



June 25, 2025

Dear Business and Human Rights Resource Center,

Thank you for contacting lululemon regarding the labour dispute between Metrowear Inc. – Factory 2, a manufacturing facility owned by Sports City / Sintex, and its workers' union, OMEGA-PIGLAS, at the Mactan Economic Processing Zone in Cebu, Philippines.

lululemon is deeply committed to upholding responsible business practices, and we expect our suppliers, including Sports City / Sintex and its manufacturing facilities, to adhere to our Vendor Code of Ethics and respect workers' right to Freedom of Association and collective bargaining.

When concerns regarding unfair labour practices at Metrowear Inc. – Factory 2 were brought to our attention, we promptly initiated a due diligence process in line with our internal protocols. We also communicated our expectations to Sports City / Sintex management to address workers' concerns, reaffirm our shared commitment to upholding Freedom of Association and collective bargaining, and manage order allocation to facilities in a way that minimizes the effect on the workforce. Management was strongly encouraged to maintain a constructive dialogue with the union and relevant stakeholders to reach a positive resolution.

We will continue to monitor the situation closely, hold our supplier accountable to our Vendor Code of Ethics and work with them to help implement sustainable and meaningful social dialogue that supports continuous improvement and workers' rights.