



# Beyond the Paycheck

At lululemon, we care for and invest in the whole person. In order to elevate the world by unleashing the full potential of every one, we offer a total rewards program that enables our employees to design a life they love. We offer an inclusive mix of programs that are uniquely lululemon, rooted in our core values of entrepreneurship & personal responsibility.

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## **BONUS**

The bonus programs are team-based and rooted in our core value of entrepreneurship. We pay for performance, and continuously look at how we can improve our bonus program.

## **CULTURE**

Rooted in yoga, we have a goal to be the #1 company where people come to develop & grow as leaders. We offer a range of internal & external development programs, including goal coaching and yoga teacher training, and we're really FUN!

## **EMPLOYEE ASSISTANCE PROGRAM**

Providing tools for our people to be their best selves at home and at work, we offer services that support with anything they might encounter in their lives – from legal assistance to mental health support – available free of charge, 24/7.

## **EMPLOYEE DISCOUNT**

As a company built on technical apparel created by and for athletes, we offer a generous discount program to enable employees to use our products as they live the sweatlife.

## **FUND YOUR FUTURE**

When life works, work works. We support our people on their path to financial wellness through our fund your future program, which includes a retirement savings program and employee share purchase plan, with company matching.

## **HEALTH BENEFITS**

We care for our people by providing a comprehensive health benefits program for eligible employees and dependents. This includes medical, dental, vision, and other applicable programs in local markets.

## **PARENTHOOD TOP UP PROGRAM**

We provide holistic support for our people as they grow their families, including a global parenthood top up program for eligible employees, developmental resources, and more.

## **SWEATY PURSUITS**

Sweat & connection is at our core and we provide a monthly allocation of dollars for our people to take fitness classes in their local communities.

## **TIME OFF WORK**

We recognize the importance of uninterrupted periods of rest & connection and provide vacation time and pay for eligible employees, based on role & tenure. We also offer sabbatical leaves at tenure marks for all full-time employees from educator to CEO.