



Equal Employment Opportunity (EEO-1) Report

At lululemon, we are dedicated to fostering a workplace culture that promotes inclusive behaviors, prohibits discrimination, and ensures equal opportunity for all. We are committed to fair and equitable hiring practices and to selecting the most qualified individuals based on merit, experience, and potential.

As part of our commitment to transparency and responsible employment practices, we are sharing our 2025 EEO-1 submission which reflects workforce data from the 2024 reporting year. This federally mandated report provides a snapshot of the demographic composition of our U.S. workforce across job categories defined by the EEOC and reported under the EEO-1 reporting requirements. While it offers a limited view, it is one of several tools we use to assess and continuously improve our employment practices.

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)

2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1) - LULULEMON ATHLETICA

JOB CATEGORIES	Race/Ethnicity															Row Total		
	Hispanic or Latino		Not Hispanic or Latino															
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races				
Executive/Senior Level Officials and Managers	0	0	7	0	3	0	0	0	6	0	1	0	0	0	0	17		
First/Mid-Level Officials and Managers	105	182	303	54	55	0	1	31	1204	93	70	13	6	89	2206			
Professionals	28	38	150	20	115	0	0	12	287	42	92	4	1	19	808			
Technicians	4	5	5	1	1	0	0	0	2	2	0	0	0	0	0	20		
Sales Workers	608	2015	1297	291	256	23	20	141	5869	1034	795	71	46	599	13065			
Administrative Support Workers	39	156	111	28	14	1	2	20	465	69	56	4	5	38	1008			
Craft Workers	8	3	11	4	0	0	0	0	7	3	0	0	0	2	38			
Operatives	58	18	9	25	2	0	0	3	4	6	0	0	0	2	127			
Laborers and Helpers	125	298	69	67	15	5	4	14	292	131	44	2	7	40	1113			
Service Workers	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1		
CURRENT 2024 REPORTING YEAR TOTAL	975	2716	1962	490	461	29	27	221	8136	1380	1058	94	65	789	18403			
PRIOR 2023 REPORTING YEAR TOTAL	877	2549	2217	459	512	38	18	242	8970	1419	1132	123	70	856	19482			