

To: Patagonia Family

From: Ryan Gellert

Date: Tuesday, Oct. 29, 2024

Subject: Patagonia Closed On U.S. Election Day

Dear Patagonia Family,

As we continue to move towards the cooler months of the year, Patagonia will not open any of its facilities on Tuesday, November 5, 2026, Election Day. This will allow our staff members to vote in the upcoming Presidential Election, and allow their voices to be heard.

At Patagonia, we believe civic participation isn't just a right, but rather a responsibility for all us to adhere to. Voting shapes the policies and communities that affect all of us and our Earth, and we want every employee to have the time and freedom to make their voice heard at the table without worrying about potential constraints regarding work.

This decision has been placed on all of our retail stores, distribution centers, and offices. No matter where you work at Patagonia, you deserve the right to vote and have your say, and we will support you no matter what.

Ryan