IDEA Data Disclosure

Overview:

The U.S. Equal Employment Opportunity Commission (EEOC) requires all private sector employers with 100 or more employees, and federal contractors with 50 or more employees meeting certain criteria, to submit workforce demographic data, including job category and sex and race or ethnicity, to the EEOC under the EEO-1 Component 1 report.

This report presents lululemon's 2023 U.S. hiring, promotion, and retention data – aligning to categories as defined by the EEOC, and not by lululemon – reported under the EEO-1 reporting requirements.

The EEO-1 does not provide a comprehensive perspective on our views and approach to representation at lululemon. The information reported in our Impact Report best reflects our progress on diversity, equity, and inclusion.

Methodology: Relative Index Approach

A Relative Index approach compares a company's specific aggregate data/metric against a set acceptable benchmark, either internally or externally established. This data compares lululemon's 2023 aggregate metrics for U.S. hiring, promotion, and retention rates (organized by specific groupings that align closely with EEO-1 categories) to the overall U.S. benchmarks for these same metrics internally.

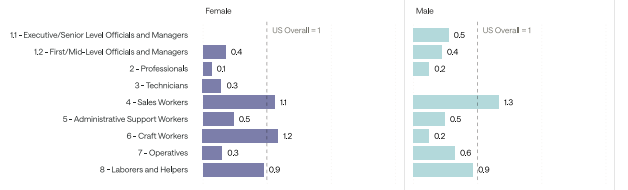
Job Categories:

1.1 Executive/Senior Level Officials and Managers
1.2 First/Mid-Level Officials and Managers
2. Professionals
3. Technicians
4. Sales Workers
5. Administrative Support Workers
6. Craft Workers
7. Operatives
8. Laborers and Helpers

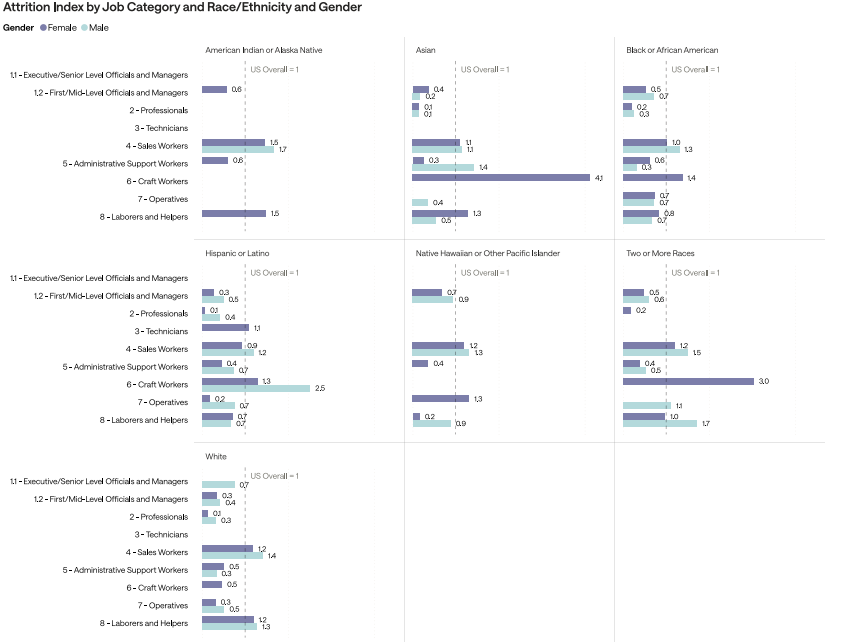
We continue to drive meaningful change and promote equal opportunities for all employees. Sharing this data underscores our commitment to transparency and accountability in advancing Inclusion, Diversity, Equity, and Action (IDEA) within our workforce. By closely monitoring these metrics, we can identify trends, track progress, and pinpoint areas for improvement, ensuring fairness in recruitment, career advancement, and retention for all.

Attrition Index by Job Category

Attrition Index by Job Category and Gender



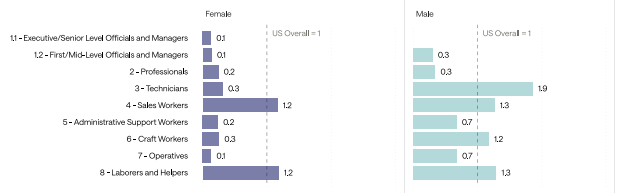
Attrition Index by Job Category and Race/Ethnicity and Gender



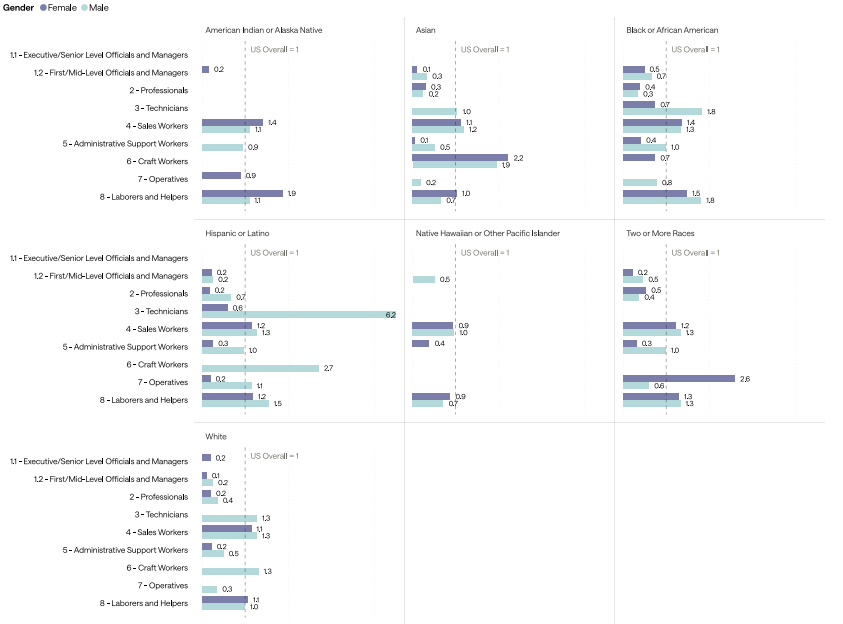
Note: Up to ~3% of Attrition events had an "unknown" mapping related to Job Category, Gender or Race/Ethnicity

Hiring Index by Job Category

Hiring Index by Job Category and Gender

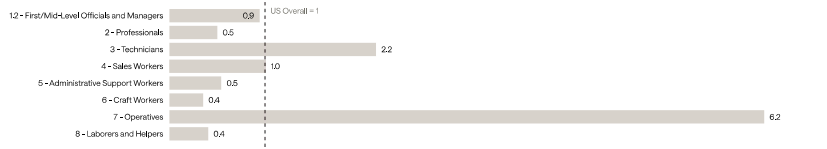


Hiring Index by Job Category and Race/Ethnicity and Gender

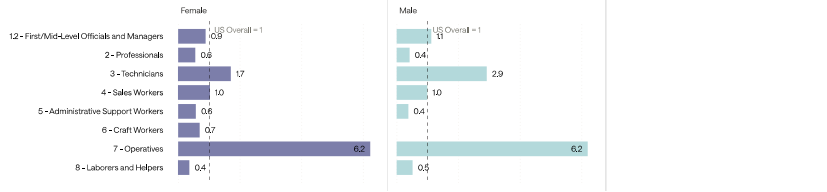


Note: Up to ~3% of Hiring events had an "unknown" mapping related to Job Category, Gender or Race/Ethnicity

Promotion Index by Job Category

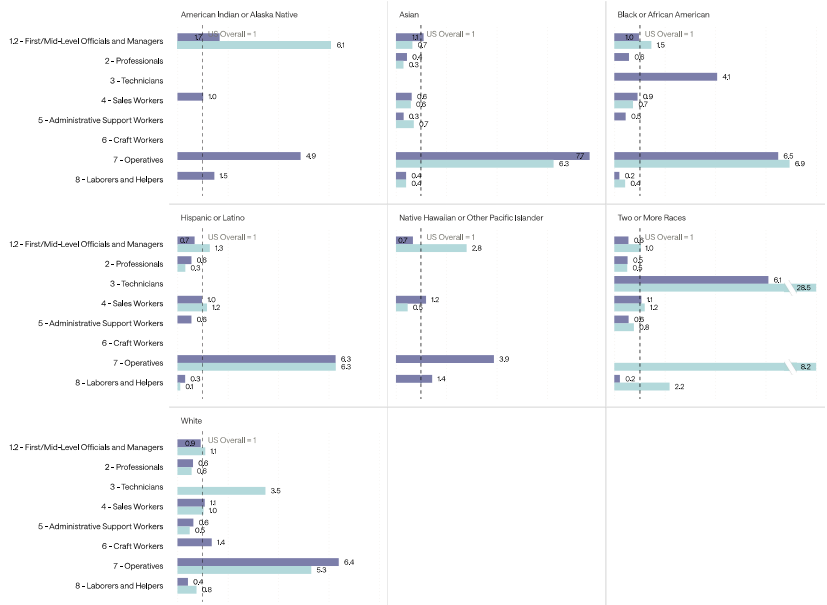


Promotion Index by Job Category and Gender



Promotion Index by Job Category and Race/Ethnicity and Gender

Gender ● Female ● Male



Note: Up to ~8% of Promotion events had an "unknown" mapping related to Job Category