

To our employees,

Thank you for taking the time to share your thoughts and concerns in the above letter. We understand why you feel so strongly about this matter and we appreciate your passion and commitment. We are proud to have such an engaged team that is focused on impacting our world in meaningful and important ways. We support the rights of all individuals to engage in their communities to drive change on the topics and issues they care about.

As business leaders, we also believe in the importance of respecting diversity of thought within our organization and across our customer base. No matter how strongly any one of us feels about an issue, it is important to keep in mind that not all employees or customers agree. Your fellow employees hold a wide range of opinions and perspectives and Wayfair, as a mass-market brand, is oriented to serve a broad and diverse customer base.

As a retailer, it is standard practice to fulfill orders for all customers and we believe it is our business to sell to any customer who is acting within the laws of the countries within which we operate. We believe all of our stakeholders, employees, customers, investors and suppliers included, are best served by our commitment to fulfill all orders. This does not indicate support for the opinions or actions of the groups or individuals who purchase from us.

We encourage all of you to continue engaging in your community and in our democratic system to create meaningful impact and help us build a better world. It is our hope that Wayfair's continued success will enable all of us as individuals to pursue our passions and advance the causes we believe in. We are already seeing much of this through the ongoing philanthropic work and donations driven by many individuals at Wayfair.

Thank you again for expressing your thoughts and opinions. As always, we appreciate the opportunity for dialogue on the topics and issues that matter most.

The Leadership Team