

Shannon Higginson



TO REQUEST CONTACT INFORMATION FOR THIS INDIVIDUAL, PLEASE
EMAIL SHAWN TAYLOR KAMINSKI: SKAMINSKI@DIRECTWOMEN.ORG

Senior Vice President, General Counsel and Chief Compliance Officer, lululemon athletica inc. [NASDAQ:LULU], a high growth, highly successful and trend setting technical athletic apparel company with over \$6 billion in revenues, market cap of over \$40 billion, over 29,000 employees and 572 stores in 17 countries. Contributing over 20 years of business minded, strategic, experience and advice to business resiliency, crisis management, rapid growth, international expansion, risk management, compliance, intellectual property management, litigation, regulatory and legislative monitoring, complex transactions, and legal operations. Trusted member of the Senior Leadership Team and advisor to the Board of Directors.

PROFESSIONAL EXPERIENCE

lululemon – SVP Legal, General Counsel, Chief Compliance Officer

July 2017 - Present

VP Legal

2015 –2017

Director of Legal

2011 - 2014

I am a valued advisor, team builder, leader, and expert providing strategic partnership, risk assessment and counsel to lululemon, enabling the business to reach its goals and ongoing success. I have worked with the lululemon Board and leadership team to propel the company's growth and successfully navigate rapid international expansion. My innate desire to seek and understand allows me to effectively manage and navigate a highly complex and matrixed environment of global, regional and local stakeholders and events. My curious nature and her deep empathy for others enables me to win the trust team members from all walks of life and cultures. I bring a calm, agile and strategic perspective to every situation, with a unique ability to assess and balance the risks facing an organization and work collaboratively to enable strategic growth and outcomes.

- **Member of the Senior Leadership Team** responsible for setting the strategic direction and successful growth of lululemon.
- **Participant at all Board and Committee meetings**, providing legal support, strategic advice, guidance on corporate governance to the Board of Directors including board self-evaluations, shareholder litigation, Integrity Line investigations, crisis management, executive compensation and Board and CEO succession planning.
- **Developing and guiding the creation of a complex global compliance program** to address legal and regulatory risks faced by the company, particularly in those areas identified as high risk such as Anti-Corruption, Data Privacy and Security, Vendor Due Diligence, and Labour and Employment Standards.
- Collaborating with executive leadership team to bring **agile response and resiliency to crisis management** such as COVID Response, social justice movement, cyber incident management and product risk issues.
- **Building resiliency and risk response** frameworks and playbooks across APAC and China to deepen resiliency and risk monitoring capacity in key markets and enable continued growth.
- **Providing collaboration and guidance** in relation to all aspects of the global supply chain including support on supplier due diligence, onboarding, contracting, supplier disputes, supplier divestment and ethical sourcing.
- **Supporting rapid growth and international expansion** for all channels from 5 countries in 2011 to 17 countries today, including the establishment of corporate structures, hiring of employees, and advising on inter-entity agreements in relation to transfer pricing and tax planning.
- **Strategically directing, managing and defending litigation** and regulatory matters, including securities and HR class actions as well as employment, commercial and intellectual property disputes.
- **Leading a global team** of legal professionals responsible for providing business and legal guidance across 17 different countries in a fast paced, entrepreneurial environment.
- **Lead the global Sustainability Team**, including the development of the company's Impact Agenda, encompassing social compliance amongst lululemon's global factory base, social impact programs, and setting our environmental and sustainability goals.
- **Working closely with investor relations** and public relations team on all public disclosure and investor communications.
- **Providing dynamic leadership** on multiple complex commercial transactions across all business functions including the acquisition of Mirror in 2020, and License Agreements in the Middle East and Mexico.

Counsel TELUS – Senior**March 2000 – May 2011**

Managed, negotiated and provided strategic business and legal advice on M&A and other complex transactions in association with the provisioning of telecommunications and IT products and services.

Bull, Houser & Tupper (now Norton Rose) - Associate**September 1998 – March 2000***Articled Student and Law Co-op Student*

September to April 1997

Varied corporate and commercial practice focused primarily on M&A and other commercial transactions.

SELECT VOLUNTEER AND NON -PROFIT BOARD EXPERIENCE**Canadian Mental Health Association (Vancouver Burnaby Branch)**

2005 – 2011

Board Member and Secretary

TELUS Vancouver Community Board

2008 – 2011

Board Secretary

Vancouver Athletic Football Club

2011 - 2019

Coach U6 – U12

PROFESSIONAL QUALIFICATIONS

Admitted to the Law Society of B.C.

1999

EDUCATION

J.D. University of Victoria 1998

Bachelor of Arts University of British Columbia 1994

SELECTED ADDITIONAL EDUCATION AND AWARDS**Canada General Counsel Awards**

2022

General Counsel of the Year Nominee

Direct Women

2020/2021

Member of the 2020 Direct Women Board Institute

Yale School of Management

September 2020

Fostering Inclusion and Diversity

May 2021

Leading and Managing Globally

Western Canada General Counsel Awards

November 2019

Business Achievement Award

Stanford Directors College

June 2019

Stanford Law School - Executive education program for directors and senior executives of publicly traded companies

The Institute of Corporate Directors

November 2008

Not-For-Profit Governance Essentials Program

Rotman School of Management, University of Toronto and Sauder School of Business, University of British Columbia

Harvard Law School - Negotiations Workshop

June 2002

Program of Instruction for Lawyers