



# Ireland 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 employees. Our core values underpin everything we do, and at the heart of our values is inclusion.

Under the Gender Pay Gap Information Act 2021, businesses in Ireland with 50 or more employees are required to publish annual data on their gender pay gap. This requirement came into effect in June 2025 and lululemon has more than 50 employees in Ireland.

The gender pay gap, as defined by the legislation, refers to the difference in average hourly earnings between male and female employees across an organisation. It is important to note that this metric does not measure pay equity or equal pay for equal work. Instead, it highlights aggregate disparities that may result from differences in role distribution, our workforce gender mix, seniority, or working patterns.

In Ireland, women make up 86% of our workforce, and they hold the vast majority of management roles. This reflects our strong and ongoing commitment to championing equity and elevating women. This includes reflecting the diversity of the communities we serve and operate in, and creating an environment that is equitable, inclusive, and fosters growth.

We are passionate about driving meaningful positive 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).

**39,000+**

GLOBAL EMPLOYEES

**784\***

STORES WORLDWIDE  
(\*Q2 2025)

Founded in 1998 in Canada, lululemon is a performance apparel, footwear, and accessories company for yoga, running, training, tennis, and golf, as well as most other activities.

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



# Our results

On the snapshot date of 30 June 2025, the population of eligible lululemon Ireland employees was 73, made up of 63 female employees and 10 male employees. We currently operate a total of four retail locations across Ireland, as well as employing representatives from our Guest Education Centre (GEC).

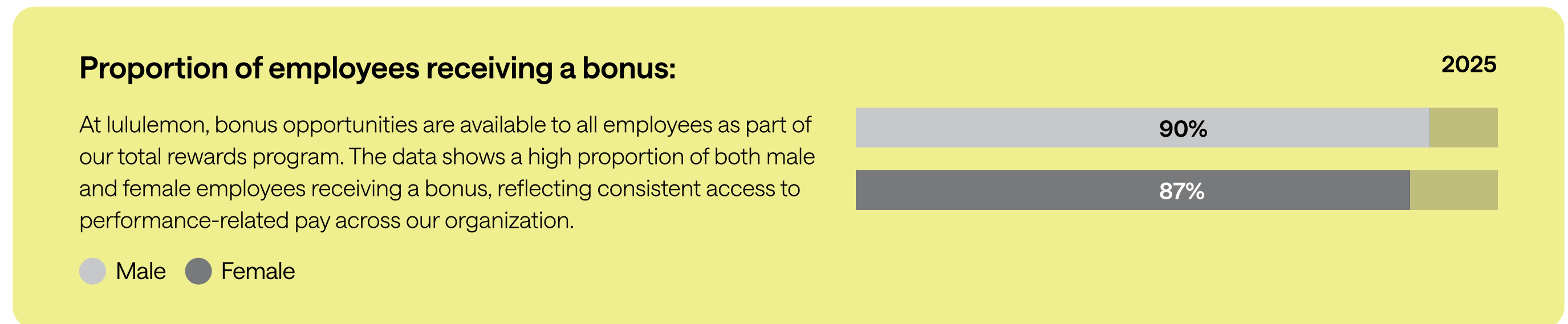
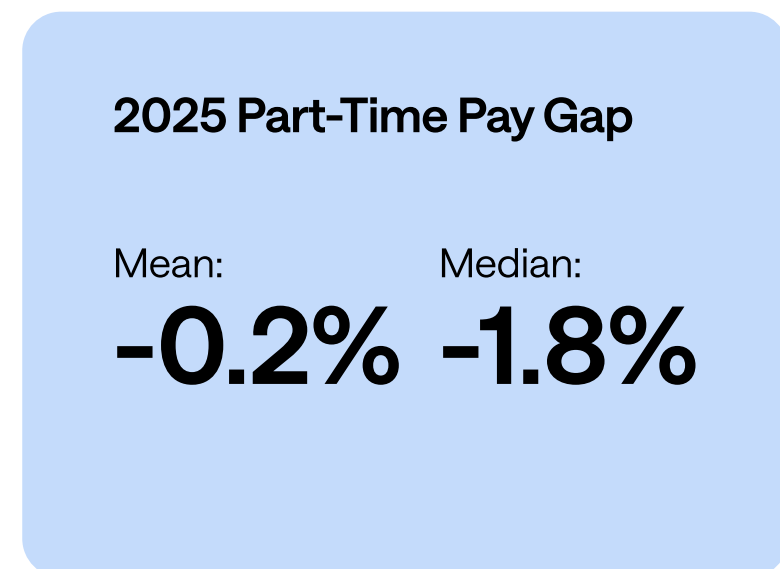
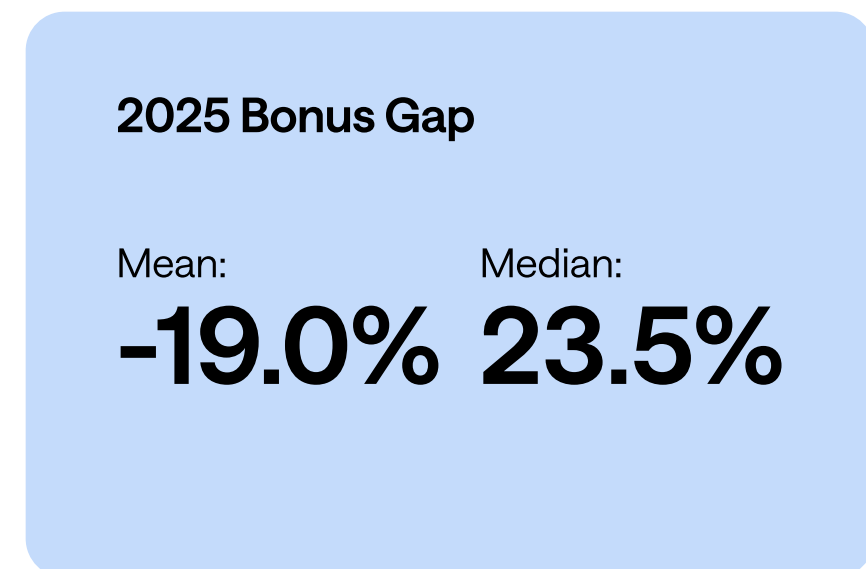
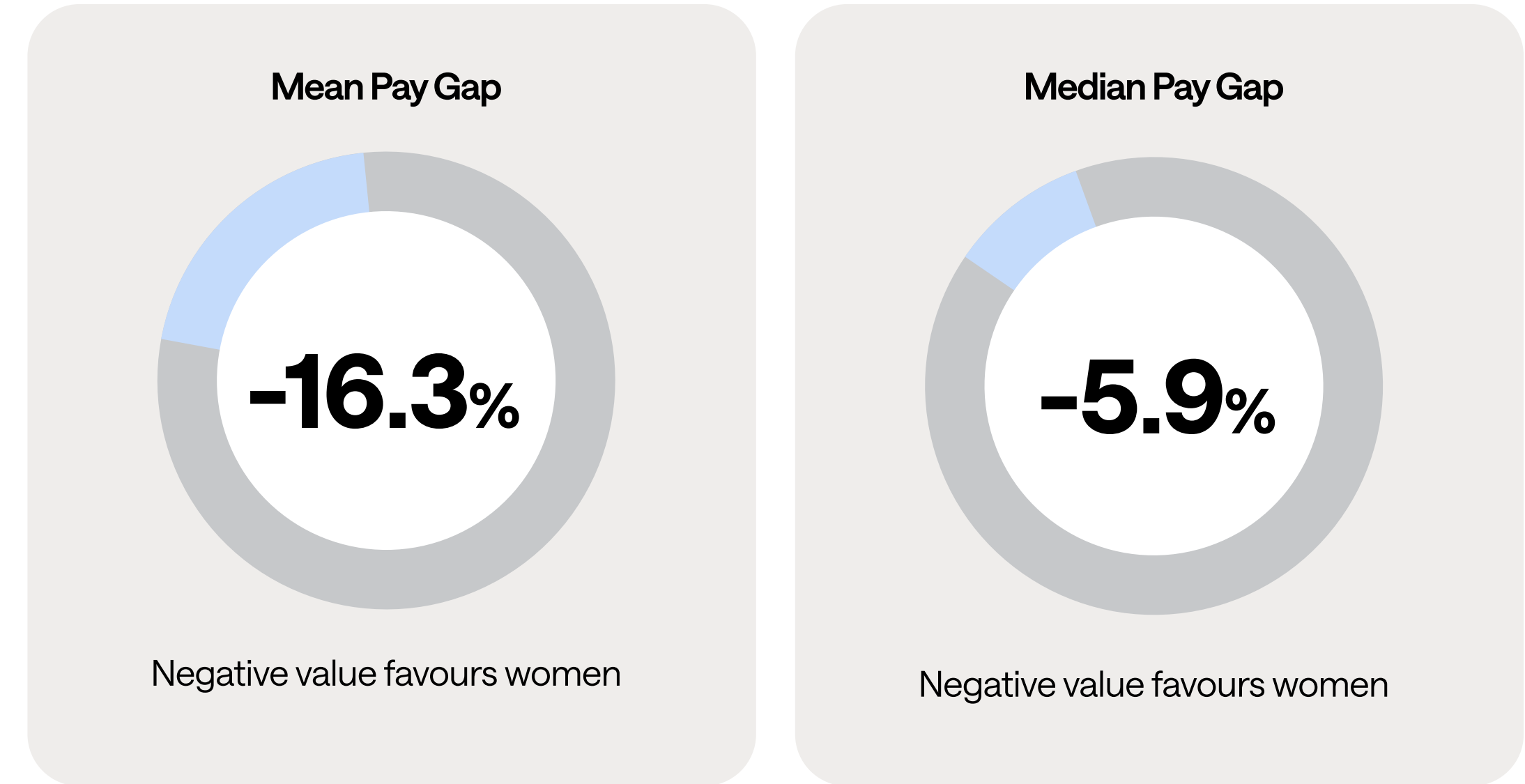
Women make up the greater part of each pay quartile, with increased representation in the top two quartiles compared to men.

Our mean pay gap is -16.3% whilst our mean bonus gap is -19.0% in favour of women. When looking at the median figures, our pay gap -5.9% whilst our median bonus gap is 23.5%.

When looking at part-time (41 employees) and temporary (15 employees) workers, our gaps are close to parity, ranging from -1.8% to 2.5%.

Our mean pay and bonus gaps for the overall population are both in favour of women. This reflects our current structure in Ireland whereby our management roles are carried out by women. Regional and Store Managers are all women, as well as the two members of the GEC management team based in Ireland.

The reported median bonus gap of 23.5% is influenced by the very small population of male employees receiving bonuses—only nine individuals. In such cases, even minor variations in bonus amounts or start dates can significantly skew the data. This is a common challenge in gender pay reporting when sample sizes are limited, and it's important to interpret the figures with caution. No data provided for temporary employees as data set is too small to include.

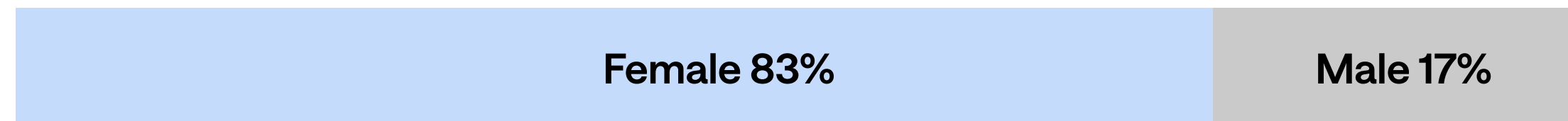


# Pay Quartiles

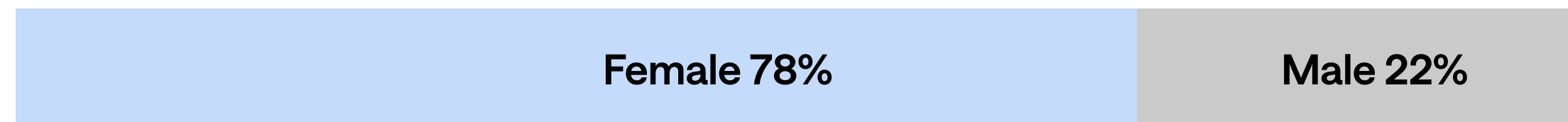
Women make up the greater part of each pay quartile, with increased representation in the top two quartiles compared to men. This distribution reflects the strong female leadership presence in our Ireland operations, where all Regional and Store Managers are women.

## Gender Distribution by Quartile

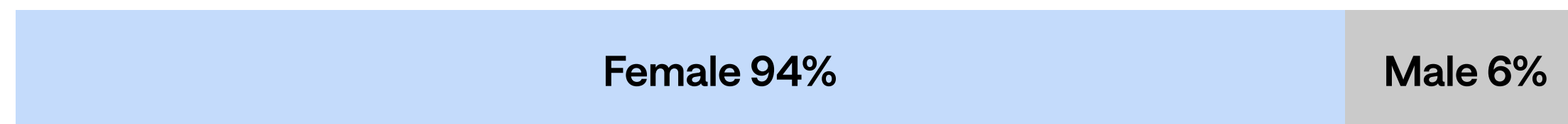
### Lower Quartile



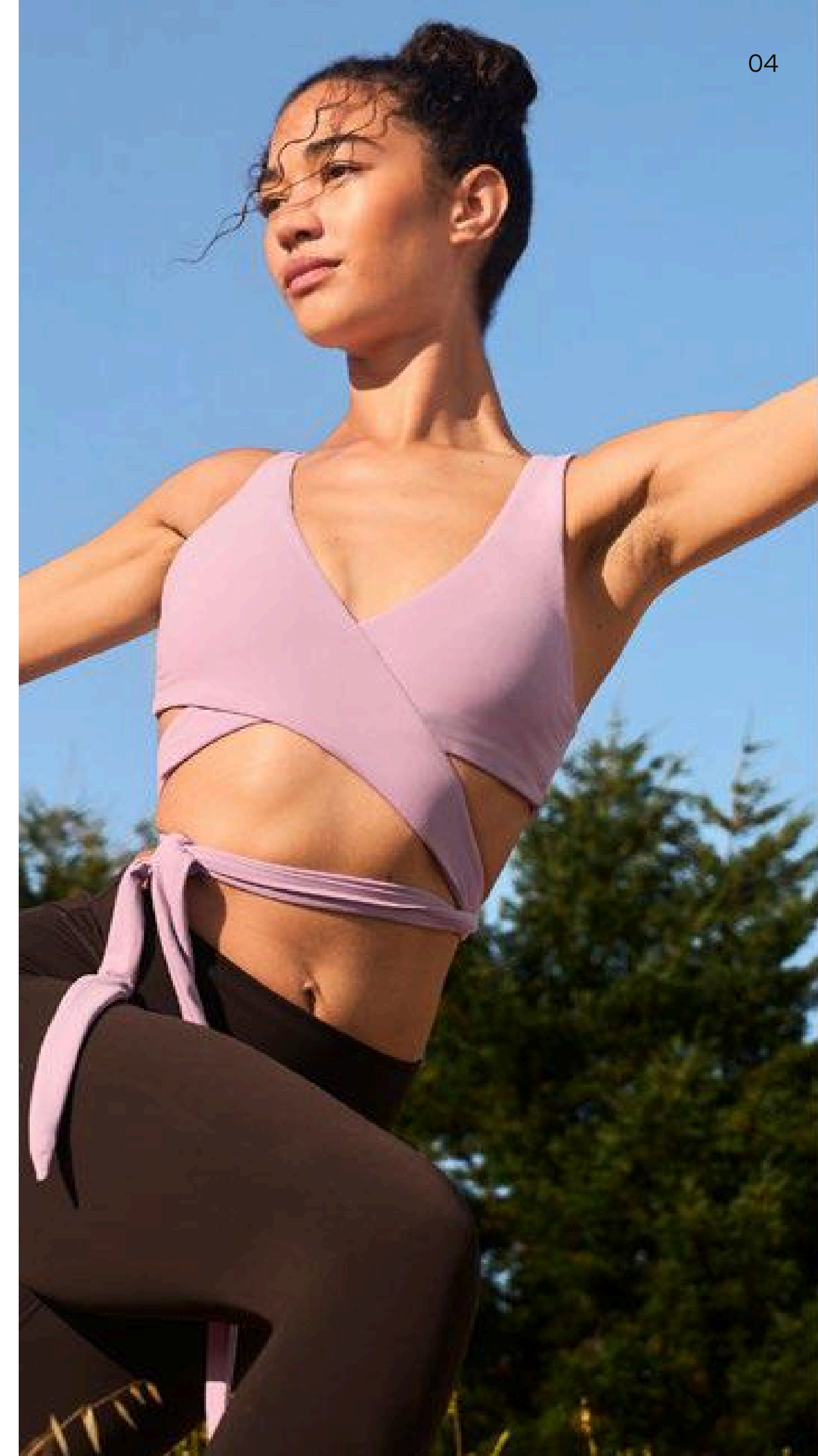
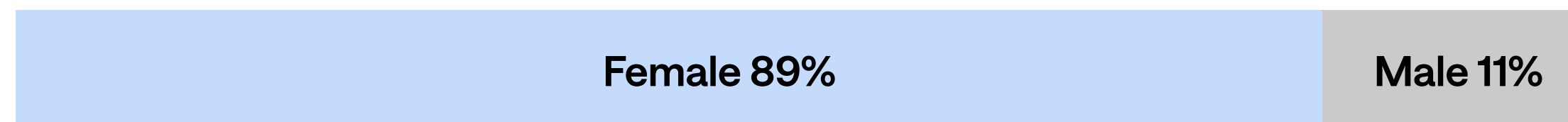
### Lower Middle Quartile



### Upper Middle Quartile



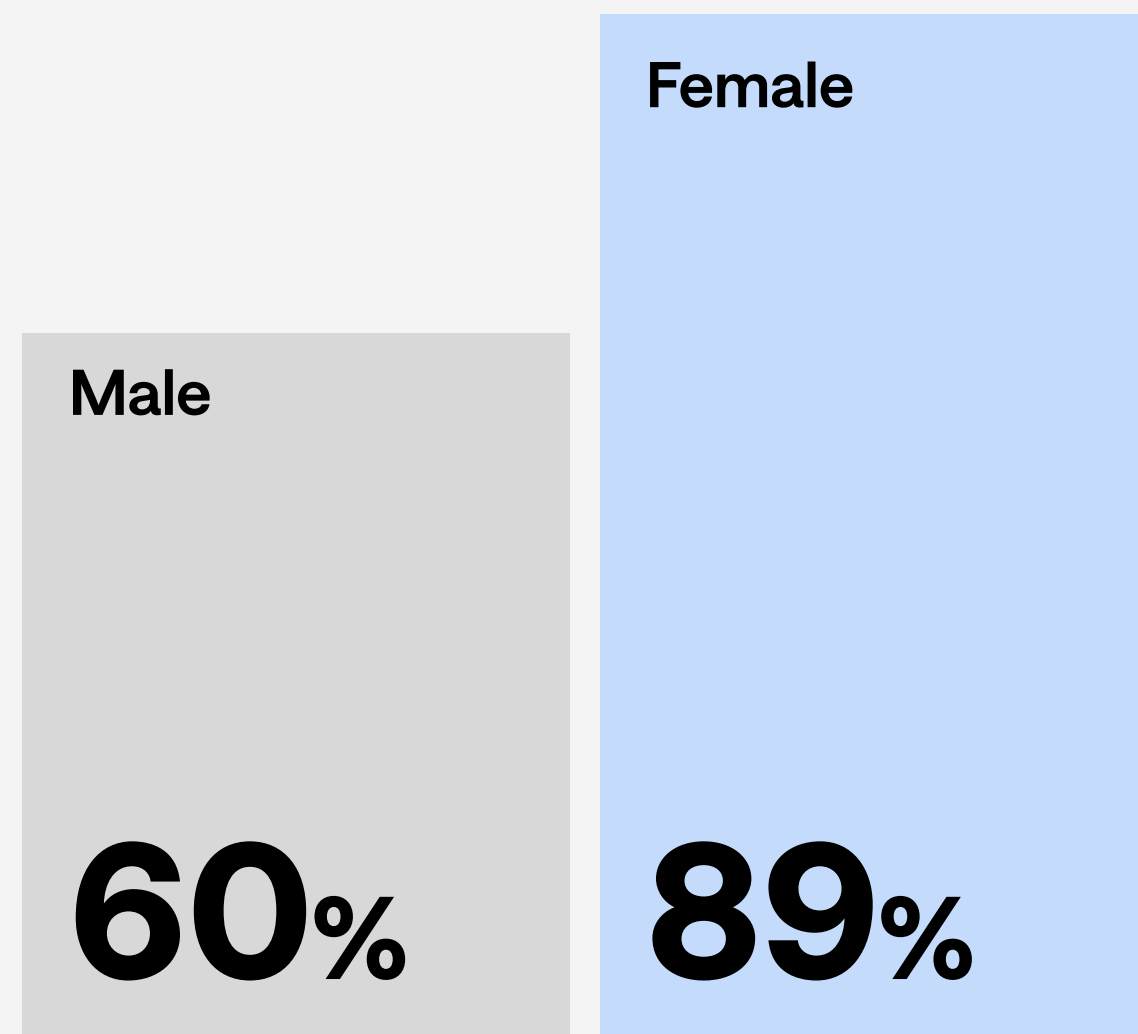
### Upper Quartile



# Employment Benefits

At lululemon, our benefits are available to all employees year-round, including healthcare, sweaty pursuits (our fitness benefit), and our reproductive health benefit. This data shows 89% of women and 60% of men received a benefit in kind during the snapshot period, reflecting individual choices made by our Ireland team members. The data reflects the relatively small population in Ireland (four men have chosen not to take up any of these benefits, two of which did not join lululemon until April 2025).

Proportion of employees receiving a Benefit in Kind\*



\*Benefit-in-kind includes healthcare, sweaty pursuits (our fitness benefit) and our reproductive health benefit



# Our commitment

At lululemon, we stand for gender pay equity: the 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 meant to support this, which we regularly review and evolve, including (but not limited to):

## Accelerating IDEA

Accelerating our actions and creating accountability for 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 and facilitated training programmes—such as financial literacy sessions and purpose, vision, and goal-setting workshops—to support and empower our people.

## Data Tracking & Policy Updates

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 continue to review our policies and practices to help address the issue and advance equity for all.



Thank you

