



UK 2025 Gender Pay Gap Report

At lululemon, our purpose is to elevate human potential by helping people feel their best—and that starts with our people. Our core values underpin everything we do, and at their heart is inclusion.

With 81% of our EMEA workforce and 73% of our EMEA senior leaders comprising of women, we are deeply committed to championing equity and elevating women. This includes reflecting the diversity of the communities we serve and operate in and creating an equitable, inclusive environment that fosters growth.

We are passionate about driving meaningful change, and we are taking considered and systematic steps towards this, including: developing programmes and initiatives that empower our people to lead inclusively and maximise their potential; enhancing data capture and reporting; and continuing to invest in IDEA (Inclusion, Diversity, Equity, and Action).

We recognise that there is more work to be done, and we are committed to supporting women in their growth in leadership positions. We remain steadfast in our efforts to break down barriers to equity and to increase diverse representation across our business.

39,000+

GLOBAL EMPLOYEES

796*

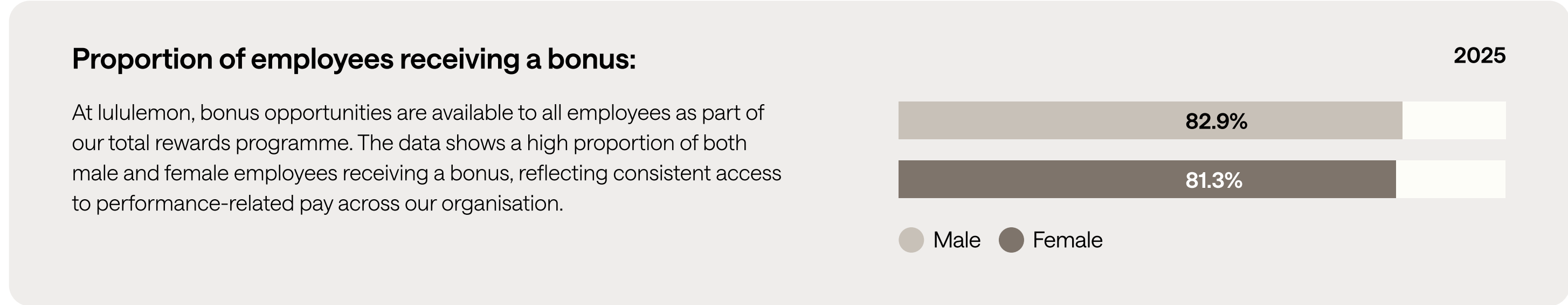
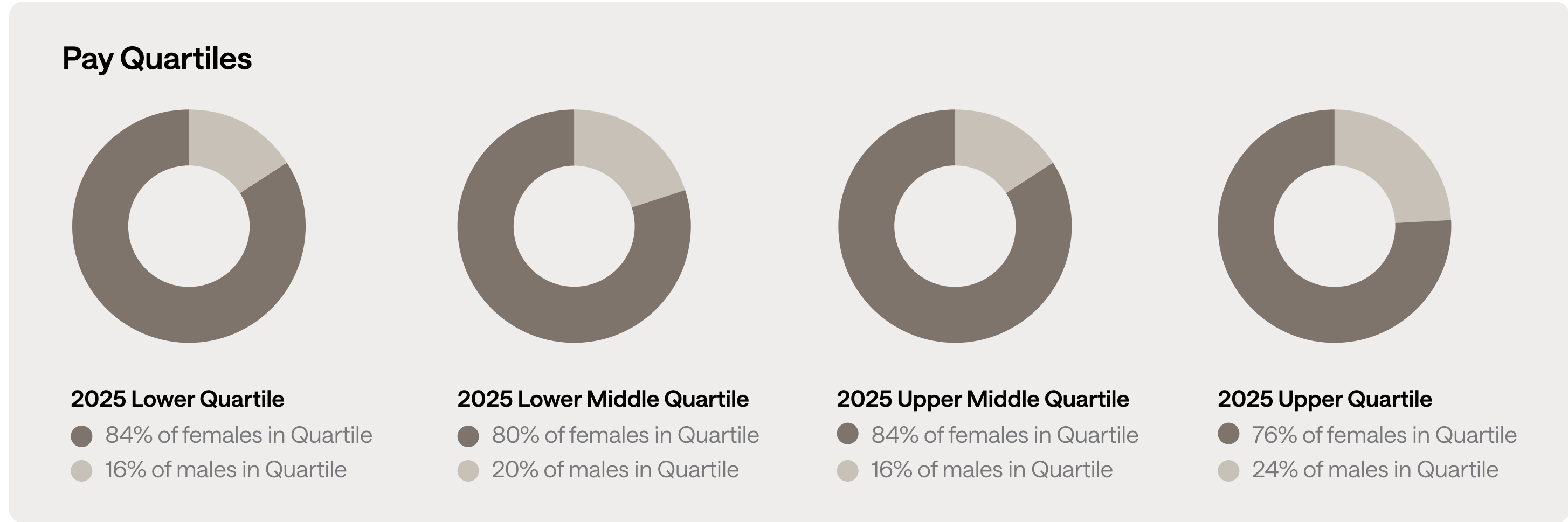
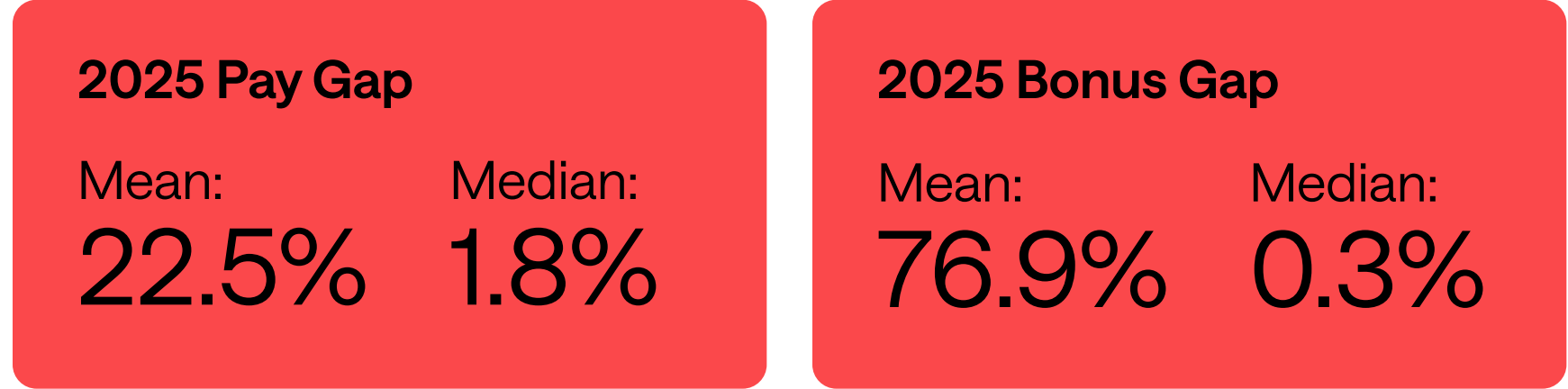
STORES WORLDWIDE
(*Q3 2025)

Founded in 1998 in Canada, lululemon is an athletic apparel, footwear, and accessories company for yoga, running, training, and most other activities.

We create transformative products and experiences that build meaningful connections, unlocking greater possibility and wellbeing for all.



Our results



Our results explained

During the 2025 reporting year, the population of eligible lululemon UK employees increased from 635 on 5 April 2024 to 721 on 5 April 2025. This growth reflects our performance and momentum in the UK, where we now operate a total of 22 retail locations in England and Scotland, as well as our EMEA head office, known as our Store Support Centre (SSC) in London.

Women make up the majority of each pay quartile, with a similar proportion of men and women in each quartile. The proportion of men and women is similar across our SSC and Retail teams.

Our mean pay gap has decreased versus 2024, from 43.5% to 22.5%, whilst our mean bonus gap has increased from 73.5% to 76.9%. When looking at the median figures, our pay gap is closer to parity at 1.8%, whilst our median bonus gap has decreased to 0.3%.

This data includes a male leader who is part of our Executive Senior Leadership Team. The role, while based in the UK, has a global scope and responsibilities and manages teams around the world. The resulting gender pay gap in the UK can largely be attributed to this remuneration structure, which is set globally.



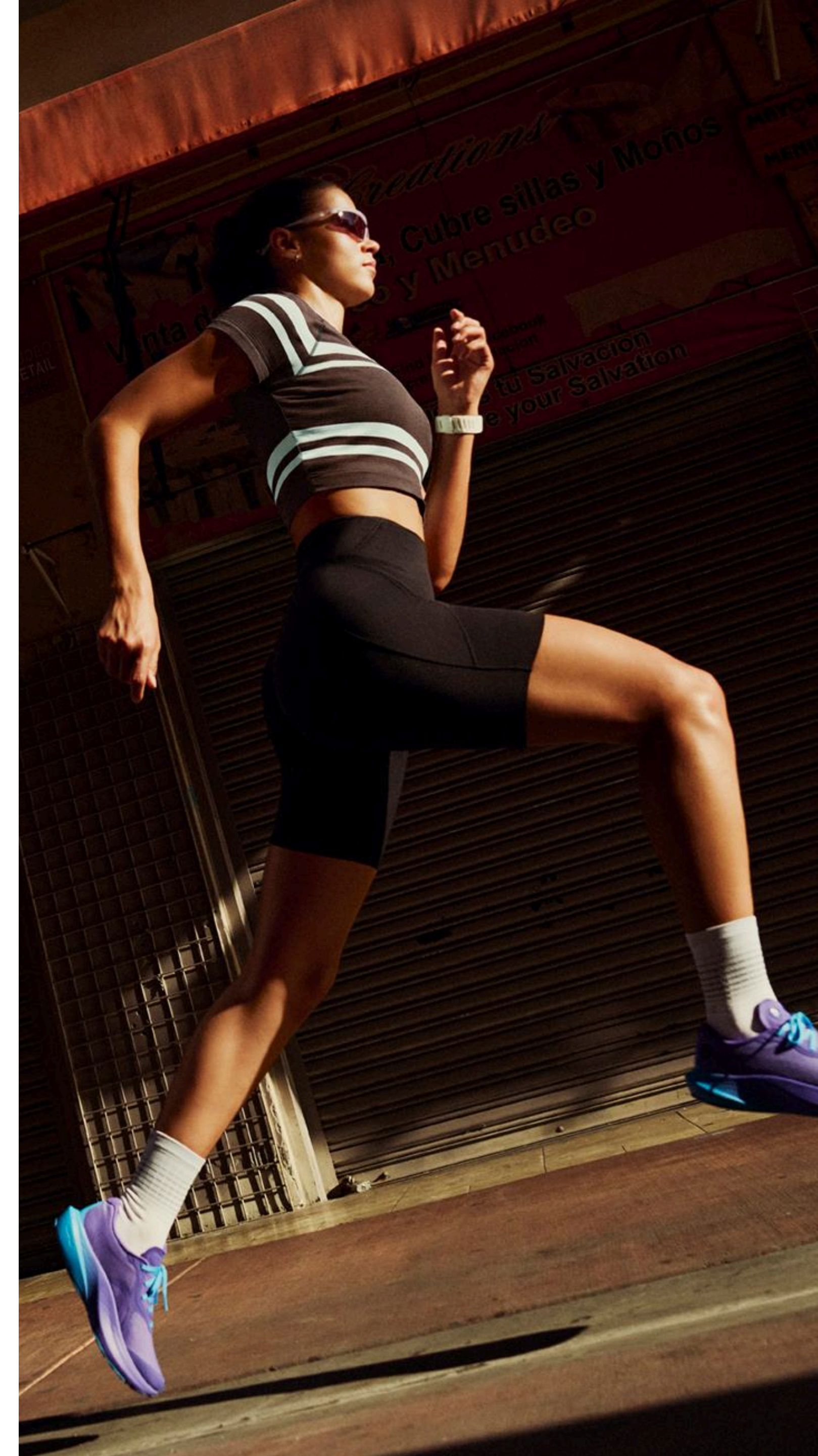
Our commitments

At lululemon, we stand for gender pay equity: the legal right for men and women to be paid the same when doing the same or similar work or work of equal value. Since April 2018, we have achieved gender pay equity as a global organisation. We have several programmes, initiatives, and policies in place which we regularly review and evolve, including (but not limited to):

Extensive career development offerings and experiences. This includes our 'Women Of' leadership programme, a guided learning journey that provides tools, coaching, and community.

Accelerating our actions and creating accountability for Inclusion, Diversity, Equity, and Action (IDEA). We have a host of initiatives and practices which inform our approach to recruitment, talent management, career development and more. This also includes coaching, facilitated training programmes, for example, on financial literacy, personal branding, purpose, vision, and goals, workshops tailored and dedicated to people from historically underserved communities, supporting and empowering them to reach their potential.

Data tracking and policy updates. Data is key to informing our strategy. We work with a third party to continue to track our data capture and reporting. Aligned to this, we regularly review our policies and practices to help ensure they advance equity for all.



Thank you

