

HOOKEER[®]

FURNISHINGS

Environmental, Social, and Governance

ESG at Hooker Furnishings

- ESG has long been a focus of Hooker Furnishings...even before it was known as ESG. For example:
 - EFEC certified since 2008 for Hooker Furniture, Sam Moore, Bradington-Young
 - Robust program focused on recycling, reuse, and repurposing waste
 - Active community member – volunteerism and funding
- Why is ESG Important to Hooker Furnishings?
 - It's the right thing to do!
 - Investors are increasingly focused on ESG scores when making investment decisions
 - More buyers are basing their purchasing decisions upon a company's stance with respect to ESG
- Our ESG initiatives were formalized in 2021 by launching the CARE Program
 - CARE stands for Community Action & Responsibility for our Environment
 - The CARE name represents our company culture regarding Environmental, Social, and Governance Issues
 - Consists of cross-brand, cross-site teams who identify and execute initiatives to improve our impact on the environmental and social issues in the communities where we work and live

care.

Community Action & Responsibility for our Environment

CARE Program Commitments



CARE Program Objectives

- Environmental
 - Responsible sourcing natural resources used in our facilities and in our products
 - Reduce our Carbon Footprint by reducing waste, Greenhouse Gas Emissions, energy and water consumption
 - Engage in projects and supporting organizations that enable our communities to work toward a cleaner, healthier place to live
- Social
 - Enhance our position with respect to Diversity, Equity, and Inclusion by implementing initiatives identified by our employee-led Diversity Council
 - Continue our focus on human rights, health, and safety
 - Continue to improve our communities with volunteerism and funding
- Governance
 - Evaluate our initiatives with the Board of Directors to ensure they are aligned with:
 - Current best practices
 - Shareholder expectations
 - Regulatory developments
 - Seek opportunities to further enhance our strong stance on Governance