

# 2024

# Modern Slavery Statement



**Jululemon**



# Introduction

At lululemon, we are committed to respecting human rights, upholding labor standards, and implementing human rights due diligence. We recognize both the opportunity and responsibility to actively safeguard the working conditions of the people who make our products and to contribute to addressing the risk of modern slavery, including forced labor, human trafficking, and child labor, in our supply chain. Our approach relies on a responsible supply chain (RSC) program and engagement with suppliers and partners—including industry and cross-industry partners, civil society, and others—who share our values. Our policies, which are based on international human and labor rights standards and guidelines, reflect our values. See the [Policies and Commitments](#) section for details.

This Modern Slavery joint statement (the “Statement”) sets out the global practices, policies, and business processes of lululemon athletica inc. to identify and address risks related to modern slavery in our operations and product supply chain. Unless otherwise noted, lululemon athletica inc. (together with its subsidiaries) is referred to as “lululemon,” “we,” “us,” or “our” throughout this Statement. This Statement covers our 2024 fiscal year, from January 29, 2024, to February 2, 2025 (referred to throughout this Statement as “2024”). All information in this Statement is current only as of the date originally presented.

This Statement has been adopted by lululemon athletica inc. and our subsidiaries and is intended to meet the modern slavery disclosure requirements in certain jurisdictions: lululemon athletica inc. and lululemon athletica canada inc. pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act*; lululemon athletica UK Ltd. pursuant to the United Kingdom’s *Modern Slavery Act 2015*; lululemon athletica australia holding Pty Ltd. and its subsidiary, lululemon athletica australia Pty Ltd., which are reporting entities, pursuant to Australia’s *Modern Slavery Act 2018* (Cth); and lululemon usa inc. pursuant to the *California Transparency in Supply Chains Act* and *California Assembly Bill 3234 (Employers: Social Compliance Audit)*. This Statement has been prepared in consultation with these reporting entities.

# Organizational Structure and Operations

Established in 1998, lululemon is primarily a designer, distributor, and retailer of technical athletic apparel, footwear, and accessories. Our vision is to create transformative products and experiences that build meaningful connections, unlocking greater possibility and wellbeing for all.

Incorporated in Delaware, lululemon athletica inc. is the parent company of lululemon athletica canada inc., lululemon athletica UK Ltd., lululemon usa inc., lululemon athletica australia holding Pty Ltd., and lululemon athletica australia Pty Ltd., among other subsidiaries.

We conduct business through numerous channels in each market, including company-operated stores, e-commerce, outlets, temporary locations, wholesale, license and supply arrangements, and a re-commerce program.

As of February 2, 2025, we had 767 company-operated stores and employed approximately 39,000 people worldwide. See the [Additional Information](#) section for more information on stores and employees by regions.

To learn more about lululemon, refer to the annual and quarterly reports on the [Investors](#) page of our website.

# Supply Chain

We do not own or operate any manufacturing facilities. We rely on product suppliers to provide fabrics and materials and to manufacture our products. In support of our operations, lululemon also engages non-product suppliers for a range of services, including logistics, maintenance, and professional services.

We consider the greatest risk for modern slavery—including forced and child labor—to exist in our product supply chain. The remainder of this Statement covers only this segment of our supply chain unless otherwise noted.

lululemon’s product procurement activities are centralized. In 2024, we worked with approximately 52 Tier 1 suppliers<sup>1</sup> that manufactured our products and approximately 67 Tier 2<sup>2</sup> suppliers that provided the fabrics for our products. The majority of our products were manufactured in Vietnam, Cambodia, Sri Lanka, Indonesia, and Bangladesh, and the majority of our fabrics originated from Taiwan, China Mainland, and South Korea.

Biannually, we publish a list of our Tier 1 supplier facilities, strategic Tier 2 supplier facilities,<sup>3</sup> and select Tier 1 subcontractors<sup>4</sup> on our [website](#).<sup>5</sup> These facilities employ over 280,000 people. This information can also be found on [Open Supply Hub](#).

# Governance

Our Board of Directors reviews and approves our strategic and annual operating plans. The Board’s Corporate Responsibility, Sustainability, and Governance (CRS&G) Committee is responsible for oversight of our strategies, policies, programs, practices, and public disclosures related to human rights and our RSC program, with select aspects also overseen by the Board’s Audit Committee.

lululemon takes a cross-functional approach to human rights and RSC governance. Our CRS&G Committee and CEO approve our Impact Agenda, including RSC-specific targets. The Executive Impact Council, which includes leaders from across the business, oversees and executes

1 Tier 1: Supplier facilities that manufacture and provide final products.

2 Tier 2: Supplier facilities that provide fabrics and materials to our Tier 1 suppliers.

3 Strategic Tier 2 supplier facilities: Account for approximately 80% of Tier 2 supplier facilities measured by volume (excluding trims, packaging, and footwear raw materials facilities).

4 Subcontractors: Facilities completing a process of production. Subcontractors hold contracts with our suppliers and are not directly engaged by lululemon.

5 The list evolves to reflect the seasonality of lululemon’s business and corresponding production. It reports suppliers at the facility level. Our latest list accounts for active supplier facilities used by lululemon as of April 2025. This includes 100% of Tier 1 facilities and the subcontractors for the top ten Tier 1 facilities measured by volume. It also includes strategic Tier 2 supplier facilities. All Tier 1 and 2 supplier facilities manufacturing or supporting the manufacturing of collegiate products are disclosed.



our Impact Agenda and related implementation plans. Our Chief Supply Chain Officer leads the global supply chain function and is accountable for the integration of RSC practices, while our Chief Legal and Compliance Officer is accountable for compliance with our Global Code of Business Conduct and Ethics. Additional details on governance can be found in our [Impact Report](#).

## Responsible Supply Chain Program

Our RSC program advances our commitments to fair labor practices and the wellbeing of the people who make our products. This program is based on the principles of the [OECD Due Diligence Guidance for Responsible Business Conduct](#) and is designed to identify, cease, prevent, and/or mitigate supply chain risks<sup>6</sup> throughout our value chain.

The program is built on three pillars:

- **Monitoring**—Assessing and, in collaboration with suppliers, improving working conditions in facilities.
- **Integration**—Integrating responsible purchasing practices across key strategies, processes, and tools.
- **Collaboration**—Working with multi-stakeholder organizations, industry, and suppliers to support systemic change and impact.

We apply a continuous improvement approach to due diligence and continue to strengthen our RSC practices and align with global standards.

## Policies and Commitments

We are committed to responsible business conduct and to acting ethically and with integrity. We expect suppliers to adhere to our policies and maintain ethical standards of production. Our policies are based on international human and labor rights standards and guidelines, including:

- [Universal Declaration of Human Rights](#)
- [United Nations Guiding Principles on Business and Human Rights](#)
- [International Labour Organization's \(ILO\) Declaration on Fundamental Principles and Rights at Work](#)
- [ILO Indicators of Forced Labour](#)
- [OECD Guidelines for Multinational Enterprises on Responsible Business Conduct](#)

We operationalize our RSC expectations through global policies, which help us mitigate the risks of modern slavery, including forced and child labor.

Policy	Purpose
<b><u>Global Code of Business Conduct and Ethics (CoC)</u></b>	Our CoC sets out our commitment to ethical business practices, including our commitment to a responsible supply chain. It states that lululemon, and any individuals or organizations working with us, must comply with all labor and employment standards laws, rules, regulations, and policies in the jurisdictions where we or they operate. The CoC prohibits the use of forced or involuntary labor, child labor, or human trafficking within our operations and supply chain.
<b><u>Vendor Code of Ethics (VCoE)</u></b>	Our VCoE outlines our commitment to respect human and labor rights and promote safe and fair working conditions for people in our supply chain. It sets the minimum standards for suppliers and subcontractors, including prohibiting the use of forced labor and child labor. Our VCoE is a component of our Supplier Agreements and aligns with the <a href="#">Fair Labor Association's Workplace Code of Conduct</a> .
<b><u>Vendor Code of Ethics and Benchmarks (VCoE and Benchmarks)</u></b>	Our VCoE and Benchmarks outline our VCoE requirements in detail, including our global compliance principles and expectations of supplier and subcontractor business conduct. They also provide the foundation for assessing a facility's performance and progress against VCoE requirements. Our VCoE and Benchmarks align with the <a href="#">Fair Labor Association's Workplace Code of Conduct and Compliance Benchmarks</a> .
<b><u>Foreign Migrant Worker Standard (FMW Standard)</u></b>	Our FMW Standard sets out minimum requirements for suppliers for the appropriate and ethical recruitment, employment, and repatriation of foreign migrant workers.
<b><u>Supplier Agreement</u></b>	The legal contract between lululemon and suppliers includes a supplier acknowledgement of the VCoE requirements and requires suppliers to commit that their facilities, suppliers, contractors, subcontractors, and employees that manufacture lululemon's products comply with the VCoE.
<b><u>Certificate of Acknowledgement and Agreement (CoAA)</u></b>	By signing the CoAA, supplier facilities and subcontractors acknowledge the VCoE requirements and commit to conforming with and continuously improving on these requirements.

<sup>6</sup> Per the [OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector](#), supply chain risks are defined as risks of harm to individuals, other organizations, and communities in relation to human rights, labor rights, and the environment.



# Risk Assessment and Due Diligence

## Identifying Risks (Verification)

Because we do not own the facilities that manufacture our products, we consider the greatest risk of modern slavery, including forced and child labor, to exist in our product supply chain rather than our direct business operations. We take a zero-tolerance stance against forced labor and child labor. As part of our due diligence approach, we conduct annual human rights and social risk mapping across our product supply chain. We assess known sector risks and other risks that may be prevalent in a particular geography or production process. We also look at the economic, social, and political contexts across sourcing locations, as well as other indicators that could signal increasing severity of risks and impacts.

We monitor and assess risk as follows:

- **Sector and sourcing location:** We monitor general and specific sector risks across sourcing locations to identify relevant risks and inform our decisions. Where our monitoring identifies potential severe risks, we conduct heightened due diligence. Prior to entering a new sourcing location, we conduct risk assessments. If certain risk factors are present, we may choose not to source from that location and/or develop targeted strategies to manage the identified risks.
- **Stakeholder engagement:** Through our memberships in industry and multi-stakeholder initiatives (e.g., [Fair Labor Association \(FLA\)](#), [American Apparel & Footwear Association \(AAFA\)](#), [Cascale Responsible Labor Initiative](#)), we engage with industry partners, civil society, and peer brands to identify, evaluate, and address risks such as modern slavery, including forced and child labor.
- **Maker<sup>7</sup> grievance reporting mechanism:** Our grievance mechanism provides a way for individuals and organizations in our supply chain to raise non-compliance issues related to our VCoE. We review all cases, take action where appropriate, and incorporate the learnings into our broader understanding of risks in our supply chain.
- **Internal data and expertise:** Our RSC team is based in key sourcing locations and our head office operations. The team is responsible for conducting and/or overseeing facility VCoE assessments, supporting the remediation of issues, managing data systems, and informing global impact programs. Their knowledge directly informs our understanding of location-specific risks.

For certain risks, we require our suppliers to adopt due diligence tools. For example, in our product supply chain, we have identified a higher potential risk of forced labor associated with the employment of foreign migrant workers in certain sourcing locations. The majority of supplier facilities that

employ foreign migrant workers have implemented or are in the process of implementing Verité's<sup>8</sup> CUMULUS Forced Labor Screen™, a supply chain due diligence tool that screens for the presence of forced labor indicators.

We analyze and use data collected through these processes to identify and track risks. We prioritize the most severe risks identified using indicators of scale, scope, and irremediable character and direct our due diligence efforts accordingly. Details on identified forced and child labor risks are provided in the [Risk Mitigation](#) section of this Statement.

## Supplier Selection and Approval

lululemon strives to work with suppliers that share our values and collaborate with us to uphold ethical standards, address systemic challenges, and support the wellbeing of the people who make our products. We will only approve a new supplier if they meet the requirements of our New Vendor Approval Process, through which we evaluate suppliers from a social, environmental, sourcing, quality, and production perspective at the facility level.

Before beginning a relationship with lululemon, suppliers are required to sign a CoAA certifying they understand and will conform with the VCoE requirements. Supplier facilities employing foreign migrant workers are also required to sign a no-fee commitment letter, requiring adherence to the Employer Pays Principle.<sup>9</sup>

Our VCoE prohibits suppliers from using unapproved subcontractors and requires all subcontractors be approved by lululemon.

## Supplier Assessments (Audits)

Tier 1 and Tier 2 supplier facilities<sup>10</sup> producing for lululemon are regularly assessed against the requirements of our VCoE and Benchmarks. We aim to assess these facilities every 12 months. We may conduct follow-up assessments to verify remediation of identified non-compliance or grievances. Subcontractor re-assessment is based on risk factors such as geography and/or elevated risks, including the presence of foreign migrant workers or the potential for forced or child labor.

Assessments are conducted by our internal RSC team or approved third-party assessors,<sup>11</sup> who are trained on and apply lululemon's RSC assessment protocol and tools. Select facilities are also assessed by FLA, as required by our membership. Assessments are carried out on site and include visual inspections, documentation reviews, and interviews with management and workers. Worker representatives are also interviewed where available. If an assessment indicates the potential for severe risks, we conduct heightened due diligence.<sup>12</sup>

Our RSC assessment tool evaluates facility performance against our VCoE and Benchmarks, which include the ILO's 11 forced labor indicators as well as internationally recognized principles on child labor. The tool includes criteria pertaining to recruitment fees, records of working hours, age verification procedures, and employee working and living conditions.

<sup>7</sup> The people employed by suppliers that support the manufacturing of products and materials for lululemon.

<sup>8</sup> Verité is an independent, non-profit, civil society organization that provides knowledge and tools to identify and remedy labor rights violations in global supply chains.

<sup>9</sup> As defined by the [Institute for Human Rights and Business](#), the Employer Pays Principle states: "No worker should pay for a job - the costs of recruitment should be borne not by the worker but by the employer."

<sup>10</sup> Excluding trims, packaging, and footwear raw materials facilities, which are re-assessed based on risk.

<sup>11</sup> Third parties approved by lululemon to assess supplier facilities.

<sup>12</sup> Heightened due diligence entails a more detailed analysis of non-compliances and root causes, and may be done in partnership or consultation with external experts.



In sourcing locations with elevated risk, we may implement additional processes, such as those outlined in the [Foreign Migrant Worker](#) section of this Statement.

In 2024, we carried out approximately 400 RSC assessments (including initial, annual, and follow-up assessments); 43 percent were conducted by our internal RSC team and 57 percent were conducted by third-party assessors. FLA carried out assessments of 4 percent of our Tier 1 facilities.<sup>13</sup> When an issue is flagged in an assessment, we require suppliers to develop Corrective and Preventative Action Plans (CAPAs). See additional details under [Corrective Actions and Accountability](#).

Our cross-functional data management system, implemented in 2023, enhances our assessment tools and enables more detailed data analysis on non-compliance and trends. Findings feed into our risk analysis, which informs the development of our programs and helps us with targeted training and capacity building.

## Addressing Risk

Where risks have been identified, we take steps to address them. We have designed our approach in consultation with stakeholders and, where feasible, aligned it with industry best practices.

## Training and Capacity Building

We build supplier knowledge and capacity through regular training for Tier 1 and Tier 2 suppliers, including:

- Through our onboarding process, providing training to all new suppliers on our RSC program and VCoE expectations, management systems, measures needed to remediate issues, and CAPA commitment delivery expectations.
- Providing existing suppliers with training on any RSC program updates and new tools.
- Delivering targeted training to address specific regional risks such as forced labor and child labor.

In 2024, we provided all Tier 1 and Tier 2 suppliers with mandatory e-learning on forced labor prevention. We also delivered targeted training as part of our Foreign Migrant Worker “No Fee” program, which stipulates the Employer Pays Principle.

Some of our suppliers and subcontractors operate in locations with a higher risk for child labor, as identified by our annual human rights and social risk mapping assessment. In 2023, we launched a mandatory four-module child labor prevention and remediation e-learning course, developed by independent industry experts, for Tier 1 and Tier 2 suppliers and their subcontractors in these sourcing locations. In 2024, 100 percent of these suppliers and subcontractors completed this training.

Internally, we build the requisite organizational competencies through training on human rights and our RSC program requirements. Our RSC team trains employees in our supply chain, product-related, and legal business functions on components of the RSC program. This strengthens

their ability to support all stages of RSC management, including identification and management of human rights-related risks such as forced labor and child labor. In 2024, we rolled out a new e-learning module on managing forced and child labor risks in product supply chains to teams within our product, legal, and supply chain business functions. Nearly 800 employees completed this training.

## Responsible Purchasing Practices

We are committed to responsible purchasing practices (RPP), which we believe help contribute to the quality of life of the people who make our products, the strength of buyer-supplier relationships, and supplier resilience.

Our RPP strategy is informed by supplier feedback and reflects our aim to foster long-term relationships based on collaboration and continuous improvement. Our work focuses on three key areas:

- Setting internal targets and measuring our performance.
- Embedding responsible purchasing practices, principles, working groups, and education across key functions.
- Engaging suppliers on responsible purchasing practices to gather feedback. For example, we participate annually in Cascale's [Better Buying Purchasing Practices Index™](#).

Our annual interactive RPP e-learning for product and supply chain team members has helped further integrate this work across the business.

## Corrective Actions and Accountability

We require suppliers to complete CAPAs to address issues identified through internal, third-party, or FLA assessments. Our approach to corrective action focuses on root cause analysis and continuous improvement, with the intention of creating positive and lasting change. Our RSC team reviews and approves the CAPAs and, where appropriate, offers guidance on effective solutions. The RSC team verifies CAPA implementation through on-site assessments or desktop reviews.

In instances where risks cannot be sufficiently addressed through CAPAs, we offer support through additional measures, ranging from technical training and awareness raising to more complex action plans or engagement of external experts. Our objective is to work with suppliers to resolve issues. However, we maintain the right to terminate supplier relationships in cases of severe or persistent non-compliance.

## Remedy

We have processes in place to address supply chain human rights complaints that are raised through legitimate processes. We require all suppliers to have site-level grievance mechanisms available to their workers. Beyond supplier grievance systems, makers can raise grievances with lululemon via email ([sustainablepartner@lululemon.com](mailto:sustainablepartner@lululemon.com)) or directly with local RSC team members or representatives.<sup>14</sup> Through our FLA membership, makers and their advocates can also raise complaints via FLA's Complaint Channel. In these cases, FLA will work with us to investigate, remediate, and resolve complaints.

<sup>13</sup> A portion of FLA assessments are included under the percentage of assessments conducted by third-party assessors. In cases where we have mapped assessments from FLA against our RSC assessment, we have included these in the percentage of RSC assessments.

<sup>14</sup> Our contact information ([sustainablepartner@lululemon.com](mailto:sustainablepartner@lululemon.com)) is visible on the VCoE, which is posted in local languages in all supplier and subcontractor factories.





Individuals and organizations in our supply chain can also raise non-compliance issues with us via email. lululemon employees are strongly encouraged to report actual or perceived violations of lululemon's [Global Code of Business Conduct and Ethics](#), which prohibits the use of forced or child labor in our supply chain. We provide an [Integrity Line](#) for anonymous reporting.

Complaints received by lululemon regarding our supply chain and assessed as eligible<sup>15</sup> are investigated. Where possible, a response or resolution is provided to the complainant. When appropriate, we provide for, cooperate in, or require remediation within our supply chain. We have established procedures to guide our investigation and remediation if any instance of forced or child labor is identified. These procedures align with international standards and industry best practices and direct us to work closely with suppliers to identify root causes and implement corrective actions, including providing appropriate remedy, such as monetary remediation where relevant.

In 2024, we received one forced labour-related grievance specific to working hours and one grievance related to recruitment fees. In these instances, we worked with the supplier facilities to provide remediation. Where relevant, remediation included reimbursement of owed wages and fees paid. We also resolved two working hours-related grievances from 2023.

No instances of child labor were found or reported in 2024. We did not identify any loss of income to vulnerable families resulting from our efforts to eliminate the use of forced labor or child labor in our activities and supply chains.

## Risk Mitigation

Our risk identification processes indicate heightened risks of forced labor and child labor in specific sourcing locations and tiers within our supply chain.

## Foreign Migrant Workers

We recognize that workers who leave their homes to work in another jurisdiction or location face a higher risk of forced labor than other workers. Workers can be vulnerable to forced labor through unethical recruitment, hiring, and employment practices, such as withheld documentation or the lack of repayment of recruitment fees.

We have identified foreign migrant workers as an at-risk group in specific sourcing locations, including Japan, Jordan, Korea, Taiwan, and Thailand. In these locations, we are working with suppliers and their subcontractors to align with our [Foreign Migrant Worker Standard](#), which sets out our requirements for ethical recruitment and ongoing employment of foreign migrant workers. This standard includes the Employer Pays Principle, which mandates that suppliers are solely responsible for paying fees and other costs associated with the employment of workers—including recruitment, travel, and processing fees. We are a signatory to the [AAFA/FLA Apparel & Footwear Industry Commitment to Responsible Recruitment](#), which reinforces our commitment to the Employer Pays Principle.

Since 2017, we have engaged with Tier 1 and Tier 2 suppliers in Taiwan through our Foreign Migrant Worker “No Fee” program, with the objective

of eradicating recruitment fees for foreign migrant workers. We have expanded the program to facilities in Japan, Jordan, Korea, and Thailand. Our RSC team provides education, guidance, and support to help suppliers understand and implement the “No Fee” program. We also conduct annual assessments and verify remediation of any identified non-compliance.

A 2024 third-party investigation at Taiwan textile facilities brought to our attention potential indicators of forced labor in three Tier 2 supplier facilities producing fabrics and materials for lululemon. We immediately looked into this and took appropriate action, including working with suppliers and engaging with industry groups to drive broader, industry-wide change. More details can be found on [FLA's website](#).

## Agricultural Commodities

We are conscious that high numbers of low-wage workers participate in the agriculture sector. In some locations, factors such as a vulnerable workforce, informal work arrangements, lack of infrastructure, and limited oversight and protection can increase human rights risks. We have identified the potential risk of forced labor and child labor in the production of agriculture- and forest-based raw materials used in our products, specifically cotton and rubber. We are committed to sourcing agricultural and forest-based fibers in ways that respect human rights and labor standards and reduce environmental impacts. This includes the adoption of appropriate industry traceability standards.

Our aim is for all cotton fiber used in products to be sourced from Australia, Brazil, Peru, or the United States. In recent years, we have been working to further adopt initiatives that provide greater traceability, such as the US Cotton Trust Protocol, certified organic, and regenerative organic cotton chain of custody models.

One hundred percent of the natural rubber<sup>16</sup> sourced in 2024 came from [Forest Stewardship Council™ \(FSC™\)](#) certified suppliers in Guatemala, Sri Lanka, and Thailand. The FSC requires certificate holders to demonstrate conformance to the FSC Core Labour Requirements, which includes the elimination of forced and child labor.

Through our traceability program, we are working towards mapping chain of custody further down the supply chain, using established software tools such as Textile Genesis and TrusTrace.

See our annual [Impact Report](#) for more information on traceability.

## Assessing Effectiveness

We are continuously evolving our approach to addressing modern slavery risks in our supply chain. Our recent work toward continuous improvement is outlined within each section of this Statement. To assess the effectiveness of our RSC work, we monitor, verify, and validate progress against our programs, measures, and indicators. We have included specific performance indicators in this Statement. Performance on additional indicators can be found on the [Reporting and Disclosure](#) page of our website.

<sup>15</sup> Eligible complaints or grievances are those related to an alleged breach, by lululemon or a lululemon supplier, of the VCoE or a recognized and codified international human rights norm.

<sup>16</sup> Excluding rubber in footwear.



## Additional Information

For additional information on our policies and practices to address modern slavery, including forced and child labor in our supply chain, see lululemon's [website](#), [Responsible Supply Chain Disclosure](#), and [Impact Report](#).

We welcome your feedback on this Statement and our efforts to prevent modern slavery. Please email us at [sustainablepartner@lululemon.com](mailto:sustainablepartner@lululemon.com).

lululemon athletica inc. consulted with each reporting entity in the development of this Statement.

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Statement for lululemon athletica inc. and lululemon athletica canada inc. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the Statement is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year listed above.

This Statement was approved by the Board of Directors of lululemon athletica inc. on behalf of lululemon athletica inc. and lululemon athletica canada inc. pursuant to subsection 11 (4) (b) (ii) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. lululemon athletica canada inc. is headquartered in Vancouver, Canada, operates 71 stores, and has approximately 10,290 employees.

I have the authority to bind lululemon athletica inc. and lululemon athletica canada inc.

Martha Morfitt  
Director and Board Chair, lululemon athletica inc.  
May 2025

lululemon athletica UK Ltd. is headquartered in London, operates 19 stores, and has approximately 750 employees. This Statement has been approved by the Board of Directors of lululemon athletica UK Ltd.

Sarah Clark  
Board Member, lululemon athletica UK Ltd.  
May 2025

lululemon athletica australia holding Pty Ltd. and its subsidiary, lululemon athletica australia Pty Ltd are headquartered in Melbourne, operate 33 stores, and have approximately 1,590 employees. This Statement has been approved by the Boards of Directors of lululemon athletica australia holding Pty Ltd. and lululemon athletica australia Pty Ltd.

Trevor Holland  
Board Member, lululemon athletica australia holding Pty Ltd. and lululemon athletica australia Pty Ltd.  
May 2025