



# 2023 UK 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 the heart of them is inclusion.

With 79% of our EMEA workforce and 73% of our senior leaders comprising of women from intersectional backgrounds, we have a deep commitment to champion equity and elevate women, not only in our business but in the communities we operate in too.

We are passionate about driving meaningful change, and we are taking considered and systematic steps towards this, including: developing programs and initiatives that empower our people to lead inclusively and maximise their potential; enhancing data capture and reporting; and increasing investment in IDEA.

We recognise that there is more work to be done and we are committed to supporting women grow in leadership positions. We remain steadfast in our efforts in breaking down barriers to equity and increasing diverse representation across our business.



## 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 programs, 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 program, a guided learning journey designed for women whose professional advancement has been influenced by their racial, cultural, or ethnic experiences, and more.
- **We are increasing funding, 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 training programmes, for example on financial literacy, and 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 continue to review our policies and practices to help address the issue and advance equality for all.

# 30,000+

GLOBAL EMPLOYEES

# 685\*

STORES WORLDWIDE

Founded in 1998 in Canada, lululemon is a healthy lifestyle-inspired technical athletic apparel company for yoga, running, training and most other sweaty pursuits. We create transformative products and experiences that build meaningful connections, unlocking greater possibility and wellbeing for all.

(\*Q3 2023)

For more information on our People and Impact goals and commitments please visit our corporate website, [here](#).



## Our results explained

During the 2023 reporting year, the population of eligible lululemon UK employees increased from 419 on 5 April 2022 to 556 on 5 April 2023. 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 greater part of each pay quartile, with a similar proportion of men and women across every quartile. The proportion of men and women is similar across our SSC and Retail teams.

Our mean pay gap has decreased slightly versus 2022, from 38.9% to 38.3%, whilst our mean bonus gap has increased from 68.4% to 76.2%.

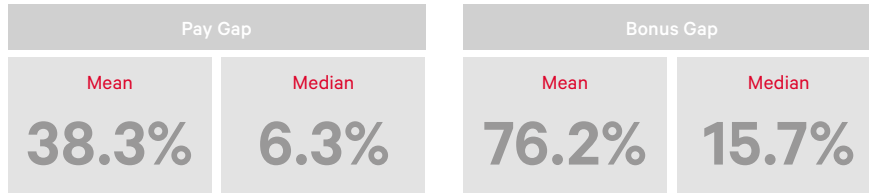
When looking at the median figures, our pay gap is closer to parity at 6.3% whilst our median bonus gap has increased to 15.7%.

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

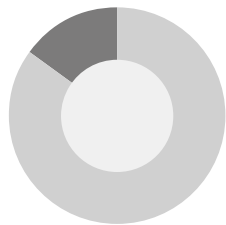


# Our results

2023

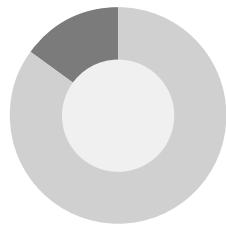


## Pay Quartiles



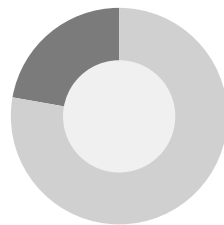
2023 Lower Quartile

● 85% of females in Quartile  
● 15% of males in Quartile



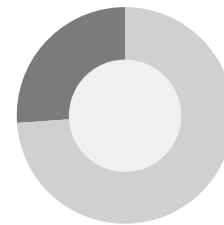
2023 Lower Middle Quartile

● 85% of females in Quartile  
● 15% of males in Quartile



2023 Upper Middle Quartile

● 78% of females in Quartile  
● 22% of males in Quartile



2023 Upper Quartile

● 74% of females in Quartile  
● 26% of males in Quartile

## Proportion of Employees Receiving a Bonus

All employees are entitled to receive a bonus. In a few instances, bonuses were not paid during the period measured, as the employee had not been with the company long enough to be eligible.

2023

