



Equal Pay for Equal Work

OUR JOURNEY

At lululemon, we're proud to be an organization that lives and breathes our values. We believe that our people have the right to equal standards and stand for gender pay equity: equal pay for equal work. In 2018, we stood behind this commitment and, each year since then, achieved gender pay equity across every employee in our stores and support centres globally.

We're fortunate to have a number of powerful female leaders throughout the company, which helped us approach this work with the utmost intention. Through this, we succeeded in creating a global and sustainable set of programs and practices for our long-term future and growth.

Many complex factors were reviewed that influence gender pay equity, from location to experience to performance. After working with a third-party organization, our first step in 2018 was to invest in closing the gap—we're proud that over time, that investment has declined as our programs for diversity and inclusion have become stronger. Even so, re-evaluating gender pay equity has been built into our annual plans to ensure consistency year after year for all our people.

OUR COMMITMENTS

1. We update our gender pay equity figures annually on our website.

lululemon is at the forefront of the gender pay equity issue and recognizes that we have a responsibility to raise our voice, in the hopes that other companies will join us and make similar pledges.

2. Gender pay equity is built into our annual process.

We'll regularly assess our hiring and reward practices to ensure we're making informed and inclusive decisions that reflect our values.

3. We address all findings and close any gaps each year.

We're focused on pay equity practices to maintain parity with the right processes.

GENDER PAY EQUITY

100%

TOTAL EMPLOYEES

20,000+

FEMALE REPRESENTATION

78%

• OF EMPLOYEES ARE WOMEN

60%

• OF THE SENIOR LEADERSHIP TEAM ARE WOMEN

57%

• OF VPS AND ABOVE ARE WOMEN

50%

• OF THE BOARD OF DIRECTORS ARE WOMEN

GLOBAL REPRESENTATION

