



## UK 2024 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 81% of our EMEA workforce and 73% of our EMEA senior leaders comprising of women, we have a deep commitment to championing equity and elevating women. This includes reflecting the diversity of the communities we serve and operate in—and creating an environment that is equitable, inclusive, and fosters growth.

We are passionate about driving meaningful change, and we are taking considered and systematic steps towards this—including developing programmes and initiatives that empower our people to lead inclusively and maximise their potential; enhancing data capture and reporting; and continuing to invest in IDEA (Inclusion, Diversity, Equity, and Action).

We recognise that there is more work to be done, and we are committed to supporting women in their growth in leadership positions. We remain steadfast in our efforts to break down barriers to equity and to increase diverse representation across our business.

**38,000+**

GLOBAL EMPLOYEES

**720\***

STORES WORLDWIDE

Founded in 1998 in Canada, lululemon is a technical athletic apparel, footwear, and accessories company for yoga, running, training, and beyond.

We create transformative products and experiences that build meaningful connections, unlocking greater possibility and wellbeing for all.

\*Q4 2024



## Our results

### 2024 Pay Gap

Mean:

43.5%

Median:

2.5%

### 2024 Bonus Gap

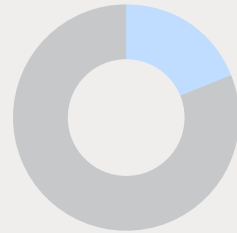
Mean:

73.5%

Median:

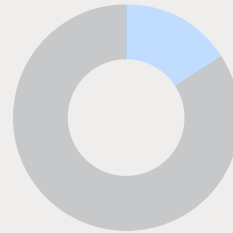
18.2%

### Pay Quartiles



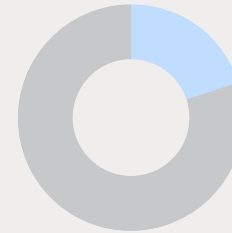
2024 Lower Quartile

● 19% of females in Quartile  
● 81% of males in Quartile



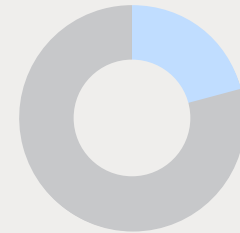
2019 Lower Middle Quartile

● 16% of females in Quartile  
● 84% of males in Quartile



2019 Upper Middle Quartile

● 20% of females in Quartile  
● 80% of males in Quartile



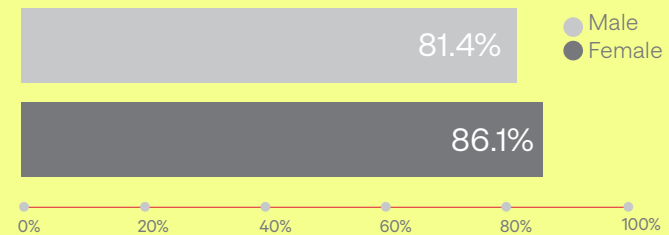
2019 Upper Quartile

● 21% of females in Quartile  
● 79% 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.

2024





## Our results explained

During the 2024 reporting year, the population of eligible lululemon UK employees increased from 556 on 5 April 2023 to 635 on 5 April 2024. This growth reflects our performance and momentum in the UK, where we now operate a total of 21 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 within each quartile. The proportion of men and women is similar across our SSC and Retail teams.

Our mean pay gap has increased versus 2023, from 38.3% to 43.5%, whilst our mean bonus gap has decreased from 76.2% to 73.5%. When looking at the median figures, our pay gap is closer to parity at 2.5% whilst our median bonus gap has increased to 18.2%.

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 pay gap in the UK can largely be attributed to this remuneration structure, which is set globally.





## 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 programmes, 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 programme, a guided learning journey designed for women whose professional advancement has been influenced by their racial, cultural, or ethnic experiences—and more.

**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 coaching, facilitated training programmes on financial literacy, personal branding, 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 equity for all.