-party certifications, schemes, or standards. Where applicable, we use the [Textile Exchange 2023](#) definition of preferred materials to guide the continued development of our framework for evaluating materials. We regularly assess the attributes for preferred materials and evolve our definition as needed. Preferred materials may include:

- **Preferred Polyester:** Recycled polyester ([Global Recycled Standard](#), [Recycled Claim Standard](#))
- **Preferred Nylon:** Recycled nylon (Global Recycled Standard, Recycled Claim Standard) or renewable nylon
- **Preferred Cotton:** Organic cotton ([Organic Content Standard](#), [Global Organic Textile Standard](#)) or cotton through the [U.S. Cotton Trust Protocol](#) or other recognized cotton sourcing programs

- **Preferred Forest-based Materials:** Sourced from suppliers with the highest ratings (a “dark green shirt” rating) in Canopy’s [Hot Button Report](#) or from suppliers certified by the [Forest Stewardship Council](#)™ (FSC®)
- **Preferred Animal-derived Materials:** Sourced from suppliers certified by the [Responsible Down Standard](#), [The Good Cashmere Standard](#)® by Aid by Trade Foundation, [Responsible Wool Standard](#), or the [Responsible Alpaca Standard](#)

Renewable Energy and Renewable Electricity: “Renewable energy” refers to all forms of unlimited, naturally replenished resources such as the sun, tides, and wind, as opposed to non-renewable fossil fuels such as coal and natural gas. “Renewable electricity” is generated from renewable energy sources, both at the facility level (e.g., on-site rooftop solar arrays) and at the utility scale (e.g., large-scale solar or wind farms).

Science Based Targets initiative (SBTi): A [corporate climate action organization](#) that develops standards, tools, and guidance which allow companies to set GHG emissions reduction targets in line with what is needed to keep global heating below catastrophic levels and reach net zero by 2050 at the latest.

Scope 1 Emissions: Direct emissions from our own operations.

Scope 2 Emissions: Indirect emissions from the generation of energy purchased for use in our own operations. Our climate data in this document contains both market-based and location-based emissions. Our goal uses market-based emissions. In alignment with the GHG Protocol Scope 2 Guidance, Scope 2 emissions can be reported based on either of the two allocation methods. Location-based emissions reflect the average emissions intensity of grids where energy consumption occurs, while market-based emissions are associated with electricity and contractual instruments that companies have purposefully chosen.

Scope 3 Emissions: Indirect upstream and downstream emissions across the lululemon value chain. Note that this includes a broader scope than what is included in our science-based target. See the Climate Action section of our [2024 Impact Report](#) for details.

Subcontractors: Facilities completing a process that supports production of a product or material. Subcontractors hold contracts with lululemon suppliers and are not directly engaged by lululemon.

Tier 1: Supplier facilities that manufacture and provide final products.

Tier 2: Supplier facilities that produce and finish materials for Tier 1 suppliers.

Tier 3: Supplier facilities that process raw materials into intermediate materials (e.g., yarn spinning).

Trims: Minor components added to a product for functional or decorative reasons (e.g., buttons, zippers, snaps).

Value Chain: The range of activities carried out by an organization, and by entities upstream and downstream, to bring products from conception to end use, as defined by the Global Reporting Initiative (GRI).

Workers: The people employed by suppliers that are involved in the manufacturing of products and materials for lululemon.

FORWARD-LOOKING STATEMENTS

This supplement includes “forward-looking statements” within the meaning of applicable securities laws. These statements are based on current expectations, estimates, assumptions, and projections, and are not guarantees of future performance. Forward-looking statements are often identified by words such as “may,” “will,” “should,” “expects,” “plans,” “aims,” “anticipates,” “believes,” “intends,” “estimates,” “targets,” “commits,” “seeks,” and other similar expressions. These forward-looking statements also include our guidance and outlook statements, as well as our goals, targets, and commitments. Our goals, targets, and commitments are aspirational and reflect current intentions.

Forward-looking statements are not guarantees of future performance, and actual results and the timing of events could differ materially from those anticipated due to risks and uncertainties, which include, without limitation: our ability to maintain the value and reputation of our brand; changes in consumer preferences and shifts in distribution channels; product acceptance; competition and pricing dynamics; demand forecasting; expansion and new-market risks; supply chain and sourcing disruptions; supplier compliance; logistics and distribution performance; labor and input cost inflation; information security and privacy risks; technology and e-commerce execution; climate change and related regulatory responses; increased scrutiny from investors and regulators regarding environmental, social, and governance or sustainability matters; macroeconomic and geopolitical conditions and global and regional health events; trade policy, tariffs, customs duties and assessments, import or export restrictions, changes to de minimis import regimes or their enforcement, and tax and other regulatory changes; foreign currency exchange fluctuations; intellectual property protection; and litigation risk; as well as risks specific to the goals, targets, and commitment in this supplement, including the availability, quality, and reliability of internal and third-party data and certifications; changes in greenhouse gas accounting and reporting methodologies; our ability to implement plans at the scale, timing, and effect contemplated; the possibility that underlying assumptions are not realized; evolving stakeholder expectations; actions by guests, suppliers, workers, subcontractors, partners, and other third parties; the need for broader industry participation to achieve certain outcomes; and differences among, or changes in, laws and regulations across jurisdictions.

Forward-looking statements in this supplement speak only as of the date this supplement is first published. We intend to provide periodic updates on our progress and will make updates to forward-looking statements where required by law. For additional information about risk factors, please refer to our most recent reports filed with the U.S. Securities and Exchange Commission, including our Form 10-Q and Form 10-K.