

2024 Impact Highlights

BE HUMAN

100+ People Network events

Our 11 People Networks held more than 100 events open to ~39,000 employees.¹ These events focused on building connection and supporting personal and professional development.

85,000 workers in wellbeing programs

From 2021 to 2024, ~85,000 workers participated in wellbeing programs, primarily through our Vendor Grant program.²

Leadership development

We hosted more than 1,000 lululemon people leaders at our week-long Leadership Summit designed to foster connection, strengthen leadership capabilities, and deepen alignment with our global business strategy.

BE WELL

10.2 million people reached through the lululemon Centre for Social Impact

We achieved our 2025 goal a year early, reaching more than 10 million people from 2021 to 2024 with access to wellbeing resources through partnerships with charitable organizations.³

\$71 million investment in wellbeing

From 2021 to 2024, the lululemon Centre for Social Impact contributed \$45.5 million to social impact organizations and \$25.5 million primarily to a donor-advised fund for future grant making.⁴

160+ social impact organizations

The lululemon Centre for Social Impact provided funding to more than 160 social impact organizations in 2024.

BE PLANET

77% recycled polyester

We achieved our target of sourcing at least 75% recycled polyester one year early.

ZymoChem collaboration

We began a multi-year collaboration with biotechnology company ZymoChem to help commercialize and scale up the use of a plant-based version of nylon 6,6 (as an alternative to petroleum-based nylon 6,6).

Regenerative cotton

We made a charitable contribution to Conservation International to support cotton farmers' transition to regenerative practices and the reforestation of degraded land.

¹ This includes all full-time and part-time employees.
² This metric is also applied toward our goal to provide wellbeing tools and resources to more than 10 million people by 2025. Data is self-reported by supplier grantees. We use a conservative approach intended to minimize double counting.
³ "People reached" reflects the number of individuals who received services from the lululemon Centre for Social Impact (in 2025, the lululemon Centre for Social Impact became lululemon Gives) partners or actively participated in partners' programming. This figure is based on data self-reported by partners and uses a conservative approach intended to minimize double counting. Our progress toward this goal includes worker wellbeing programs.
⁴ Our donor-advised fund is operated by a third-party charitable organization. We contribute to the fund and advise on its distribution. The funds allocated toward our \$75 million goal are intended to be distributed by the end of our target year (fiscal year 2025).