

2025

Modern Slavery Statement



Jululemon

Published May 2026



Introduction

At lululemon, we are committed to respecting human rights, upholding labor standards, and implementing human rights due diligence. We recognize both the opportunity and responsibility to actively safeguard the working conditions of the people who make our products and to contribute to identifying and addressing the risk of modern slavery, including forced labor, human trafficking, and child labor, in our supply chain. Our approach relies on a responsible supply chain (RSC) program and engagement with suppliers and partners—including industry and cross-industry partners, civil society, and others—who share our values. Our policies, which are based on international human and labor rights standards and guidelines, reflect our values. See the [Policies and Commitments](#) section for details.

This Modern Slavery joint statement (the “Statement”) sets out the global practices, policies, and business processes of lululemon athletica inc. to identify and address risks related to modern slavery in our operations and product supply chain. Unless otherwise noted, lululemon athletica inc. (together with its subsidiaries identified in this Statement) is referred to as “lululemon,” “we,” “us,” or “our” throughout this Statement. This Statement covers our 2025 fiscal year, from February 3, 2025, to February 1, 2026 (referred to throughout this Statement as “2025”). All information in this Statement is current only as of the date originally presented.

This Statement has been adopted by lululemon athletica inc. and our subsidiaries identified in this Statement and is intended to meet the modern slavery disclosure requirements in certain jurisdictions: lululemon athletica inc. and lululemon athletica canada inc. pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act*; lululemon athletica UK Ltd. pursuant to the United Kingdom’s *Modern Slavery Act 2015*; lululemon athletica australia holding Pty Ltd. and its subsidiary, lululemon athletica australia Pty Ltd., which are reporting entities, pursuant to Australia’s *Modern Slavery Act 2018* (Cth); and lululemon usa inc. pursuant to the California *Transparency in Supply Chains Act* and California Assembly Bill 3234 (*Employers: Social Compliance Audit*). This Statement has been prepared in consultation with these reporting entities.

Organizational Structure and Operations

lululemon is principally a designer, distributor, and retailer of technical athletic apparel, footwear, and accessories. Our vision is to create transformative products and experiences that build meaningful connections, unlocking greater possibility and wellbeing for all.

Incorporated in Delaware, lululemon athletica inc. is the parent company of lululemon athletica canada inc., lululemon athletica UK Ltd., lululemon usa inc., lululemon athletica australia holding Pty Ltd., and lululemon athletica australia Pty Ltd., among other subsidiaries.

We have a number of different distribution channels in each market, including company-operated stores, e-commerce, outlets, temporary locations, wholesale, license and supply arrangements, and a re-commerce program.

As of February 1, 2026, we had 811 company-operated stores and employed approximately 39,000 people worldwide. See the [Additional Information](#) section for more information on stores and employees by regions.

To learn more about lululemon, refer to the annual and quarterly reports on the [Investors](#) page of our website.

Supply Chain

We do not own or operate any manufacturing facilities. We rely on product suppliers to provide fabrics and materials and to manufacture our products. In support of our operations, lululemon also engages non-product suppliers for a range of services, including logistics, maintenance, and professional services.

We consider the greatest risk for modern slavery—including forced and child labor—to exist in our product supply chain. The remainder of this Statement covers only this segment of our supply chain unless otherwise noted.

lululemon’s product procurement activities are centralized. In 2025, we worked with approximately 51 Tier 1 suppliers¹ that manufactured our products and approximately 65 Tier 2 suppliers² that provided the fabrics for our products. The majority of our products were manufactured in Vietnam, Cambodia, Sri Lanka, Indonesia, and Bangladesh, and the majority of our fabrics originated from Taiwan, China Mainland, South Korea, and Vietnam. Biannually, we publish a list of select supplier facilities on our [website](#).³ These facilities employ over 300,000 people. This information can also be found on [Open Supply Hub](#).

Governance

Our Board of Directors reviews and approves our strategic and annual operating plans. The Board’s Corporate Responsibility, Sustainability, and Governance (CRS&G) Committee is responsible for reviewing and evaluating strategies, policies, programs, practices, and public reporting related to human rights and our RSC program, with select aspects also overseen by the Board’s Audit Committee.

lululemon takes a cross-functional approach to human rights and RSC governance. Our Board of Directors and CEO approved our Impact Agenda, which is our multi-year strategy and includes RSC-specific goals and roadmaps. The Executive Leadership Team, which includes leaders from across the business, oversees and executes our Impact Agenda and related multi-year planning. Additional details on our governance approach and structure can be found on our [website](#).

Responsible Supply Chain Program

Our RSC program advances our commitments to fair labor practices and the wellbeing of workers.⁴ This program is based on the principles of the [OECD Due Diligence Guidance for Responsible Business Conduct](#) and is designed to identify, cease, prevent, and/or mitigate supply chain risks.⁵

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

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

³ The list evolves to reflect the seasonality of lululemon’s business and corresponding production. It reports suppliers at the facility level. Our latest list accounts for active supplier facilities used by lululemon as of May 2026.

⁴ Workers: All non-management personnel working at an applicable supplier facility.

⁵ Per the [OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector](#), supply chain risks are defined as risks of harm to individuals, other organizations, and communities in relation to human rights, labor rights, and the environment.



The program is built on three pillars:

- **Monitoring**—Assessing and, in collaboration with suppliers, improving working conditions in facilities
- **Integration**—Integrating responsible purchasing practices across key lululemon strategies, processes, and tools
- **Collaboration**—Working with multi-stakeholder organizations, industry, and suppliers to support systemic change and impact

We apply a continuous improvement approach to due diligence and continue to strengthen our RSC practices and align with evolving internationally recognized standards and best practices. We released our Responsible Recruitment and Employment Standard (RRES) to Tier 1 and select Tier 2 suppliers in 2025 and published it on our website in 2026. The RRES supersedes our Foreign Migrant Worker Standard.

Policies and Commitments

We are committed to responsible business conduct and to acting ethically and with integrity. We expect suppliers to adhere to our policies and uphold ethical standards. Our policies are informed by international human and labor rights standards, conventions, and guidelines, including:

- [Universal Declaration of Human Rights](#)
- [United Nations Guiding Principles on Business and Human Rights](#)
- [International Labour Organization's \(ILO\) Declaration on Fundamental Principles and Rights at Work](#)
- [ILO Indicators of Forced Labour](#)
- [OECD Guidelines for Multinational Enterprises on Responsible Business Conduct](#)

We operationalize our RSC expectations through global policies, which help us mitigate the risks of modern slavery, including forced and child labor.

Risk Assessment and Due Diligence

Identifying Risks (Verification)

We do not tolerate forced labor or child labor and implement due diligence measures to identify and assess related risks in our product supply chain. As part of this approach, we conduct annual human rights and social risk mapping across our product supply chain. We assess known sector risks and other risks that may be prevalent in an actual or potential sourcing location or production process. We also consider economic, social, and political contexts, as well as other indicators that may signal increasing severity of risks and impacts.

Policy	Purpose
<u>Global Code of Business Conduct and Ethics (CoC)</u>	Our CoC sets out our commitment to ethical business practices, including our commitment to a responsible supply chain. It states that lululemon, and any individuals or organizations working with us, must comply with all labor and employment standards, laws, rules, regulations, and policies in the jurisdictions where we or they operate. The CoC prohibits the use of forced or involuntary labor, child labor, or human trafficking within our operations and supply chain.
<u>Vendor Code of Ethics (VCoE)</u>	Our VCoE outlines our commitment to respect human and labor rights and promote safe and fair working conditions for people in our supply chain. It sets the minimum standards for suppliers, including prohibiting the use of forced labor and child labor. Our VCoE is a component of our Supplier Agreements and aligns with the Fair Labor Association's Workplace Code of Conduct .
<u>Vendor Code of Ethics and Benchmarks (VCoE and Benchmarks)</u>	Our VCoE and Benchmarks outline our VCoE requirements in detail, including our global compliance principles and expectations of supplier business conduct. They also provide the foundation for assessing a facility's performance and progress against VCoE requirements. Our VCoE and Benchmarks align with the Fair Labor Association's Workplace Code of Conduct and Compliance Benchmarks .
<u>Responsible Recruitment and Employment Standard (RRES)</u>	Our RRES sets out minimum requirements for the recruitment, selection, hiring, and management of migrant workers by or on behalf of lululemon suppliers. It requires Tier 1 and select Tier 2 suppliers to cascade requirements of the RRES throughout their supply chains.
<u>Supplier Agreement</u>	The legal contract between lululemon and suppliers includes an acknowledgement that requires suppliers to commit to cascading the VCoE requirements to their subcontractors. ⁶
<u>Certificate of Acknowledgement and Agreement (CoAA)</u>	By signing the CoAA, Tier 1 and Tier 2 supplier facilities and their direct subcontractors acknowledge the VCoE requirements and commit to conforming with and continuously improving on these requirements.

⁶ A subcontractor is a member of the supplier's direct supply base that produces or manufactures products or materials in connection with the supplier's obligations under the lululemon Supplier Agreement.



We monitor and assess risk as follows:

- **Sector and sourcing location:** We monitor general and specific sector risks across sourcing locations to identify relevant risks and inform our decisions. Where our monitoring identifies potential severe risks, we conduct heightened due diligence. Prior to entering a new sourcing location, we conduct risk assessments. If certain risk factors are present, we may choose not to source from that location and/or implement targeted strategies to manage the identified risks.
- **Stakeholder engagement:** Through our memberships in industry and multi-stakeholder initiatives (e.g., [Fair Labor Association \(FLA\)](#), [American Apparel & Footwear Association \(AAFA\)](#), [Cascadia Responsible Labor Initiative \(RLI\)](#)), we engage with industry partners, civil society, and peer brands to identify, evaluate, and address risks, including forced and child labor. These insights inform our risk assessment and due diligence approach.
- **Grievance reporting mechanism:** Our grievance mechanism enables individuals and organizations in our supply chain to raise non-compliance issues related to our VCoE. We review all cases, take action where appropriate, and incorporate the learnings into our broader understanding of supply chain risks.
- **Internal data and expertise:** Our RSC team is based in key sourcing locations and our head offices. The team is responsible for conducting and/or overseeing facility VCoE assessments, supporting the remediation of issues, managing data systems, and implementing global impact programs. Their knowledge directly enhances our understanding of location-specific risks.

Our risk identification processes identify heightened risks of forced labor and child labor in specific sourcing locations and tiers within our product supply chain, including:

- **Migrant worker recruitment and employment:** In certain sourcing locations, migrant workers may face elevated risks of forced labor linked to recruitment fee practices, debt-related vulnerability, retention of identity documents, or restrictions on freedom of movement. Risks may be heightened where third-party recruitment agents are involved.
- **Agricultural commodity production:** In certain production and sourcing locations, vulnerable worker populations, informal labor arrangements, and limited monitoring and oversight may increase the risk of forced and child labor.
- **Production-related labor conditions:** Production pressures and excessive working hours may increase the risk of forced labor.

We analyze and use data collected through these processes to identify and track risks. To support identification and understanding of certain risks, we may require suppliers to adopt due diligence tools.

We prioritize the most severe risks identified using indicators of scale, scope, and irremediable character and direct our due diligence efforts accordingly. Details on how we seek to prevent and manage risks are provided in the [Addressing and Mitigating Risk](#) section of this Statement.

Supplier Selection and Approval

lululemon strives to work with suppliers that share our values and collaborate with us to uphold ethical standards, address systemic challenges, and support worker wellbeing. Prior to onboarding, we assess new Tier 1, Tier 2, and select Tier 3⁷ suppliers against the requirements of our RSC New Vendor Approval Process (NVAP), which evaluates adherence to worker rights and labor practices (as outlined by the VCoE).

Before commencing business with lululemon, Tier 1 and Tier 2 supplier facilities and their direct subcontractors are required to sign a CoAA certifying they understand and will conform with the VCoE requirements. Tier 1 and select Tier 2 supplier facilities employing migrant workers are also asked to sign a no-fee commitment letter, affirming adherence to our RRES. Where supplier facilities have not fully implemented the RRES, they are required to provide a time-bound implementation plan, which includes repayment of recruitment fees where applicable.

As stated in our VCoE, suppliers are prohibited from using unapproved subcontractors.

Supplier Assessments (Audits)

Through our RSC NVAP process, we assess Tier 1, Tier 2, and select Tier 3 supplier facilities against the requirements of our VCoE and Benchmarks. We aim to re-assess these facilities⁸ annually and may conduct additional assessments where risk indicators, identified non-compliance, or grievances warrant additional review or verification of remediation.

Select subcontractors also undergo our RSC NVAP process. Subcontractor re-assessment is risk-based and may be triggered by factors such as geography and/or elevated risk indicators, including the presence of migrant workers or the potential for forced or child labor.

Assessments are conducted by our internal RSC team, third parties approved by lululemon to assess supplier facilities, and FLA on an announced and unannounced basis. Assessments are typically carried out on site and include visual inspections, documentation reviews, and interviews with management, workers, and, where available, worker representatives. If an assessment indicates the potential for severe risks, we conduct heightened due diligence.⁹

Our RSC assessment tool evaluates facility performance against our VCoE and Benchmarks, which incorporate the ILO's 11 forced labor indicators as well as internationally recognized principles on child labor. The tool includes criteria pertaining to recruitment fees, records of working hours, age verification procedures, and employee working and living conditions.

In 2025, we carried out approximately 400 RSC assessments (including initial, annual, and follow-up assessments); 49 percent were conducted by our internal RSC team and 51 percent were conducted by third-party assessors. If any issues are identified through internal or third-party assessments, we require suppliers to complete Corrective and Preventative Action Plans (CAPAs). See additional details in the [Corrective Actions and Remediation](#) section.

⁷ Tier 3: Supplier facilities that process raw materials into intermediate materials (e.g., yarn spinning).

⁸ Excluding trims, packaging, and footwear raw materials facilities, which are re-assessed based on risk.

⁹ Heightened due diligence entails a more detailed analysis of potential non-compliances and root causes of those potential non-compliances, and may be done in partnership or consultation with external experts.



Our cross-functional data management system enhances our assessment tools and enables more detailed data analysis on non-compliance and trends. Findings feed into our risk analysis, which informs the development of our programs, and helps provide targeted training and capacity building.

Addressing and Mitigating Risk

Responsible Recruitment and Employment of Migrant Workers

Our new RRES replaces and expands the scope and requirements of our Foreign Migrant Worker Standard. Specifically, the RRES:

- Aligns with evolving global regulations and enforcement trends on forced labor
- Enhances due diligence requirements across recruitment and employment practices
- Reinforces the Employer Pays Principle (EPP)¹⁰

Under the RRES, suppliers are solely responsible for paying all migrant worker recruitment and employment-related fees and costs, including recruitment, travel, and processing fees. The standard expands supplier accountability to cascade ethical recruitment and employment expectations to subcontractors, service providers, and labor recruiters. It also requires robust management systems, including formal policies, procedures, training, and ongoing monitoring to prevent and address recruitment-related risks.

We have identified migrant workers as an at-risk group in specific sourcing locations, including Japan, Jordan, Korea, Taiwan, and Thailand. In these locations, we are working with suppliers and their subcontractors to align with our RRES. Since 2017, we have engaged with Tier 1 and Tier 2 suppliers in Taiwan through our “No Fee” program, with the objective of eradicating recruitment fees for foreign migrant workers. We have since expanded this program to facilities in Japan, Jordan, Korea, and Thailand and incorporated it into the broader RRES framework. Our RSC team provides education, guidance, and support to help suppliers understand and implement the “No Fee” program. We also conduct annual assessments and verify remediation of any identified non-compliance.

We continue to engage with industry initiatives, multi-stakeholder organizations, and civil society partners to support systemic improvements in responsible recruitment and labor practices. We are a signatory to the [AAFA/FLA Apparel & Footwear Industry Commitment to Responsible Recruitment](#), which reinforces our commitment to the EPP. In 2025, we partnered with RLI to support the formation of a footwear and apparel working group to address recruitment fee risk and remediation, with a primary focus on Taiwan. lululemon is a founding participant in this initiative.

In 2025, we also launched an initiative with [One-Forty](#), a Taiwan-based civil society organization, to produce a series of videos to support migrant worker education and awareness with the intent of reducing worker vulnerability to exploitation. The three-part video series, to be rolled out in 2026, will cover topics such as the EPP and responsible recruitment practices, forced labor indicators, and fundamental labor rights including working hours, wages, leave, and pregnancy protections.

Training and Capacity Building

We build supplier knowledge and capacity through regular training for Tier 1 and Tier 2 suppliers, including:

- Training new suppliers during onboarding on our RSC program and VCoE expectations, management systems, and CAPA requirements
- Providing existing suppliers with training on any RSC program updates and new tools
- Delivering targeted training to address specific risks such as forced labor and child labor

In 2025, we offered all Tier 1 and Tier 2 suppliers e-learning on forced labor prevention. We also delivered targeted training on the RRES.

In sourcing locations identified through our annual risk assessment as having a higher risk for child labor, we provided a four-module child labor prevention and remediation e-learning course to Tier 1 and Tier 2 suppliers and their subcontractors.

We plan to continue RRES implementation through targeted supplier engagement and training to build awareness and understanding of the new standard.

Internally, we build the requisite organizational competencies through annual training on human rights and our RSC program requirements. Our RSC team trains employees in our supply chain, legal, and product-related functions on components of the RSC program. This strengthens their ability to support all stages of RSC management, including the identification and management of human rights-related risks such as forced labor and child labor. Our e-learning module on managing forced and child labor risks in product supply chains is available on our internal e-learning platform. Since its launch in 2024, more than 1,000 employees have completed this training.

Responsible Purchasing Practices

We are committed to responsible purchasing practices (RPP), which we believe help contribute to supplier resilience, the strength of buyer-supplier relationships, and the quality of life of workers.

Our RPP program is informed by supplier feedback and reflects our aim to foster long-term relationships based on collaboration and continuous improvement. Our work focuses on three key areas:

- Setting internal strategies that support responsible purchasing practices and measuring our performance
- Embedding responsible purchasing practices and principles across key functions and processes, through working groups, training, and education
- Engaging suppliers on responsible purchasing practices to gather feedback, including annual participation in Cascale’s [Better Buying Purchasing Practices Index](#)

We are working to further embed responsible purchasing practices into our existing workflows.

¹⁰ As defined by the [Institute for Human Rights and Business](#), the Employer Pays Principle states: “No worker should pay for a job—the costs of recruitment should be borne not by the worker but by the employer.”



Agricultural Commodities

We recognize that high numbers of low-wage workers participate in the agriculture sector. In some locations, factors such as informal work arrangements, lack of infrastructure, and limited oversight and protection can increase workers' vulnerability to human rights risks. We have identified the potential risk of forced labor and child labor in the production of agriculture- and forest-based raw materials used in our products, specifically cotton and rubber. We aim to source agricultural and forest-based fibers in ways that respect human rights and labor standards and reduce environmental impacts.

We are working to further adopt preferred cotton¹¹ platforms in our portfolio, including initiatives that provide greater traceability. In 2025, we strengthened traceability procedures globally in our cotton supply chain by updating chain-of-custody documentation standards and due diligence requirements. Supplier facility compliance is monitored through seasonal traceability documentation reviews via the [TrusTrace](#)¹² platform and third-party cotton origin testing. Where inconsistencies or elevated risks are identified, we implement escalation and corrective action procedures.

Natural rubber represents a limited share of our agricultural inputs. One hundred percent of the natural rubber sourced for yoga mats in 2025 came from Forest Stewardship Council® (FSC®) certified suppliers. FSC certification requires adherence to FSC Core Labor Requirements, including prohibitions on forced labor and child labor.

See our [website](#) for more information on traceability.

Grievance and Remediation

We have processes in place to address supply chain complaints that are raised through legitimate channels. Our VCoE and Benchmarks require all suppliers to have site-level grievance mechanisms available to their workers. Beyond supplier grievance systems, workers can raise grievances with lululemon via email (sustainablepartner@lululemon.com) or directly with local RSC team members or representatives.¹³ Through our FLA membership, workers and their advocates can also raise complaints via [FLA's Complaint Channel](#). In these cases, FLA independently reviews complaints and arranges for independent investigations of the allegations presented. Following the investigation, if issues are identified, we will work with the supplier to implement remediation with oversight from FLA.

Individuals and organizations in our supply chain can also raise alleged non-compliance issues with us via email. lululemon employees are strongly encouraged to report actual or perceived violations of lululemon's [Global Code of Business Conduct and Ethics](#), which prohibits the use of forced or child labor in our supply chain. We provide an [Integrity Line](#) for anonymous reporting.

Complaints received by lululemon regarding our supply chain and assessed as eligible¹⁴ are investigated. Where possible, a response or resolution is provided to the complainant. When appropriate, we provide for, cooperate in, or require remediation within our supply chain. We have established procedures to guide our investigation and remediation if any instance of forced or child labor is identified. These procedures align with international standards and industry best practices and direct us to work closely with suppliers to identify root causes and implement corrective actions, including providing appropriate remedy, such as monetary remediation where relevant.

A 2024 third-party investigation at Taiwan textile facilities brought to our attention potential indicators of forced labor in two Tier 2 supplier facilities producing fabrics and materials for lululemon and one subcontractor facility. We immediately investigated and took appropriate action, including engaging the two suppliers with which we have a direct business relationship, and supporting the implementation of time-bound remediation plans, which included supplier repayment of historic recruitment fees.¹⁵ We continue to monitor progress against these plans. In partnership with other brands and an independent worker engagement provider, we also initiated an ongoing confidential worker survey at the two facilities to assess whether affected workers received full repayment of recruitment fees.

In addition, we are participating in industry-led efforts to address recruitment-related risks in Taiwan, including engagement through FLA and collaborative initiatives convened by the AAFA. We are also participating in a working group with the Taiwan Textile Federation to support the development of metrics for responsible recruitment and employment practices within the sector. More details can be found on [FLA's website](#).

In 2025, we received three forced labor-related grievances. One grievance was investigated and closed after confirming satisfactory resolution with the affected worker. A second grievance affected multiple workers at a supplier facility. We escalated worker concerns to facility management for investigation and corrective action and continue to monitor progress. This grievance remains open pending on-site verification that the identified issues have been addressed by the supplier facility. The third grievance also affected multiple workers at a supplier facility. We conducted an initial review and confirmed the supplier took corrective actions. We also engaged a third party to conduct an in-depth analysis and root-cause assessment to mitigate the risk of recurrence. This grievance remains open while we work with the third party and the supplier facility to support and monitor corrective actions and implement systemic changes.

No instances of child labor were found or reported in 2025. We did not identify any loss of income to vulnerable families resulting from our efforts to eliminate the use of forced labor or child labor in our activities and supply chains.

¹¹ Preferred cotton includes certified organic cotton ([Organic Content Standard](#), [Global Organic Textile Standard](#)) or cotton through the [U.S. Cotton Trust Protocol](#) or other recognized cotton sourcing and processing programs.

¹² TrusTrace is a traceability and compliance data management platform that automates the collection and validation of real-time data from the supplier network on how products have been made.

¹³ Our contact information (sustainablepartner@lululemon.com) is visible on the VCoE, which is required to be posted in local languages in all supplier and subcontractor facilities.

¹⁴ Eligible complaints or grievances are those related to an alleged breach of the VCoE or a recognized and codified international human rights norm that is directly linked to lululemon's operations, products, or services.

¹⁵ We did not engage directly with the subcontractor facility as our production volume with this facility is limited. Engagement and follow-up have been led by brands with greater sourcing volumes.



Corrective Actions and Remediation

We require suppliers to complete CAPAs to address issues identified through internal, third-party, or FLA assessments. Our approach to corrective action focuses on root cause analysis and continuous improvement, with the intention of creating positive and lasting change. Our RSC team reviews and approves the CAPAs and, where appropriate, offers guidance on effective solutions. The RSC team verifies CAPA implementation through on-site assessments or desktop reviews.

In instances where risks cannot be sufficiently addressed through CAPAs, we offer support through additional measures, ranging from technical training and awareness raising to more complex action plans or engagement of external experts. Our objective is to work with suppliers to resolve issues. However, we maintain the right to terminate supplier relationships in cases of severe or persistent non-compliance.

Assessing Effectiveness

We are continuously evolving our approach to addressing modern slavery risks in our supply chain. Our recent efforts are outlined within each section of this Statement. To assess the effectiveness of our RSC initiatives and evaluate whether our programs are operating as intended, we use a range of monitoring and review processes, including tracking progress against defined program measures and indicators. Additional performance indicators can be found in disclosures linked via the [Reporting and Disclosure](#) page of our website.

Additional Information

For additional information on our policies and practices to address modern slavery, including forced and child labor in our supply chain, see lululemon's [website](#).

We welcome your feedback on this Statement and our efforts to prevent modern slavery. Please email us at sustainablepartner@lululemon.com.

lululemon athletica inc. consulted with each reporting entity in the development of this Statement.

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Statement for lululemon athletica inc. and lululemon athletica canada inc. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the Statement is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year listed above.

This Statement was approved by the Board of Directors of lululemon athletica inc. on behalf of lululemon athletica inc. and lululemon athletica canada inc. pursuant to subsection 11(4)(b)(ii) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. lululemon athletica canada inc. is headquartered in Vancouver, Canada, operates 71 stores, and has approximately 8,870 employees.

I have the authority to bind lululemon athletica inc. and lululemon athletica canada inc.

Martha Morfitt
Director and Executive Chair, lululemon athletica inc.
May 2026

lululemon athletica UK Ltd. is headquartered in London, operates 20 stores, and has approximately 870 employees. This Statement has been approved by the Board of Directors of lululemon athletica UK Ltd.

Sarah Clark
Board Member, lululemon athletica UK Ltd.
May 2026

lululemon athletica australia holding Pty Ltd. and its subsidiary, lululemon athletica australia Pty Ltd are headquartered in Melbourne, operate 34 stores, and have approximately 1,650 employees. This Statement has been approved by the Boards of Directors of lululemon athletica australia holding Pty Ltd and lululemon athletica australia Pty Ltd.

Trevor Holland
Board Member, lululemon athletica australia holding Pty Ltd. and lululemon athletica australia Pty Ltd.
May 2026