



2025 Australia Gender Pay Gap Report

Employer:	LULULEMON ATHLETICA AUSTRALIA PTY LTD
Address:	88 Langridge Street Collingwood, VIC 3066
Reporting Year	2024-2025
Time Period:	1 April, 2024 – 30 March , 2025
Industry Division:	G-Retail Trade
Employer Size:	1,000-4,999



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 81% of our Australian workforce comprised of women, we have a deep commitment to championing equity and elevating women. This commitment extends to the communities where we operate, too.

At lululemon, we support our employees in their unique journeys to realise their full potential. We are taking tangible steps to create an inclusive work environment so that everyone has equitable access to opportunities and feels welcome, valued and respected. Through this work, we will live into our purpose and empower a diverse, thriving collective to make a bold impact on the world.

Gender pay equity is embedded into all our compensation processes and we are proud that we employ a significant number of women. We remain steadfast in our efforts to break down barriers to equity and increase diverse representation across our business.

We welcome the Australian Government's Workplace Gender Equality Agency's (WGEA) continued efforts help raise awareness of the systemic factors that contribute to the Gender Pay Gap in Australia.



Definitions

What is the Gender Pay Gap?

WGEA calculates the Gender Pay Gap as the difference between the earnings of women and men on an organisation-wide basis, regardless of what job they are in. The 2024-25 pay gaps published by WGEA are calculated based on the difference between the median and average earnings. These two pay gap calculations give a different perspective. The median (midpoint) inadvertently removes outlier populations from the calculation, whilst the average will ensure that all population skews are considered.

What is Base Pay?

WGEA defines base pay as an employee's salary before tax (wages/salary, penalties, paid leave and workers' compensation), including salary sacrificed items.

What is Total Remuneration?

WGEA defines this as base salary plus all bonuses, allowances, superannuation and other payments payable to an employee.

What are pay quartiles?

Pay quartiles look at average pay, and % of male and female population broken down into four quartiles. A disproportionate concentration of men in the upper quartile can drive a higher pay gap.



Our 2025 Results

Pay Gap Base Pay



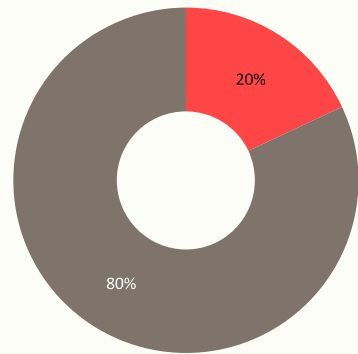
Pay Gap Total Remuneration



2025 Pay Quartiles

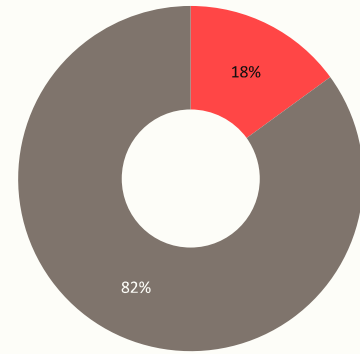
Upper Quartile

Average total remuneration: \$128,000



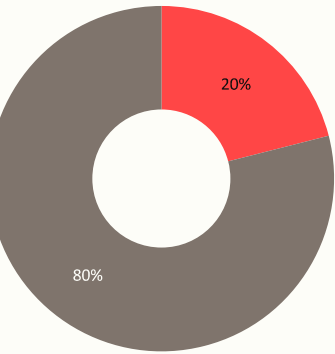
Upper Middle Quartile

Average total remuneration: \$80,000



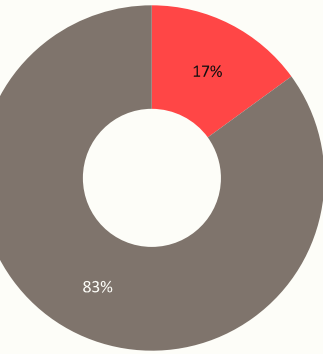
Lower Middle Quartile

Average total remuneration: \$69,000



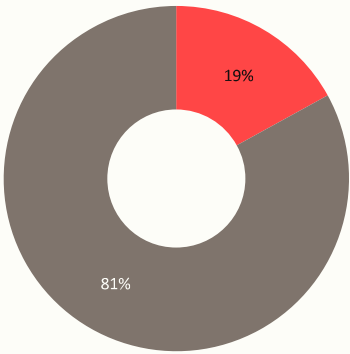
Lower Quartile

Average total remuneration: \$58,000



Total Workforce

Average total remuneration: \$84,000



*Please refer to page 4 for definitions



Our results explained

Proportionally, in Australia, women make up between 80-83% of lululemon's employee population across each quartile of our workforce. Across all our different workforce segments women comprise: 85% of our Retail workforce, 97% of our Guest Education Centre workforce, 72% of our Store Support Centre workforce and 63% of our Distribution Centre workforce.

Whilst the proportion of women in our workforce remained relatively consistent in all quartiles of the 2024 - 2025 reporting period, the proportion of women in the few top earning positions decreased to 47%. This decrease in the representation of women in the few top earning positions at lululemon Australia is one of the main drivers of our pay gap. Senior leadership movements have also contributed to a small shift in our pay gap, as compared to last year. As an example, during the reporting year, we supported the transition of our most senior position in Australia, which meant that two male employees temporarily held this role at the same time on the date of our snapshot.

lululemon has several bonus programs that are designed to align with our pay for performance philosophy, and equity programs designed to ensure our senior leaders make strategic decisions that are aligned with long-term results and our values. As a result, progression into more senior roles increases an employee's bonus and opens the opportunity to receive equity for certain roles. Again, whilst our distribution of gender remains relatively consistent through each pay quartile, the distribution of our top 1% of employees in Australia results in a higher average total remuneration pay gap.

Our Australian business is also a key market in our Asia-Pacific region (APAC); however, it is a small workforce when compared to the size and scale of our regional headquarters based in Hong Kong, and global headquarters based in Vancouver, Canada. For the few senior roles within Australia, we are focused on ensuring our leadership pipeline is strong and offer a range of programs to support this. For those employees who have a desire to develop their career internationally, we have invested in programs in APAC and globally to support the internal career pathways of our employees. More information on all our programs is on our following commitments pages.



Our Commitments

At lululemon, our purpose is to elevate human potential by helping people feel their best – and that starts with our employees. Our core values, especially our value of inclusion, underpins everything we do.

We recognize that maintaining gender pay equity is just one step toward our broader goal of gender equity.

Some of our initiatives include:

Annual Pay Equity Analysis & Investments: We stand for gender pay equity and conduct a global pay equity analysis each year with the expertise of external professional services consultants. Built into our regular compensation review process, we address any findings on an annual basis.

IDEA Engagement: We develop programs and resources that promote inclusive behaviours, non-discrimination, and equal opportunity.

Women of APAC Program: Now in its second year in APAC, this program continues to elevate and support women by honouring their journeys, amplifying their leadership, and driving meaningful change across lululemon.

lululemon's Mentorship Program: Designed to support career exploration, development, and progression.

The Coaching Program: Available to all employees, offering them the chance to receive coaching on various personal and professional topics (or become a coach themselves).

People Networks: We support People Networks (PNs), employee-led communities designed to cultivate connection.

Inclusive and Equitable Design: We design for as many people as possible, including store locations, employment policies, and product and guest interactions.

International Mobility: We have invested in programs, both in APAC and globally, to support the internal career pathways of our employees who have a desire to further their career with lululemon globally.



