



To our lululemon community,

The impact of COVID-19 is difficult to process as we navigate the uncertainty of the situation on a daily basis. People are the heart of lululemon, and through this period, we are committed to doing right by our teams, guests, and global communities.

lululemon has recently taken a number of actions and initiatives to support our people, including closing our stores in North America, Europe, Australia, New Zealand, and Malaysia, establishing a Global Relief Pay plan for our employees, and creating a \$2 million Ambassador Relief Fund to assist ambassador-run sweat studios with basic operating costs.

As we continue to work through these unprecedented times, we are taking several proactive measures to support our lululemon family:

- We have extended our temporary store closures until it is safe to reopen each location, and will keep store employees on payroll through June 1, whether our stores reopen or remain closed.
- For the next three months, our Senior Leadership Team will reduce their salaries by 20 percent, and all members of the Board of Directors will forgo their cash retainer. The cost savings will be used to establish the new We Stand Together Fund to aid employees affected by the current COVID-19 crisis who are facing hardships in their lives.

Our website and mobile app, as well as our [Community Carries On](#) offerings, remain available across all regions.

We have implemented enhanced health and safety measures to ensure the protection of our teams in our distribution centers, and we are so grateful to them for their work and dedication.

We will continue to monitor the situation, make the best decisions we can for our people and our business, and keep connecting with our communities.

Please take care of yourselves and each other.

A handwritten signature in black ink that reads "Calvin McDonald".

Calvin McDonald
CEO, lululemon