



HF | HOOKER®
FURNISHINGS

2026
CORPORATE
responsibility report



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A Word from Our CEO



Jeremy Hoff

The past year was one of transformation for Hooker Furnishings.

As we navigated a challenging business environment marked by continued softness in the housing market, shifting global trade dynamics, and cautious consumer spending, we were called upon to make difficult but necessary decisions to position our company for the future. These circumstances tested our resilience and required us to adapt in meaningful ways. While the path was not always easy, it reinforced a fundamental truth about our organization: our strength lies in our people, our values, and our unwavering commitment to doing the right thing.

Throughout this period of change, we remained focused on being responsible stewards of our business, our communities, and our resources. We continued to advance initiatives that support sustainable operations, promote ethical business practices, and create positive impact in the places where we live and work. We believe that long-term success is built not only through financial performance, but also through the trust we earn from our employees, customers, partners, and communities.

Our commitment to sustainability also remained steadfast. We continued taking intentional steps to improve efficiency, reduce waste, and make thoughtful decisions throughout our operations and supply chain. While there is always more work to do, we will continue to look for ways to try to improve and make progress that will hopefully benefit future generations.

Most importantly, I want to recognize our employees. Their dedication, adaptability, and perseverance carried us through a year of significant change. Time and again, our teams demonstrated what it means to work together with purpose, support one another, and remain focused on serving our customers and communities. Their efforts continue to shape the culture that makes Hooker Furnishings a special place to work and a trusted partner to those we serve.

As we look ahead, we do so with confidence and determination. The challenges facing our industry remain real, but so do the opportunities before us. By staying true to our values, embracing innovation, and maintaining our commitment to responsible business practices, we are building a stronger, more focused company prepared for the future.

Thank you for joining us on this journey and for supporting our commitment to corporate responsibility. Together, we are creating lasting value for our stakeholders while making a positive difference in the communities we call home.



our
family
of brands

HOOKER®
FURNISHINGS

HOOKER®
FURNITURE

HOOKER®
CASEGOODS

HOOKER®
UPHOLSTERY

HOOKER®
CUSTOM UPHOLSTERY

HOOKER®
INTERNATIONAL

SLH
A Hooker Furnishings Company

shenandoah
furniture
A Hooker Furnishings Company

Sunset West
FINE OUTDOOR FURNISHINGS

H
CONTRACT®

MARGARITAVILLE®

about CARE

At Hooker Furnishings, we CARE!

We CARE about the Environment We CARE about People,
We CARE about Doing What is Right

We established a cross-functional, cross-brand team in 2021 to focus on the things that matter to our company, our people, our community, and our shareholders. We named this team CARE, Community Action and Responsibility for the Environment because it speaks to the character of our organization.

Supporting the mission of CARE, the Board of Directors adopted a set of policies and practices addressing environmental stewardship, corporate responsibility, and corporate citizenship.

Our CARE team is empowered to take action to improve our company and the communities where we work and live.

care.





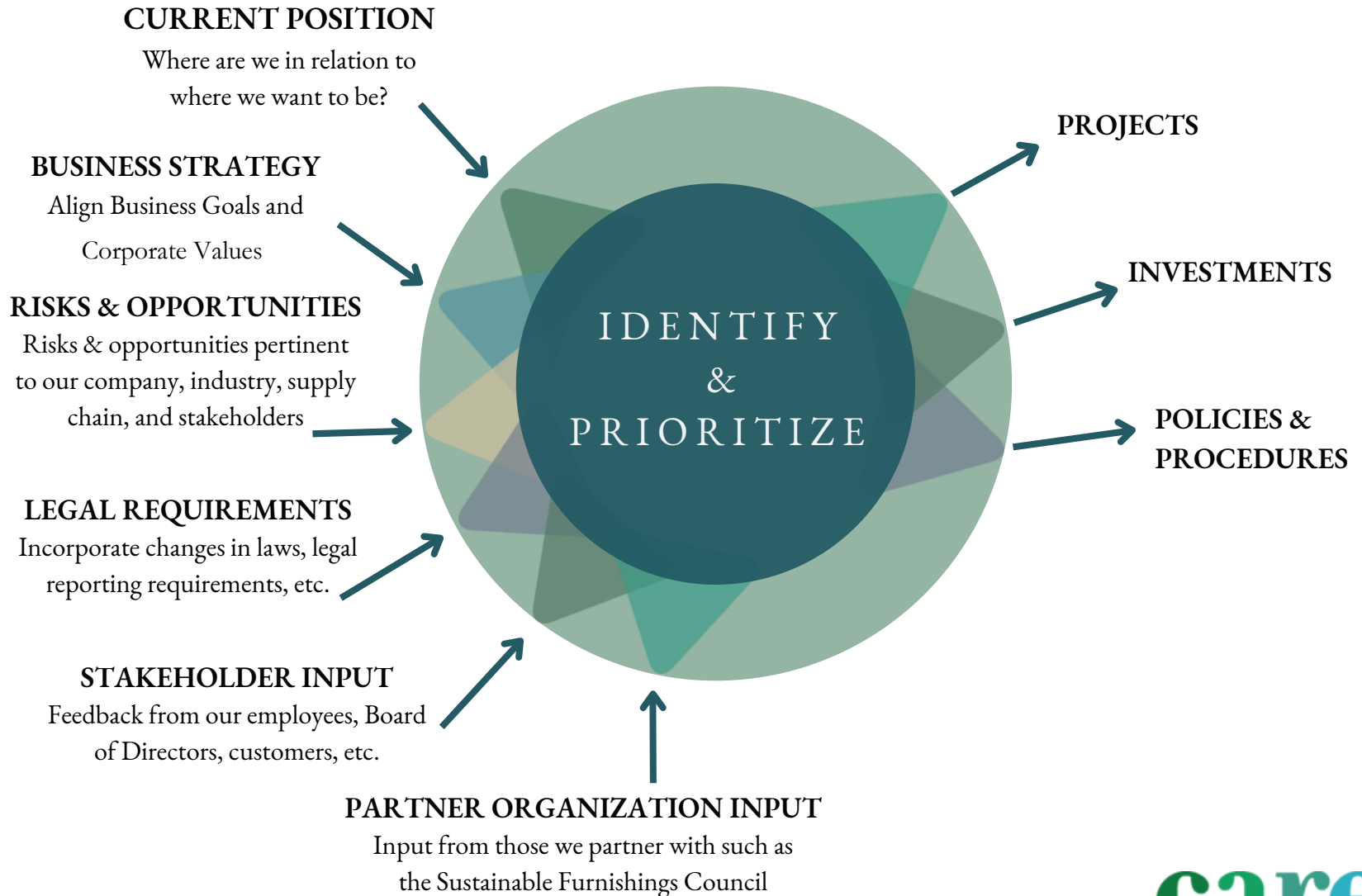
the CARE *approach*

WE ARE COMMITTED TO...

- Being ethical in our business practices
- Preserving the earth's natural resources through sustainable business practices
- Treating others as we wish to be treated
- Respecting human rights
- Fostering Belonging
- Being an Active Member of the communities in which we work and live
- Donating
- Volunteering
- Focusing on PROGRESS, we recognize that not every project, investment, policy, or procedure will change our world. But every step in the right direction adds up to making the world better.

care.

the CARE *approach*



care.

CARE: *our partners*



The Arbor Day Foundation (ADF) has been inspiring people to plant, nurture, and celebrate trees since 1972, and that simple mission has had a global impact. The Foundation has grown over the last 50 years to become the largest member nonprofit organization dedicated to planting trees. And in that time, ADF has worked with members, supporters, and a strong network of partners, including Hooker Furnishings, to plant and distribute nearly 500 million trees worldwide.



The Forest Stewardship Council (FSC®) is an international nonprofit organization dedicated to promoting responsible forest management worldwide. FSC brings together environmental, social, and economic stakeholders to establish standards that help protect forests, wildlife, and the rights of workers and Indigenous peoples.

Through FSC certification, companies can demonstrate their commitment to sourcing wood and forest-based materials from responsibly managed forests. As an FSC-certified company, Hooker Furnishings supports sustainable forestry practices and responsible supply chains that help preserve forest resources for future generations.



The Sustainable Furnishings Council (SFC), a 501(c)(3) corporation, is a coalition of manufacturers, retailers, and designers dedicated to raising awareness and expanding the adoption of environmentally sustainable practices across the home furnishings industry. The SFC focuses on industry transformation, increasing interest in environmentally safe furnishings, and promoting the development of more sustainable options. The SFC provides guidance, education, and networking opportunities.



In our ongoing effort to support the environmental protection and preservation of the Dan River Basin area, Hooker Furnishings and six other regional companies founded the Eco Ambassador Council (EAC) in 2020. The EAC organizes support for environmental projects that help increase tourism and economic development in the Dan River Basin area, while preserving natural resources in that area for future generations.

care.



To achieve our sustainable operations goals, we actively pursue and uphold EFEC certification.

EFEC is a voluntary environmental management system created by the **American Home Furnishings Alliance (AHFA)** in 1999 to help members develop and maintain strong, proactive environmental programs. EFEC stands for “Enhancing Furniture’s Environmental Culture.” The program remains as relevant today as when it was introduced over two decades ago, providing a systematic approach to improving a company’s environmental performance and, in turn, its profitability.





resilience & adaptation

We continue to acknowledge the need to adapt to weather and climate-related risks to reduce their potential impact on our operations and to increase our resilience. We are committed to understanding, assessing, and mitigating these risks to safeguard our business and stakeholders. Through proactive measures such as diversifying sourcing channels, enhancing resilience in supply chains, and investing in renewable energy solutions, we aim to mitigate weather and climate-related risks while seizing opportunities for sustainable growth. By integrating environmental risk management into our decision-making processes, we strive to adapt to changing environmental conditions, increase our resilience, and ensure the long-term viability of our business.





sustainability

sustainable operations

At Hooker Furnishings, we look for ways to try to minimize our impact on the environment. Below are just a few ways we are making a difference:

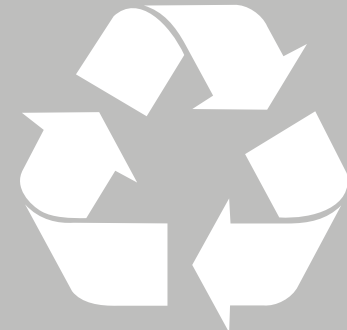
- We recycle, reuse, or repurpose 100% of pallets.
- We repurpose 100% of wood chips and sawdust from our Bradington-Young and Shenandoah facilities for use in the farming industry.
- We reduced 100% of the plastic waste in our cushion production by investing in new equipment at HF Custom.
- We reduced Styrofoam/packaging waste by switching to biodegradable packing.
- We reduced our plastic bottle waste by 85% by installing bottle fill stations company-wide while our recycling programs aim to keep the remaining 15% out of the landfill.
- We recycle 100% of leather scraps at Bradington-Young with plans to expand the program to all domestic sites using leather in the future.
- We recycle 100% of fabric scraps from our Bradington-Young facility. All remaining domestic facilities recycle 50% to 80% of fabric scraps, with plans to continue to expand the program in the future.
- Since opening our Midway, GA facility in October 2021, we have reduced drayage by 439,300 miles (as of October 2025).
- We maintained our VOC emissions (a precursor to the formation of unhealthy ozone in the air) at our HF Custom facility, resulting in the facility being reclassified under the Clean Air Act from an EPA Title V Major Source to a Synthetic Minor Source (emissions controls and air permits).



R E D U C E



R E U S E



R E C Y C L E

energy usage *and efficiency*

In FY25, we utilized 12,948,197.14 kWh of energy.

Of that total, we utilize renewable energy at:

- HF Custom - 100%
- Midway - 35%
- Sunset West - 100%

We continue to seek renewable energy options for all our facilities.

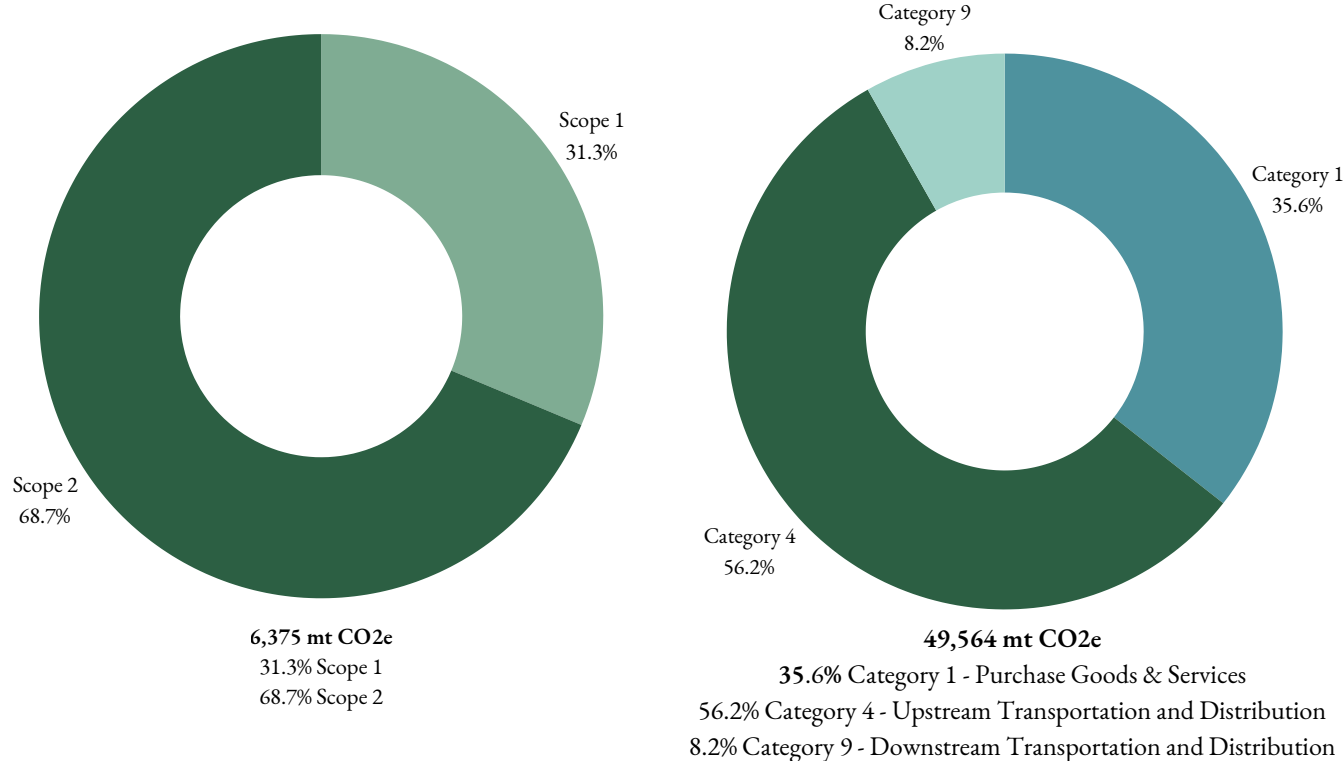
“Recognized as Appalachian Power
2024 top performer for energy
efficiency (Martinsville, VA)”

	Electricity (kWh)
	Normalized Total
58 Warehouse	242,181.82
Bobo's Intriguing Objects	80,856.00
CDC 2 Warehouse	796,363.64
CDC Warehouse	511,376.29
Cherryville BY	494,100.00
Corporate Office	487,505.45
Hickory BY	1,322,650.93
High Point Office	220,189.20
HMI Showroom	622,710.00
Hooker Showroom	735,009.00
Midway	1,682,856.00
Mt. Airy	1,963,703.42
People's Republic of China	1,141.13
Sam Moore	2,008,771.00
Shenandoah Beaver Creek	550,254.55
Sunset West	264,635.70
Valdese	801,975.27
Vegas Showroom	79,354.00
Vietnam	82,563.75
TOTAL:	12,948,197.14

greenhouse gas emissions

Hooker Furnishings has completed an inventory of our GHG emissions for FY25. This inventory has been verified by Apex Company, LLC. For the official verification statement, please visit <https://investors.hookerfurnishings.com/corporate-governance>

55,939 mt CO₂e 2025 Emissions Breakdown



water usage & waste reduction

WATER USAGE

Water is an essential natural resource for basic human needs such as cooking, drinking, and hygiene. As such, we want to ensure we strive to manage this resource responsibly.

In 2023, we began an initiative to evaluate and improve water usage, starting with two of our warehouses. The water supply lines, valves, and fixtures were updated at these locations, resulting in a decrease in water usage by 50%.

We continued these updates throughout last year and remain committed to further improvements. Two additional locations—one manufacturing facility and one distribution center—have since been upgraded with new fixtures.

Additionally, we installed metered fill stations for DC electric material handling battery maintenance as part of our conservation efforts.

Looking ahead, we will continue to identify and try to implement opportunities for water conservation where possible across our operations throughout the year.

WASTE REDUCTION

Waste reduction and responsible disposal are not only crucial for environmental stewardship but also for enhancing operational effectiveness and reducing costs.

At Hooker Furnishings, we seek to minimize our environmental footprint through a variety of initiatives and are actively evaluating our waste management practices to try to identify new opportunities for efficiency and sustainability across our operations.

Our goal is to continuously improve waste reduction efforts, aligning with industry best practices while contributing to a more sustainable future.

sustainability *journey*

At Hooker Furnishings, sustainability is a journey, and we are taking measured steps to integrate responsible practices into our operations. As part of this ongoing effort:

- The Shenandoah Furniture division completed its first year as a FSC® certified manufacturer and passed its annual audit 1st quarter 2026.
- We are certified to purchase FSC®-certified finished goods from one of our manufacturing partners in Vietnam—an important first step as we work to expand our product portfolio on responsible sourcing efforts.

While these initiatives mark the beginning of our FSC® journey, we will continue to strive to expand these practices as we continue to refine our approach to sustainability and responsible sourcing.



sustainable sourcing



All wood products used within 3 of our domestic production facilities are *sustainably sourced* and *certified*:



care.

product safety *and safe use*

At Hooker Furnishings, we take pride in the quality of our furniture and the safety of our products for our customers.

Our principles include:

1. **Safety:** We prioritize the safety of our customers by providing clear instructions and warnings regarding any hazardous materials present in our products.
2. **Compliance:** Our products comply with all relevant laws, regulations and standards regarding hazardous materials and safety.

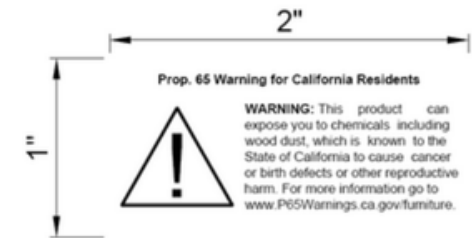
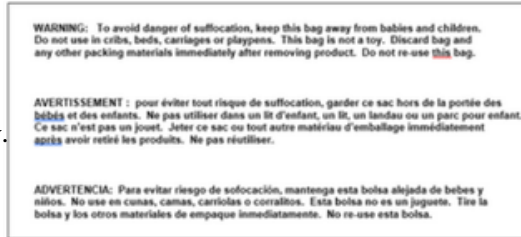
Our tests include the following:

Citation	Title
16 CFR 1261 (ASTM F2057-2023)	Safety Standard for Clothing Storage Units
ASTM F3096	Performance Specification for Tipover Restraint(s) Used with Clothing Storage Unit(s)
ASTM D4587-23 (UVA 351)	Fluorescent UV -Condensation Exposure (dry). Applied on paints and finishes
Hooker Standard	Bed Strength Under Static Load
NMFC Rule 181	Furniture Packaging Performance Testing
ASTM D1211-97	Temperature Change Resistance of Clear Nitrocellulose Lacquer Film Applied to Wood. Commonly known as hot and cold cycle tests on finishes
16 CFR 1213, 16 CFR 1513 (ASTM F1427)	Safety Standard for Entrapment Hazards in Bunk Beds.
ASTM B1117-19	Salt Spray Apparatus Test. Commonly known as corrosion test on metal and hardware
AATCC 8	Color Fastness to Crocking, commonly performed on fabric and leather
16 CFR 1303	Ban of Lead-Containing Paint and Certain Consumer Products Bearing Lead-Containing Paint
California AB2998	Consumer Products: Flame Retardant Materials
40 CFR part 770 (TSCA Title VI)	Formaldehyde Standards for Composite Wood Products.
16 CFR 1307 & Section 108(a) of CPSIA of 2008	Prohibition of Children's Toys and Child Care Articles Containing Specified Phthalates
ASTM F2813-18	Specification for Glass Used as a Horizontal Surface in Desks and Tables
16 CFR 1640 (TB117-2013)	Standard for Flammability of Upholstered Furniture
UL 1678	Standard for Safety - Household, Commercial, and Institutional-Use Carts, Stands and Entertainment Centers for Use with Audio and/or Video Equipment
Partial Testing to:	
BIFMA X5.1	General-Purpose Office Chairs Test
BIFMA X5.5	Desk and Table Products
UL 4041	Outline of Investigation for Outdoor Furniture

3. **Risk Awareness:** We inform our customers of any potential risks associated with our products. Visit our website for more information.

4. **Customer Support:** We offer customer support and assistance to address any questions or concerns related to hazardous materials in our products and will provide Safety Data Sheets to customers upon request.

5. **Continuous Improvement:** We continuously assess and aim to improve our products to minimize risk. By adhering to these principles, we aim to ensure the safety and well-being of our customers while providing a product that enhances the home.



care.



Arbor Day Foundation

Hooker Furnishings has donated to the Arbor Day Foundation to support reforestation efforts. Looking ahead, we are continuing our partnership and exploring additional ways to expand our impact.

The Arbor Day Foundation is a 501(c)(3) nonprofit dedicated to conservation and environmental education. With the support of its members, donors, and partners, the organization has planted nearly 500 million trees worldwide to create a greener, healthier future.

To learn more about their mission, visit arborday.org.

care.

A modern outdoor lounge area featuring three white lounge chairs with light-colored cushions arranged on a light-colored stone patio. A large white patio umbrella stands behind the chairs. To the left, a swimming pool with blue water is visible, with a yellow and white striped beach ball floating near the edge. In the background, a woman in a yellow dress is walking, slightly blurred, carrying a white tray. The area is decorated with potted plants, including a small tree with red flowers and two large pots of yellow and red flowers. The background is a dark green hedge.

the people

care about people

HUMAN RIGHTS



Hooker Furnishings recognizes the importance of promoting and respecting human rights in all locations of our global operations and supports the United Nations Declaration of Human Rights. We are committed to preventing all forms of child labor, forced labor, and human trafficking in our organization and our supply chains. Our mission is to offer innovative, high quality products of exceptional value while protecting, safeguarding, and valuing the rights of all employees and stakeholders. The Hooker Furnishings Board of Directors has oversight and responsibility for the Human Rights and Labor Principles.

PAY EQUITY



At Hooker Furnishings, championing pay equity is not just a priority but an integral part of our organizational culture. Our commitment to pay equity extends beyond mere compliance with regulations; it's a reflection of our dedication to fostering an inclusive workplace where every individual is valued and compensated fairly for their contributions. Regular audits and assessments are conducted to identify and address any discrepancies, ensuring that gender, race, or any other demographic factor does not influence compensation decisions. By focusing on pay equity, we not only uphold our values of fairness and integrity but also cultivate a culture of trust and respect among our employees.

EQUAL EMPLOYMENT OPPORTUNITY



- We are committed to providing a workplace that is free from all forms of harassment, discrimination and inequity. We recruit, employ, promote, and compensate without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, citizenship, marital status, or any other characteristic protected by federal, state, or local laws.
- We expect the same of our business partners, vendors or other third parties with whom we have dealings.

RESPECT & OPPORTUNITY



- Hooker Furnishings is committed to fostering a workplace where all employees, customers, and retail partners feel valued and respected.
- As a global organization, we recognize the importance of different perspectives and believe that listening to all voices helps us work better together.

WORK HOURS, WAGES, & BENEFITS



- We compensate employees competitively relative to the industry and local labor market, and in accordance with all applicable federal, state, local wage, work hour, overtime, and benefit laws.
- Hooker Furnishings carefully evaluates our overall compensation and benefits packages regularly to ensure the economic security and safety of our workforce.

employee *development*

At Hooker Furnishings, we are committed to providing our employees with the tools and resources they need to succeed. That's why we are proud to say that we provided, on average, 27 hours of training in 2025 per employee in the topics of:

- Safety
- Leadership training
- Security awareness
- Inclusion training
- Cybersecurity awareness training
- Mental Health Awareness
- Systems training
- CPR training
- Anti-bribery / anti-corruption
- C-TPAT: Customs Trade Partnership Against Terrorism
- Harassment Prevention

In addition, we provide on-the-job support to help employees excel in their roles. We continuously evaluate our training needs and programs to help our employees continue to grow in their careers at Hooker Furnishings.



24k

Training Hours Annually



care.



respect & *opportunity*

culture of *respect* and *opportunity*

Hooker Furnishings is dedicated to fostering a culture of opportunity and respect for all members of our team, as well as our customers and retail partners. We believe that embracing and valuing different perspectives is not only the right thing to do but also strengthens our business. As a multicultural, global organization, we thrive as “One Company, One Team” when every voice is heard and valued.

Our approach includes several key focus areas:

- *Leadership Support*: Executive management ensures that our efforts to cultivate a welcoming and inclusive environment align with the company’s overall business strategy. Leadership also actively supports initiatives that create a sense of belonging across all teams.
- *Employee Council*: We have an employee-led council that represents all areas of our organization and meets regularly to implement programs that strengthen understanding, address challenges, and celebrate unique perspectives.
- *Development and Learning*: This past year, we focused our training efforts on enhancing conflict management skills and the ability to give and receive constructive feedback. These skills are critical for fostering stronger working relationships and supporting individual and team growth. Ongoing learning opportunities are provided to ensure all employees can develop the tools they need for success.
- *Open Communication*: We prioritize honest and open dialogue as a cornerstone of progress. We encourage feedback from our team members, customers, and partners and maintain an open-door approach to ensure everyone feels heard and valued in our shared journey toward continuous improvement.
- *Talent and Growth*: Hooker Furnishings is committed to attracting, retaining, and developing skilled individuals from all backgrounds. This includes formal partnerships to expand our talent pool and an internship program designed to build a strong pipeline of future leaders.
- *Community Engagement*: We give back to the communities where we live and work by supporting initiatives that strengthen and uplift local organizations and causes.



By embedding these principles into our daily operations, Hooker Furnishings aims to create a workplace where every individual feels valued, respected, and empowered to contribute their best.

evolving our workforce

Expanding Talent Pipelines

- Through our Furniture Market Internship program, we provide aspiring professionals with hands-on experience and exposure to the furniture industry in areas such as customer service, hospitality, marketing, and sales.
- Our summer internship program creates opportunities for students and recent graduates to gain practical experience while contributing to meaningful business initiatives.
- We are strengthening our partnerships with local HBCUs and actively look for opportunities to expand access to diverse talent and build future workforce pipelines.

Enhancing Employee Training

- We expanded employee development opportunities through targeted training initiatives, including feedback and conflict management training for people leaders, to strengthen communication, collaboration, and leadership effectiveness.
- We reinforced our commitment to continuous learning by providing employees at all levels of the organization with access to training and development resources that support professional growth, adaptability, well-being, and long-term career success.

Investing in Employee Development

- Employees have access to continuing education opportunities, leadership development programs, and tuition reimbursement benefits that support professional growth and lifelong learning.

Strengthening Community Partnerships

We support a variety of community organizations and initiatives that promote education, youth development, health and human services, arts and culture, environmental conservation, and economic vitality. These partnerships reflect our ongoing commitment to strengthening the communities where our employees live and work.

health & *safety*



occupational *health & safety* policy

The safety and health of our employees are of the utmost importance to us. Therefore, we strive to provide and maintain a safe, healthy, secure, and productive workplace in conjunction with our employees by addressing and remediating identified risks of accidents, injury, and impacts on health. We have established safety committees that consist of management and employee representatives. These committees are tasked with identifying and reporting hazards and unsafe work practices, removing obstacles to accident prevention, and evaluating our effort to achieve an accident and injury-free workplace. They have adopted the following as some of their guiding principles:



To strive to meet our goal of ZERO:
Zero accidents. Zero injuries.



To stay up-to-date and improve upon
our training initiatives as our industry
and its regulations evolve.



To provide employees with the right
tools for the job, staying on the
forefront of ergonomic solutions and
personal protective equipment.



To take every report or incident
seriously, investigating thoroughly to
find the best resolution and to try to
prevent it from occurring again.



To continuously measure our
performance to align with the
industry's best practices.



Visit our Policies page for the link to a
full copy of our Occupational Health
& Safety Policy.

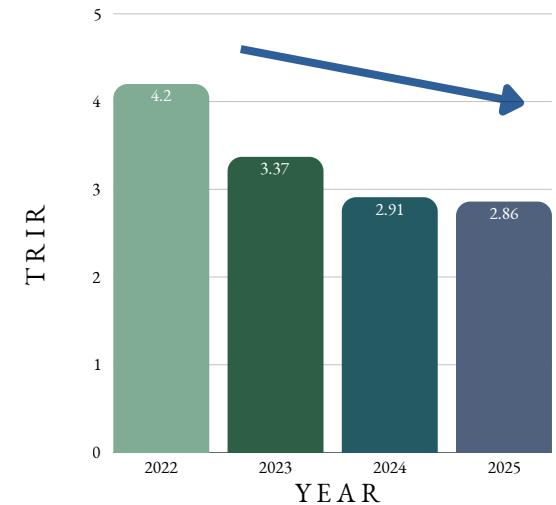
keeping our employees *safe*

In our continued commitment to keeping our employees safe, in 2025 we:

- Streamlined our workers' compensation process
- Standardized transitional duty for affected employees
- Revamped our Safety and Environmental Training Programs and Schedules
- Added bilingual options to all training programs, ensuring accessibility for all employees (completed last year with one final addition in January 2024)
- Revamped our Environmental Testing Program, including:
 - Annual hearing tests
 - Permissible Exposure Limits (PEL) Testing Schedule
 - Third-party risk assessment audits
 - Ergonomic improvement audits and investments
- Built training relationships with local Fire / EMS / Hazmat to perform semi-annual audits voluntarily
- Finalized plans with the Bedford emergency response teams to allow full access to the facility for training as needed, covering fire, hazmat, and physical threats (including active shooter preparedness)
- Upgrading the security and camera systems at multiple locations as a key focus for 2024
- Worked with local law enforcement professionals to grant facility access for response training
- We believe working together can create a safer and healthier workplace for our employees.

Our Total Recordable Incident Rate (TRIR) for 2025 is 2.86 per 100 employees, which is below the industry average for our organization type. This marks an improvement from 2.91 in 2024. Additionally, there were zero fatalities.

With a focus on continued progress, we continue to identify and implement activities that will help us further reduce our TRIR in pursuit of our goal of ≤ 2.75 with zero OSHA recordables.





corporate *citizenship*

ethical leadership

Hooker Furnishings strives to model good Corporate Citizenship for our industry peers, colleagues, and business associates, putting business ethics at the top of our priorities list. Our business ethics initiatives fall into two main categories:

ADHERING TO OUR business code of ethics

- Review/maintain our Code of Ethics (CoE) on an annual basis.
- Communicating CoE internally.
- Employees required to agree to and sign on CoE upon hire.
- Periodic employee assessment and compliance agreement to ensure understanding of and adherence to the CoE.
- Anti-Bribery / Anti-Corruption Training for employees upon hire with annual reassessment.
- Regularly review best practices to look for opportunities to improve.

VERIFYING OUR VENDORS' code of ethics compliance

- Periodically review and maintain Vendor Code of Conduct (VCoC).
- Communicating our VCoC with International Suppliers and Vendors and receive signed written commitment to adherence.
- Audit multiple Suppliers and Vendors annually to ensure compliance.
- Assist Suppliers and Vendors that are not in compliance with our VCoC, offering education and training to bring them back up to speed, and in some cases where it is warranted, terminating the relationship.
- Maintain record of Supplier and Vendor compliance as a future reference point.

corporate *risk management*

Managing risk is important. To protect our organization from potential losses or threats, Hooker Furnishings utilizes the following Corporate Risk Management framework:

1. On an annual basis, Hooker Furnishings engages with stakeholders to identify and assess potential risks that could impact the company's objectives and operations. This includes risks related to strategic objectives, operational processes, financial performance, regulatory compliance, internal controls, technology, cybersecurity, data privacy, supply chain, reputation, and other key areas. During fiscal 2026, the Company continued to evaluate and enhance its enterprise risk management processes to address evolving business and operational risks.
2. Risks are assessed based on the likelihood of occurrence and potential impact upon the organization.
3. Risk mitigation strategies and action plans are identified. Risk assessments and related mitigation activities are reviewed periodically with management and the Board of Directors.
4. The prioritized list of risks, along with relevant insights and disclosures, is published in the company's annual report (Form 10-K) filed with the Securities and Exchange Commission (SEC) and other regulatory bodies. This provides transparency to investors, analysts, regulators, and other stakeholders regarding the company's risk profile and management strategies.
5. Throughout the year, the risk management process is continuously monitored, and changes in the risk landscape are identified and assessed on an ongoing basis. Any significant developments or emerging risks are reported to senior management and the board of directors promptly. Regular updates on risk management activities and performance are provided to stakeholders through internal reports, board meetings, investor communications, and other channels. Cybersecurity, operational, supply chain, and regulatory risks continue to be areas of focus within the Company's risk management process.
6. The Board of Directors conducts a regular review of the corporate risk management process to ensure its effectiveness, relevance, and alignment with the company's strategic objectives and risk appetite. Oversight includes enterprise risk management activities related to financial reporting controls, cybersecurity, compliance, operational resilience, and strategic business risks. Lessons learned from past experiences, industry trends, regulatory changes, and emerging threats are incorporated into the risk management framework to enhance its resilience and adaptability over time. The Company will continue to refine and strengthen its risk management practices to support long-term operational and strategic objectives.

ethics in supply chain

Hooker Furnishings is proud of the way that we conduct ourselves as an organization, and we insist that our vendors act in a similarly fair and ethical manner. 100% of our international supplier base has signed our Vendor Code of Conduct which addresses:

- Complying with the laws, rules, and regulations applicable to each specific location the Vendor Provider operates within.
- Child Labor Policy
- Involuntary Labor Policy
- Non-Discrimination, Fair Discipline, Coercion, and
- Harassment Policy
- Health, Safety, and the Environment
- Compensation Policy
- Working Hours Policy
- Responsible Sourcing
- Monitoring Transparency
- C-TPAT (Customs Trade Partnership Against Terrorism) Certification

All international vendors are audited semi-annually in order to assess compliance. Vendors receive a rating of:

A: Leading Partner

B: Baseline Partner

C: At Risk Provider

We utilize these ratings to determine future purchasing decisions. In addition, we offer feedback and guidance to vendors who wish to improve their standing.



responsible sourcing

SEDEX Membership and 4-Pillar Audit Completion

As part of our ongoing commitment to ethical business practices and corporate social responsibility, Hooker has become a member of SEDEX (Supplier Ethical Data Exchange). This membership enhances transparency in our supply chain and reinforces our dedication to responsible sourcing.

Additionally, we have successfully completed the SEDEX 4-Pillar SMETA (Sedex Members Ethical Trade Audit), which evaluates our performance in key areas: Labor Standards, Health & Safety, Environmental Impact, and Business Ethics. This rigorous audit demonstrates our adherence to global ethical standards and our commitment to continuous improvement.

By aligning with SEDEX and undergoing the 4-Pillar audit, we strengthen our corporate values, support sustainable business practices, and provide stakeholders with greater confidence in our operations.



charitable giving - *our focus*

OUR FOCUS:

We focus charitable giving in these areas.

- *Health & Welfare:* We support organizations that help our communities and their families in times of crisis, support at-risk youth, advance medical research, promote mental health awareness, and advocate for our seniors. That is why we donate to organizations such as the United Way, the City of Hope, and the Boys and Girls Clubs.
- *Empathy & Fairness:* We believe in fostering kindness, respect, and opportunities for all. As part of this commitment, we support organizations like the Equal Justice Initiative and The Trevor Project, which work to uplift communities and promote fairness in society.
- *Environment:* Hooker Furnishings is committed to protecting the environment for future generations. As such, we are Board members and financial supporters of the Eco Ambassador Council, which focuses on supporting environmental protection and preservation opportunities in the Dan River Basin region. In addition, to support reforestation efforts, we are members of the Arbor Day Foundation.
- *Education & the Arts:* We donate to programs such as Piedmont Arts and the Virginia Museum of Natural History with the goal of making education and the arts accessible to all, regardless of their economic situation. We proudly sponsor the Hooker Scholarship Foundation, which offers merit and needs-based scholarships to the spouses and children of our employees.
- *Animal Welfare:* We can't forget our animal friends. We are committed to supporting animal health and well-being through the sponsorship of organizations like the SPCA, Humane Society, and other local animal shelters. We routinely revisit the organizations we partner with and adjust our sponsorships based on the need and the value we feel we can bring to our communities.



care.

the spirit of *stewardship*

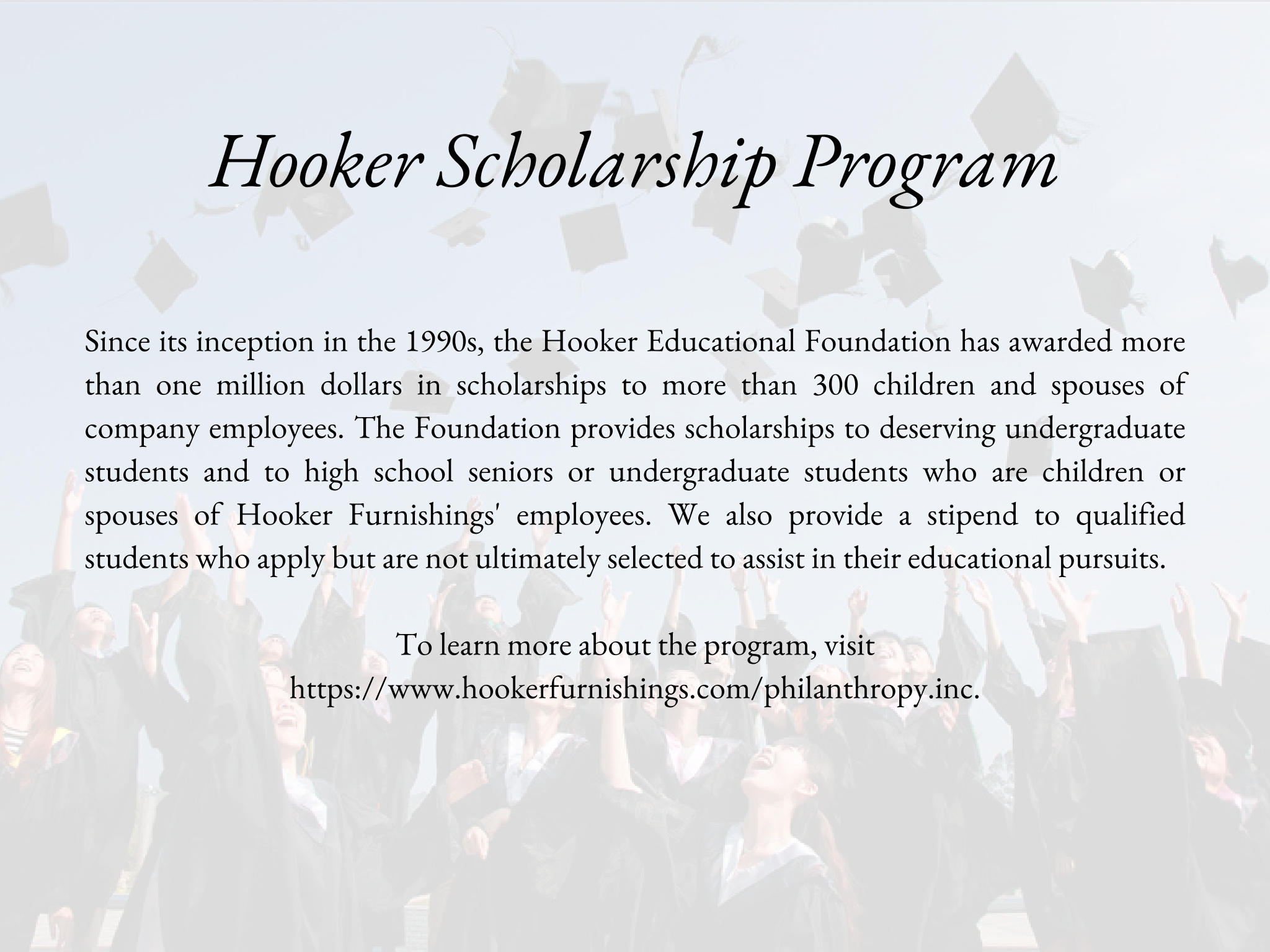
Hooker Furnishings is committed to supporting initiatives that strengthen our communities, protect natural resources, and create lasting positive impact. Through partnerships with local organizations and industry leaders, we seek opportunities to contribute to projects that enhance environmental sustainability, education, recreation, and quality of life throughout the regions where we operate.

One example of this commitment is our involvement with the Eco Ambassador Council (EAC). As a founding member, Hooker Furnishings collaborates with other regional businesses to support environmental and community projects across the Dan River Basin. Through the Council, member organizations pool resources, share ideas, and invest in initiatives that promote conservation, environmental education, public access to outdoor spaces, and long-term stewardship of natural resources.

The Eco Ambassador Council's work demonstrates the power of collective action. By bringing together businesses, nonprofit organizations, municipalities, and community volunteers, these projects create meaningful benefits for both the environment and the communities they serve.

Through efforts such as these, Hooker Furnishings continues to support responsible stewardship, community engagement, and partnerships that help build a stronger and more sustainable future.





Hooker Scholarship Program

Since its inception in the 1990s, the Hooker Educational Foundation has awarded more than one million dollars in scholarships to more than 300 children and spouses of company employees. The Foundation provides scholarships to deserving undergraduate students and to high school seniors or undergraduate students who are children or spouses of Hooker Furnishings' employees. We also provide a stipend to qualified students who apply but are not ultimately selected to assist in their educational pursuits.

To learn more about the program, visit
<https://www.hookerfurnishings.com/philanthropy.inc>.



on the *horizon*

planning for the *future*

As we look ahead, Hooker Furnishings remains focused on creating long-term value through responsible business practices, employee development, environmental stewardship, and community engagement. Building on the progress highlighted throughout this report, we aim to:

- Advance sustainability initiatives that support responsible sourcing, operational efficiency, and environmental responsibility throughout our business.
- Invest in our people through training, development, and leadership opportunities that help employees grow, adapt, and succeed.
- Maintain a safe, secure, and inclusive workplace where employees have the resources and support they need to perform at their best.
- Strengthen partnerships with educational institutions, community organizations, and industry groups to support workforce development and create positive community impact.
- Support initiatives that promote environmental conservation, community well-being, and responsible corporate citizenship in the regions where we live and work.

As we move forward, we remain committed to balancing business success with social and environmental responsibility, ensuring that our actions today contribute to a stronger company, healthier communities, and a more sustainable future.





policies

our *policies*

To learn more about the policies which help shape our efforts, please visit the links below.



PRODUCT
TESTING &
SAFETY



CODE OF
CONDUCT &
ETHICS



HUMAN RIGHTS
POLICIES



ENVIRONMENTAL
POLICIES



VENDOR CODE
OF CONDUCT



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