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LOWE'S ANNOUNCES CHANGES TO ONLINE APPLICATION PROCESS FOR RETAIL EMPLOYEES

November 17, 2017 – Mooresville, N.C. Lowe's Companies, Inc. (NYSE: LOW), in partnership with the Judge David L. Bazelon Center for Mental Health Law and others, today announced it has implemented modifications to its process for evaluating and screening online applicants for jobs to ensure people with mental health disabilities can more readily be considered for opportunities with Lowe's.

Like many other large national retailers, Lowe's uses an online assessment that includes questions designed to predict the performance of potential employees. Lowe's partnered with the Bazelon Center, a civil rights advocacy organization for people with mental disabilities to address concerns that its online assessment process might limit Lowe's ability to benefit from valuable contributions that individuals with mental disabilities can make to the success of the company.

The Bazelon Center, applauded Lowe's for modifying its assessment process. The Bazelon Center worked closely with Lowe's, its vendor, and representatives of Kyle Behm, who had applied for a position at Lowe's, to modify the online testing process to better ensure it does not unnecessarily

prevent people with mental health disabilities from finding jobs and making valuable contributions to the workforce.

Jennifer Mathis, director of policy and legal advocacy at the Bazelon Center, applauded Lowe's actions. "People with mental health disabilities should be considered for jobs based on their skills and talents, not screened out based on their disabilities. We are very pleased that Lowe's has modified its job application process to help ensure fair consideration."

"The stigma associated with mental health disabilities should not be reinforced by systems of exclusion," said Kyle Behm, who worked with the Bazelon Center and Lowe's in modifying the assessment process. "Lowe's is to be commended for its efforts to create an organization where everyone has the opportunity to grow and succeed."

Lowe's Senior Vice President of Talent Management, Reginald Henderson, said, "We believe a diversity of backgrounds, experiences and perspectives creates value for our company and customers. We appreciate the Bazelon Center's partnership to ensure our online application process is fair and equitable to all prospective candidates."

About Lowe's

Lowe's Companies, Inc. (NYSE: LOW) is a FORTUNE® 50 home improvement company serving more than 17 million customers a week in the United States, Canada and Mexico. With fiscal year 2016 sales of \$65.0 billion, Lowe's and its related businesses operate or service more than 2,370 home improvement and hardware stores and employ over 290,000 people. Founded in 1946 and based in Mooresville, N.C., Lowe's supports the communities it serves through programs that focus on K-12 public education and community improvement projects. For more information, visit Lowes.com.

About the Bazelon Center for Mental Health Law

Since 1972, the Judge David L. Bazelon Center for Mental Health Law has advocated for the civil rights, full inclusion and equality of adults and children with mental disabilities. The Bazelon Center was pivotal in expanding the civil rights movement to include fighting discrimination against, and segregation of, people with mental disabilities. Today, the

Bazelon Center accomplishes its goals through a combination of litigation, public policy advocacy, public education, and technical assistance.