

# 100 HF

A CENTURY OF HOME

1924 - 2024



2024 Corporate Responsibility Report

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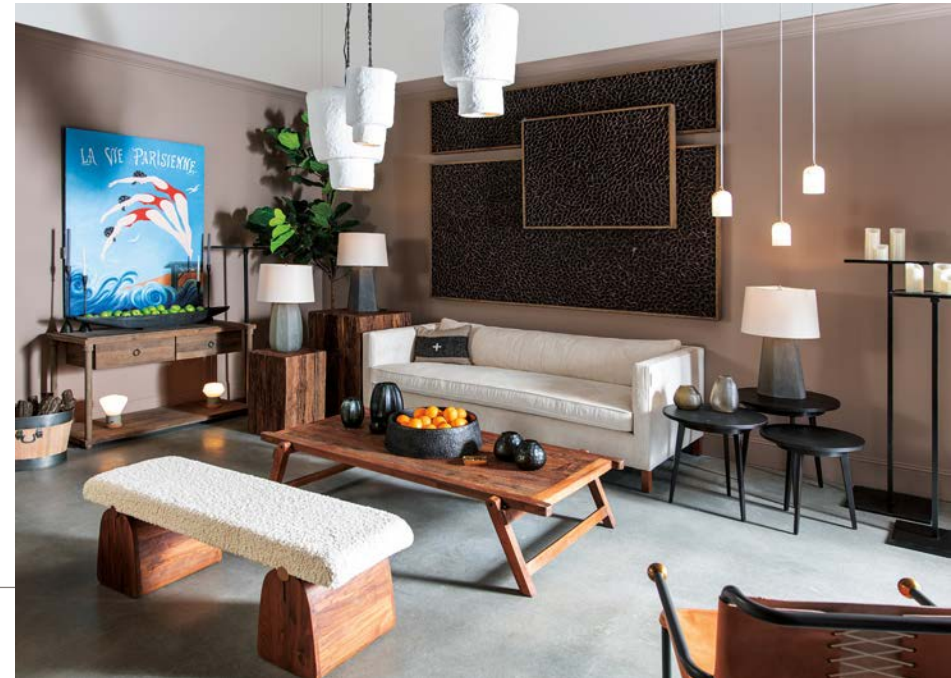
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Hooker Furnishings flagship brand is celebrating its 100th year of business in 2024. As part of our centennial milestone, we are taking a look back at our rich history of design leadership, culture, and legacy of giving. As we reflect, it's a positive reminder that our company's core values have always revolved around building quality products, while taking care of our people and leaving the world a better place than we found it.

The past year was no different as our CARE and AIDE committees continue to advance this legacy by finding new ways to improve the well-being of our planet, promote equity inside our company, and support the communities in which we work and live.

In 2023, we were proud to be recognized as an Appalachian Power 2023 Top Performer for energy efficiency in Martinsville, Virginia. We reduced emissions of volatile organic compounds (VOCs) at our Sam Moore facility, resulting in a reclassification of the facility under the Clean Air Act from an EPA Title V Major Source to a Synthetic Minor Source (Emissions Controls and Air Permits). We also implemented process improvements in our Shenandoah facilities, which reduced energy consumption and landfill waste. This effort exceeded the stretch goals we set for ourselves.

With a focus on talent acquisition and development, we established a new internship program focused on building a diverse pipeline of talent for future roles within our company, and we continued to support the communities in which we work and live by donating \$1.4 million of monetary and in-kind support.

As part of our centennial year, we also have plans to amplify our philanthropic activities in an even more meaningful way. You'll read more about our 100 Acts of Kindness Program within this report.

From a product perspective, our acquisition of BOBO Intriguing Objects expanded our product assortment into the lighting, accessories, and decor segments of the industry while also adding more sustainable product design to our portfolio. Through the creative use of recycled and remnant materials, many items within the BOBO product assortment feature repurposed elements, diverting waste from landfills.

Looking back at 2023, I'm incredibly proud of the progress our team continues to make. With a focus 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.

Here's to a century of achievements, to our continued focus on progress, and to the boundless potential that lies ahead.

Jeremy Hoff  
Chief Executive Officer  
Hooker Furnishings

## One century. Thirteen brands. Infinite history.

In our 100th year of business, we have deep roots in the industry and a heritage that we want to convey and preserve. It's the perfect time to acknowledge the past while looking forward to the future.

*We can't wait to celebrate 'A Century of Home' with you!*

“ We have a rich heritage that is centered around enhancing the lives of the people we touch. Whether that's through the products we make, the thousands of people we employ, the relationships we build with our partners, or the support we provide to our communities, Hooker Furnishings has consistently operated – and succeeded – by putting integrity, our team, and our philanthropic culture at the forefront of everything we do.”

*Jeremy Hoff*



1924

A modern conveyor system was installed, which improved efficiency and accelerated production.



1960s

Clyde Hooker Jr. passed the torch of leadership to Paul B. Toms Jr., grandson of Clyde Hooker Sr.



2000s

Jeremy Hoff became the fourth Chief Executive Officer of Hooker Furnishings in the company's 97-year history, assuming the position upon the retirement of Paul B. Toms Jr. Shortly after, the acquisition of Sunset West and Bobo's Intriguing Objects expanded Hooker Furnishings' offerings.



2024

In April of 1924, Clyde Hooker Sr. founded Hooker-Bassett Furniture.

1940s



Clyde Hooker Jr. was appointed CEO, and a million-dollar expansion program began.

1980s



Leading the company through The Great Recession of 2007 - 2009, Paul's strategic leadership included the acquisition of Bradington-Young (2002), Sam Moore (2007), Shenandoah Furniture (2017), and Home Meridian International (2016), which more than doubled the company's size.

2020s



Hooker Furnishings begins targeting design-focused buyers, expanding Markets to Atlanta and Las Vegas, and celebrating its 100th year of business.



At Hooker Furnishings, we CARE!

We CARE about the Environment

We CARE about People

We CARE about Doing What is Right

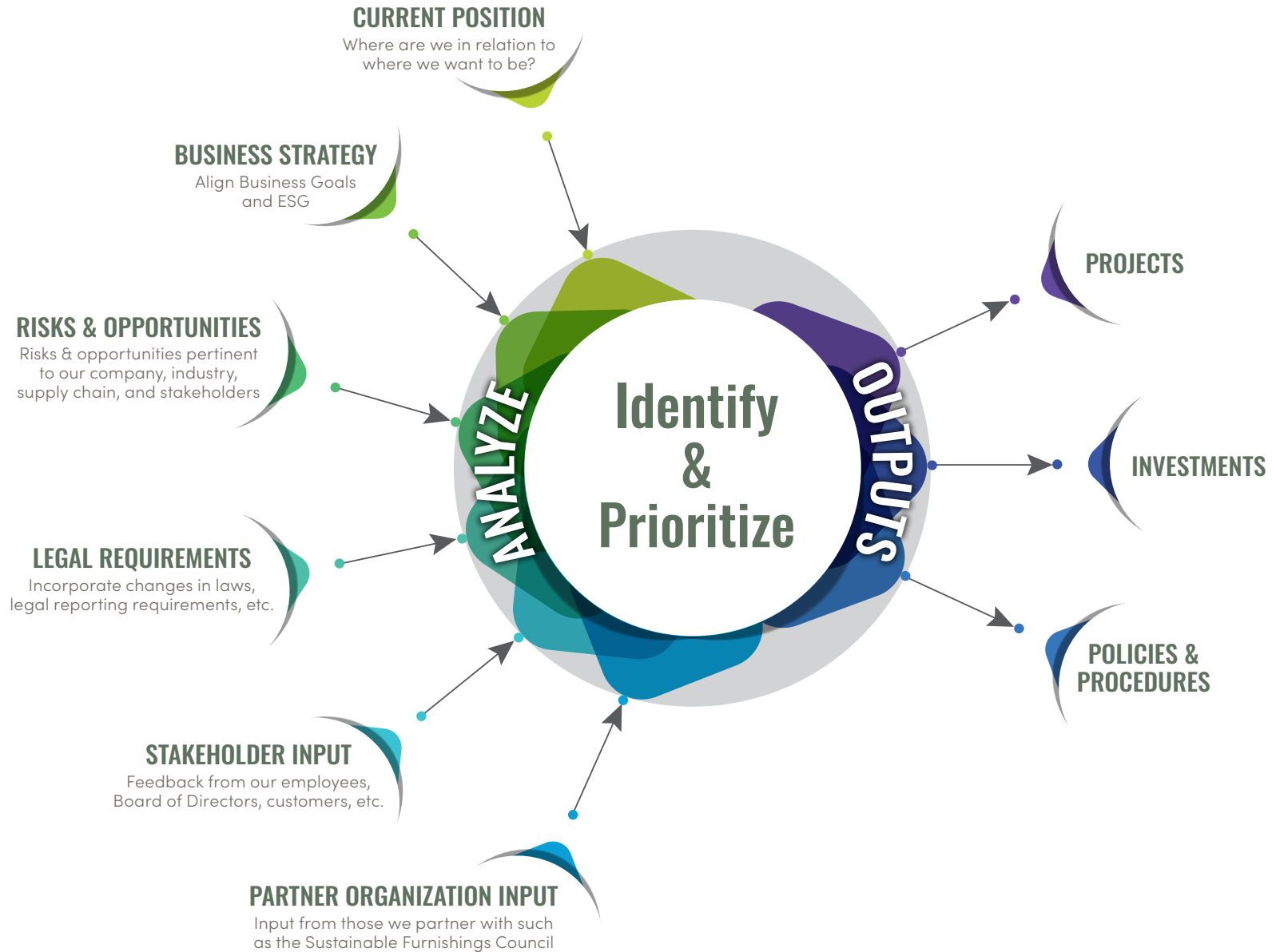
We established a cross-functional, cross-brand team in 2021 to focus on the things that matter to our company, our people, our community, and our shareholders. We named this team CARE, Community Action and Responsibility for the Environment because it speaks to the character of our organization.

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

Our CARE team is empowered to take action and address environmental, social, and governance issues in order to improve our company and the communities where we work and live.



care.



## OUR COMMITMENTS »

- Be ethical in all our dealings
- Preserve the earth's natural resources where possible and practicable through sustainable business practices
- Treat others as we wish to be treated
  - Respecting human rights
  - Being Inclusive
- Be an Active Member of the communities in which we work and live through
  - Donations
  - Volunteerism

With a focus 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.





Hooker Furnishings partners with organizations to learn and do more to positively impacts our environment, our people, and our communities. Our ESG partners include:

## **Arbor Day Foundation®**

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 diversity movement**

The Diversity Movement (TDM) partners with organizations to build and strengthen culture by connecting real-world business outcomes to diversity, equity, and inclusion (DEI) initiatives. The organization's integrated approach enables leaders to create inclusive culture through the application of data-informed insight, award-winning content, technology, and DEI expertise. By partnering with TDM, Hooker Furnishings benefits from better business outcomes delivered by more productive, innovative teams

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## **SUSTAINABLE FURNISHINGS COUNCIL**

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.



## **Eco Ambassador Council**

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.

Hooker Furnishings currently holds two seats on the Board of Directors for the EAC, helping to guide efforts that the Council undertakes. In addition to Board membership, we also support the EAC by offering financial assistance.





To support our goal of Sustainable Operations, all Hooker Furnishings brands, except for our Sunset West brand, are EFEC certified.

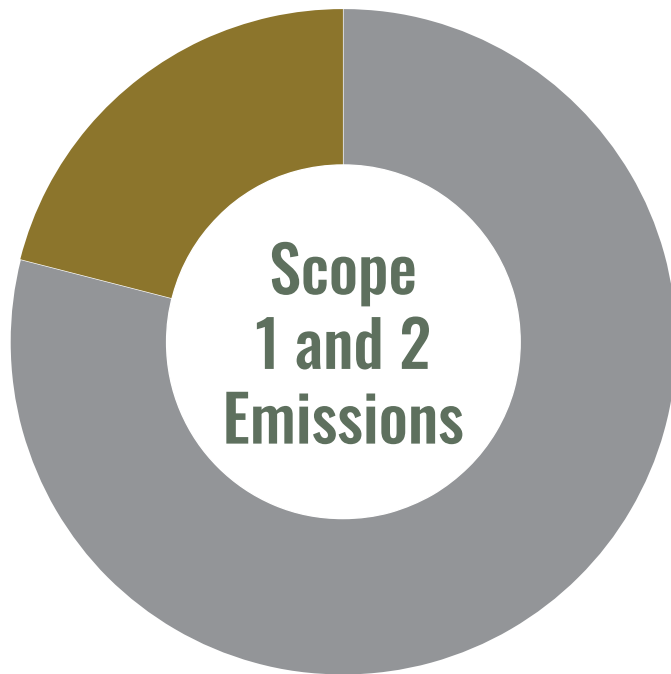
EFEC is a voluntary environmental management system created by the **American Home Furnishings Alliance (AHFA)** in 1999 to help members develop and maintain strong, proactive environmental programs. EFEC stands for “Enhancing Furniture’s Environmental Culture.” The program remains as relevant today 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.

We continue to acknowledge the urgent need to address climate-related risks and their potential impact on our operations. Recognizing the escalating threats posed by climate change, 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 climate risks while seizing opportunities for sustainable growth. By integrating climate risk management into our decision-making processes, we strive to adapt to changing environmental conditions and ensure the long-term viability of our business.

# Carbon Reduction

Hooker Furnishings has completed an inventory of our GHG emissions for FY24. This inventory has been verified by Apex Company, LLC. For the official verification statement, please visit [https://www.hookerfurnishings.com/css/30109/pdf/Hooker-Furnishings-FY2023\\_CDP-Verification-Opinion-Declaration\\_Final.pdf](https://www.hookerfurnishings.com/css/30109/pdf/Hooker-Furnishings-FY2023_CDP-Verification-Opinion-Declaration_Final.pdf)

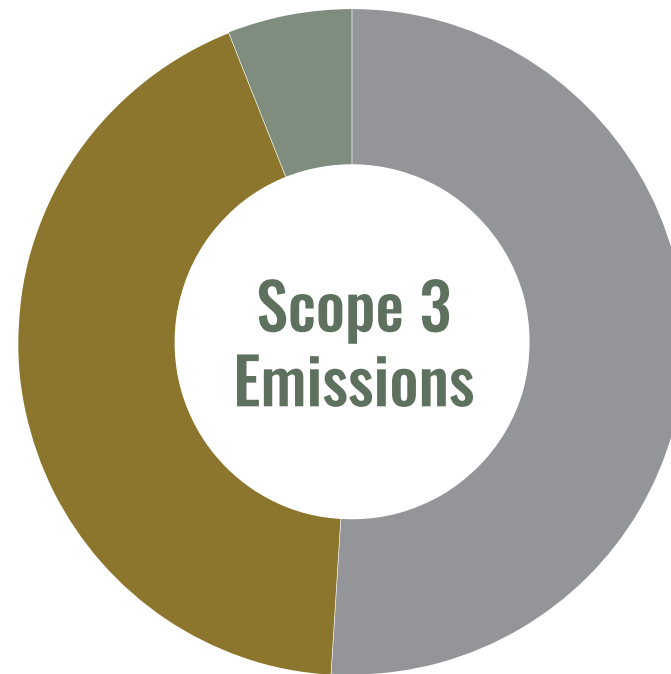
## 108948 mt CO<sub>2</sub>e 2023 GHG Emissions Breakdown



8230 mt CO<sub>2</sub>e

20.98% Scope 1

79.02% Scope 2



100718 mt CO<sub>2</sub>e

50.5% Category 1 – Purchased Goods and Services

43.2% Category 4 – Upstream Transportation

6.3% Category 9 – Downstream Transportation 6.3%

\*Charts are rounded, specific values shown below

In FY23, we utilized 18,666,427 kWh of energy.

Or that total, we utilize renewable energy at:

- **HF Custom** – 50%
- **Midway** – 35%
- **Sunset West** – 100%

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

“  
**Recognized as Appalachian Power  
 2023 top performer for energy  
 efficiency (Martinsville, VA)**  
 ”

“  
**HF Custom is  
 100% Solar as of April 2024**  
 ”



	Electricity (kWh)
	Normalized Total
58 Warehouse	296,760
CDC 2 Warehouse	783,484.13
CDC Warehouse	559,597.33
Cherryville BY	517,890
China	12,847,725
Corporate Office	507,896.51
HF Custom	2,493,117.86
Hickory BY	1,688,167
High Point Office	366,458.4
HMI Madison	833,854.82
HMI Mayodan	3,036,211.2
HMI Showroom	622,710
Home Meridian International	85,512.9
Hooker Showroom	735,009
Meridian HMI	1,124.3
Midway	2,094,648.96
Mt. Airy	2,146,484.87
Shenandoah Beaver Creek	656,777.78
Valdese	1,065,862.27
Vegas Showroom	79,354
Vietnam	82,657.725
<b>Total</b>	<b>18,666,426.78</b>



# Sustainability

At Hooker Furnishings, we are consistently looking for ways 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, with plans to repurpose HF Custom wood chips by 2025.
- 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 bio-degradable 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 Shenandoah and Bradington-Young facilities. All remaining domestic facilities recycle 60% 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 172,680 miles (as of February 2024).
- We reduced our VOC emissions (a precursor to the formation of unhealthy ozone in the air) at our Sam Moore 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).

“  
Our efforts to reduce VOC emissions resulted in a reclassification under the Clean Air Act of our Sam Moore facility from an EPA Title V Major Source to a Synthetic Minor Source.  
”



**care.**

Our acquisition of BOBO Intriguing Objects expanded our product assortment into the lighting, accessories, and décor segments of the industry while also adding more sustainable product design to our portfolio. Through the creative use of recycled and remnant materials, many items within the BOBO product assortment feature repurposed elements, diverting waste from landfills.



**Leather Wall Art:** Crafted with repurposed leather used in upholstery manufacturing, the Leather Wall Art features leather scraps that are gathered together to create a dimensional work of art.



**Cluster Bulb Chandelier:** Used vintage light bulbs are repurposed and clustered together around one working bulb in the center that illuminates this unique lighting option.



**Framed Bread Linen:** In French and Belgium restaurants, the first thing that goes on the table is a wicker basket of bread. These baskets are lined with linen that achieve a vintage patina over time from the oils and ingredients of the bread. BOBO buys the old baskets and frames the linens to create a textural work of art, each of which is unique in its own way.



**Shoe Mold Wall Art:** The textural design of the Shoe Mold Wall Art is achieved through the creative use of repurposed shoe lasts that are used to make custom shoes. Mounted in a wooden frame, these pieces of art divert waste from the landfill.

**Rainbow Indian Sarong Fabric Ball Chair:** Fun and eye-catching, the Indian Sarong Fabric Ball Chair features more than 1,000 hand-sewn balls made from silk scraps that are attached to the chair core to create an intriguing look.





## 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 are managing 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%.

In 2024, we plan to expand on this initiative to evaluate our water usage at other locations, with the goal of finding even more ways to conserve.

## WASTE REDUCTION »

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

We are currently evaluating our waste management practices to identify opportunities to minimize our environmental footprint.
















## SUSTAINABLE SOURCING »

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



In 2023, our Shenandoah facility initiated a project focused on redirecting as much waste away from the landfill as possible.

They set the following goals:

GOAL »	ACHIEVEMENT »
 Recycle <b>50%</b> of cardboard waste at least	Recycled <b>90%</b>
 Recycle <b>50%</b> of the cobs at least	Recycled <b>98%</b>
 Recycle <b>70%</b> of fabric scraps at least	Recycled <b>95%</b>
 Increase recycling <b>40%</b> plastic waste by	 increased <b>300%</b>
 Reduce annual <b>3%</b> energy consumption by the end of 2023	 reduced by <b>25%</b>
 Begin recycling our <b>metal waste</b>	<b>415 lb.</b> recycled in first <b>6 mo.</b>
 Convert to <b>paperless</b> in as many areas as possible	IT developing Tablets to avoid daily schedule printings. Corporate working towards paperless billing / invoicing.
 Install water bottle fillers to reduce <b>300</b> plastic water bottles/mo.	 reduced by <b>400/mo. avg.</b>



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:**

- ASTM F2057-23 safety specifications for clothing storage units
- ASTM F-3096 performance specifications for tipover restraints for clothing storage units

**Color fastness testing under**

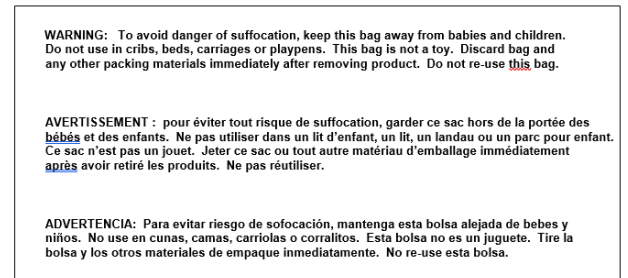
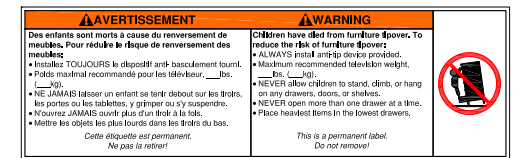
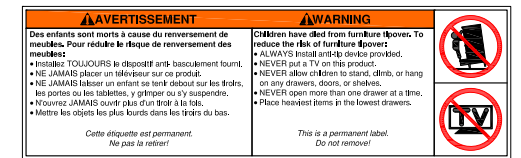
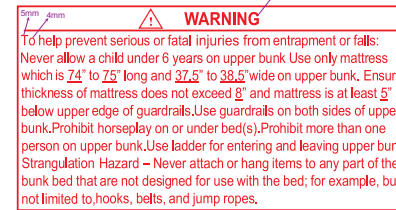
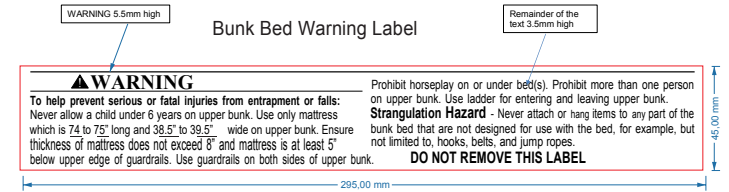
- UVA-351 (100hs) on paints and finishing
- Bed strength under a static load
- Rule 181 transit tests for packaging and box performance
- ASTM D1211-97 hot and cold cycles for paint and glue adhesion
- ASTM F-1427 and 16 CFR 1513 Safety specifications for bunk beds
- ASTM B117-19 resistance to corrosion for decorative hardware
- AATCC 8-2001 dry and wet crocking on fabric and leather (colorfastness)
- 16 CFR 1303 lead content in coatings/paint
- Test for the presence of 16 flame retardants (for SB 1019 requirements)
- 40 CFR part 770 Formaldehyde standard for composite wood products (TSCA Title VI)
- Test for the presence of Phthalates in children’s products
- ASTM F 2813-18 Specifications for horizontal glass used in tables and desks

**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.

**5. Continuous Improvement:** We continuously assess and improve our products to minimize risks.

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.





In 2023, Hooker Furnishings partnered with the Arbor Day Foundation to donate one tree for every piece of M Furniture sold. We are so pleased with the success of this program that we will be continuing it in 2024. We are also looking for additional ways to expand our partnership with the Arbor Day Foundation.

The Arbor Day Foundation is a 501(c)(3) nonprofit conservation and education organization. Approximately one million members, donors, and partners support their programs to make our world greener and healthier. M is proud to be one of them. Visit [arborday.org](http://arborday.org) to learn more about the organization.



HOOKER FURNISHINGS HAS ARRANGED TO HAVE THE  
ARBOR DAY FOUNDATION TO PLANT ONE TREE FOR  
EVERY PIECE OF M FURNITURE PURCHASED IN 2024.

The image features a group of approximately ten people in silhouette, standing in a modern office or conference room. They are positioned in front of a large wall of floor-to-ceiling windows. The sun is low on the horizon, creating a bright, golden glow that silhouettes the individuals and casts long, dark shadows on the polished floor. The overall atmosphere is professional and collaborative.

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.

## DIVERSITY, EQUITY, & INCLUSION



- Hooker Furnishings is committed to providing a diverse, equitable, and inclusive space for all our employees, customers, and retail partners.
- We are a multicultural, global organization, and strongly believe that when all voices are heard, we are stronger together.
- You can find our DEI Statement by [clicking here](#).

## WORK HOURS, WAGES, & BENEFITS



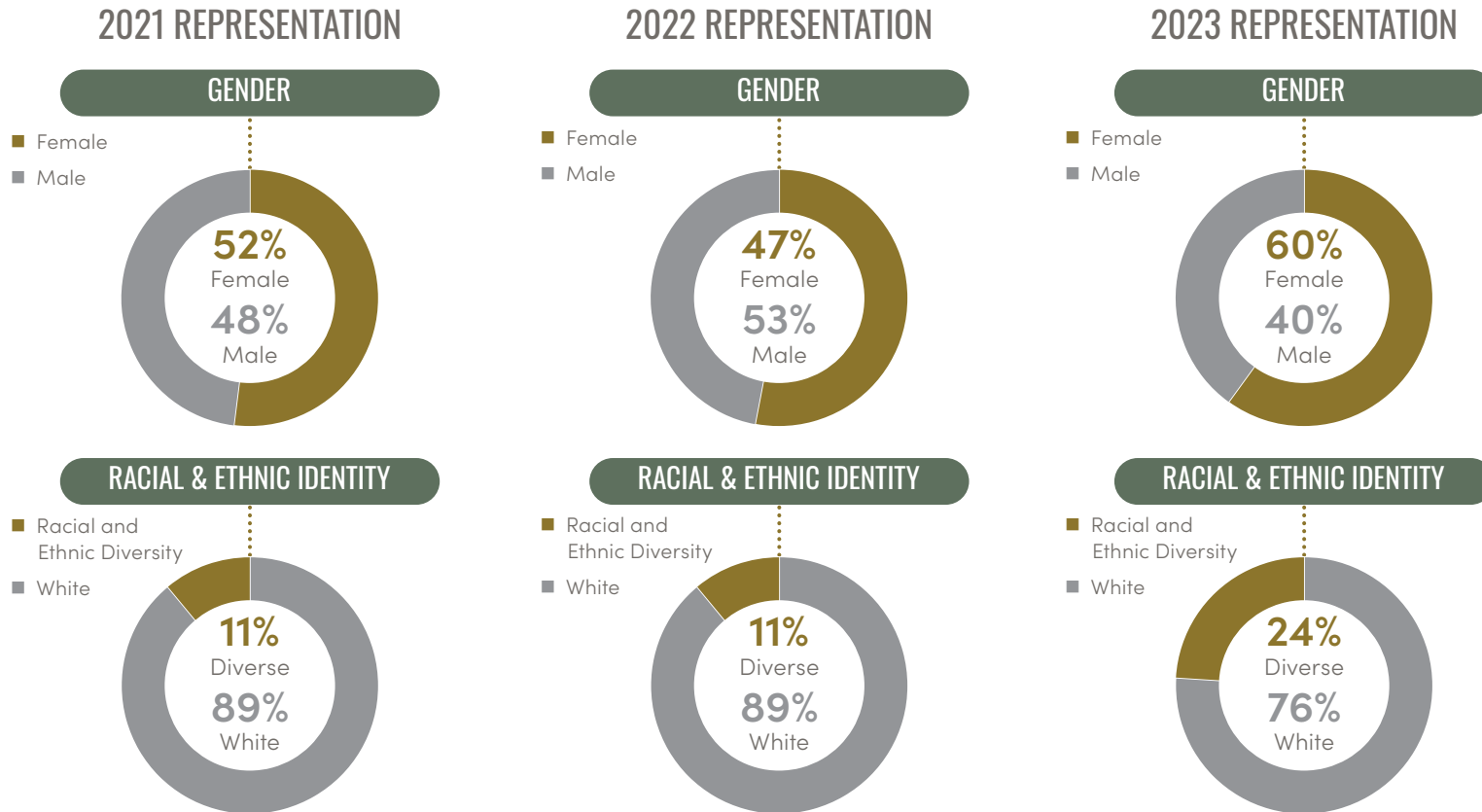
- We compensate employees competitively relative to the industry and local labor market, and in accordance with all applicable federal, state, local wage, work hour, overtime, and benefit laws.
- Hooker Furnishings carefully evaluates our overall compensation and benefits packages regularly to ensure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

Visit our [Policies page](#) for the link to a full copy of our [Human Rights Policy](#).

**care.**

At Hooker Furnishings, leadership development is a cornerstone of our approach to nurturing talent and fostering growth within our organization. Our leadership development efforts are comprehensive, encompassing both formal training sessions and on-the-job learning opportunities. Additionally, feedback mechanisms and performance evaluations are utilized to track progress and tailor individual development plans. By investing in leadership development, we not only strengthen our company's talent pipeline but also ensure the sustained success and growth of our organization. Since 2021, we have increased female representation in leadership development from 52% to 60% and have increased the racial and ethnic diversity of participants over the same time period from 11% diverse to 24% diverse.

## Leadership Development Training 2021 – 2023



\*The following groups make up the diversity calculations for the category "Racial and Ethnic Diversity": Black or African American, Hispanic or Latino, Two or More Races, Asian, American Indian/Alaskan Native, Native Hawaiian or Other Pacific Islander.



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, 31 hours of training in 2023 per employee in the topics of:

- Safety
- Security awareness
- Systems training
- Anti-bribery/anti-corruption
- Leadership training
- Diversity training
- CPR training
- C-TPAT: Customs Trade Partnership Against Terrorism

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 career at Hooker Furnishings.



## BENEFITS



- Continuing Education opportunities
- Comprehensive leadership development program
- Tuition reimbursement program



Hooker Furnishings Employees attended Leadership Development training at the Center for Creative Leadership in Greensboro, NC.



In 2023, Hooker Furnishings conducted an employee survey to understand employee engagement and satisfaction, gaining valuable insights into how our workforce perceives our mission. Through this survey, our employees pinpointed areas for improvement, including the need for inclusive leadership training for all managers and expanded management and leadership training across the organization.

Moving forward, we're committed to conducting annual Employee Engagement surveys to enhance workplace satisfaction and well-being. These surveys will guide our efforts to create a more supportive and fulfilling work environment for all our employees.





# Diversity, Equity, & Inclusion

Hooker Furnishings is committed to creating a diverse, equitable, and inclusive space for all our employees, customers, and retail partners. We believe that not only is it the right thing to do socially, but it is the right thing to do for our business. We have laid important groundwork and are committed to driving future change.

**Our DEI strategy includes several key components:**

- **Leadership Commitment:** Executive management incorporates the company’s DEI initiatives into the company’s overall business strategy while directly supporting the AIDE Council’s mission and vision.



- **Diversity Council:** We have a DEI Council (AIDE) comprised of employees from all areas of the organization that meets monthly to work on initiatives that foster an inclusive environment, increase cultural intelligence, address challenges, and celebrate diversity and open-mindedness.
- **Training:** Regular training is provided to our people managers and individual contributors to further promote and educate all staff members on understanding foundational DEI, unconscious bias, inclusive language, and inclusive leadership.
- **Open Discourse:** We feel that improvement is driven through open and honest discussion and feedback. As a result, we conduct listening sessions with our employees and conduct assessments to ensure that everyone’s voice is represented.
- **Talent Acquisition and Development:** We are committed to building a diverse workforce and ensuring all employees have equal opportunities for advancement and growth. We have partnered with organizations to source diverse talent, and we provide development opportunities for all employees regardless of background. We have implemented a formalized Internship Program. This process will create clear guidelines for our internship hiring process, provide hiring managers ample time to plan and hire qualified interns for their departments, and ensure that as a company we are focused on developing a diverse pipeline of talent for future roles with Hooker Furnishings.
- **Community Engagement:** Hooker Furnishings is committed to giving back to the communities in which we work and live. Given our strong commitment to DEI, social justice and equity initiatives are important to our Charitable Giving Strategy.

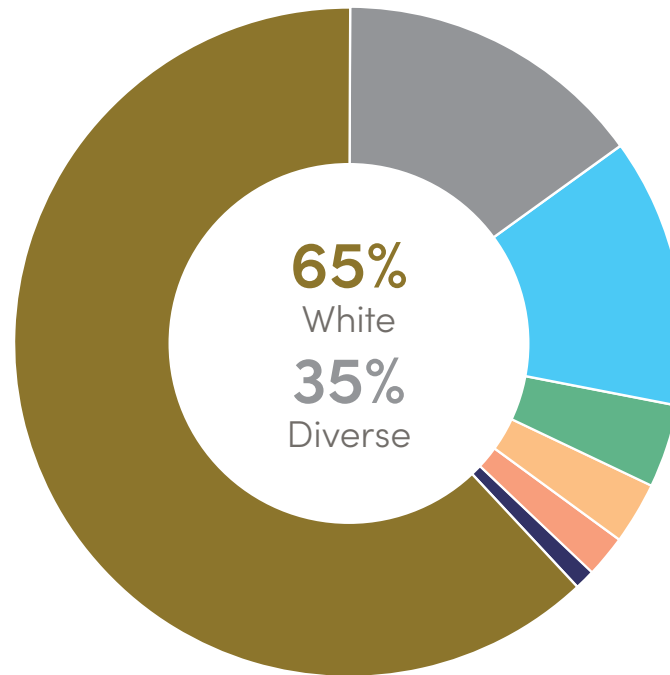
Overall, Hooker Furnishings’ DEI strategy is to create a culture of belonging and respect for all employees by incorporating diversity, equity, and inclusion into all aspects of our business.

Building a diverse and inclusive workforce is an extension of our company values. Research suggests that companies with more diversity benefit from higher success rates due to the broader perspective it creates in the workforce. We are committed to continuing to driving change in 2024 and beyond.

Below are Hooker Furnishings' 2023 company demographics for US-based employees.

## Overall Company Demographics\*

### RACIAL & ETHNIC IDENTITY



\*Charts are rounded, specific values shown below

65.89% White    15.74% Black or African American    15.45% Hispanic or Latino    0.87% Two or More Races    1.65% Asian  
0.29% American Indian/Alaskan Native    0.10% Native Hawaiian or other Pacific Islander

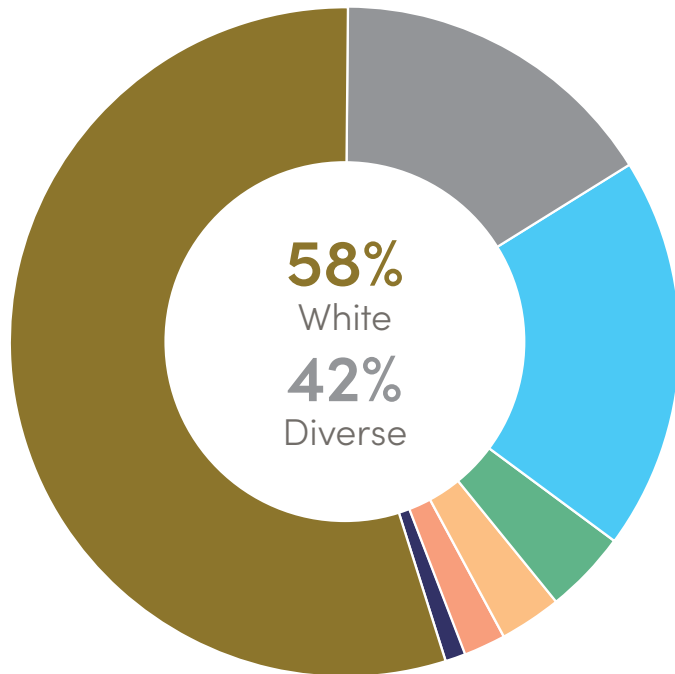


## Overall Company Demographics\*

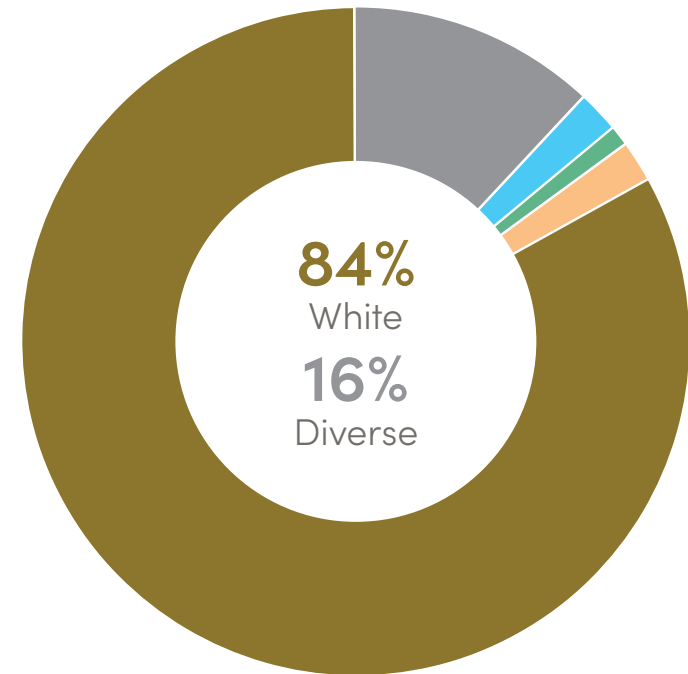
### RACIAL & ETHNIC IDENTITY

#### Hourly vs. Salary

Hourly - 2023



Salaried - 2023



\*Charts are rounded, specific values shown below

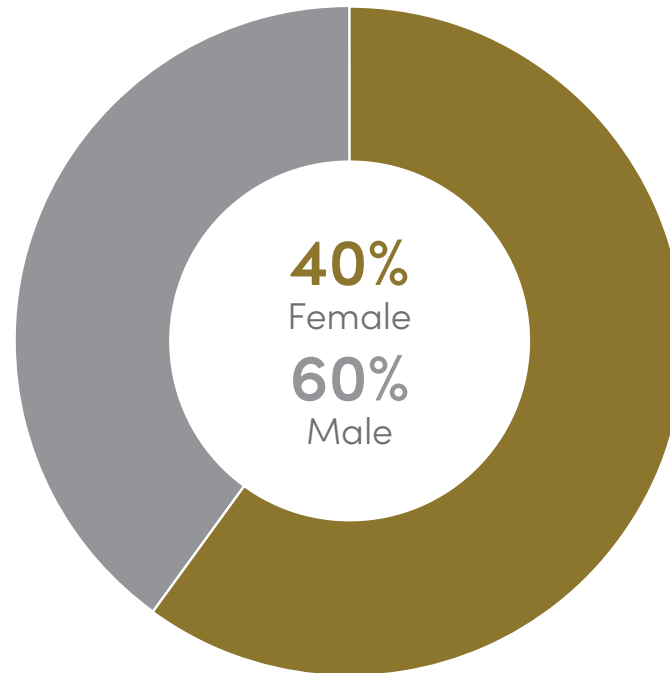
58.06% White    17.64% Black or African American    21.11% Hispanic or Latino  
1.11% Two or More Races    1.53% Asian  
0.42% American Indian/Alaskan Native    0.14% Native Hawaiian or other Pacific Islander

84.09% White    11.36% Black or African American    2.27% Hispanic or Latino  
0.32% Two or More Races    1.95% Asian



## Overall Company Demographics\*

### GENDER REPRESENTATION



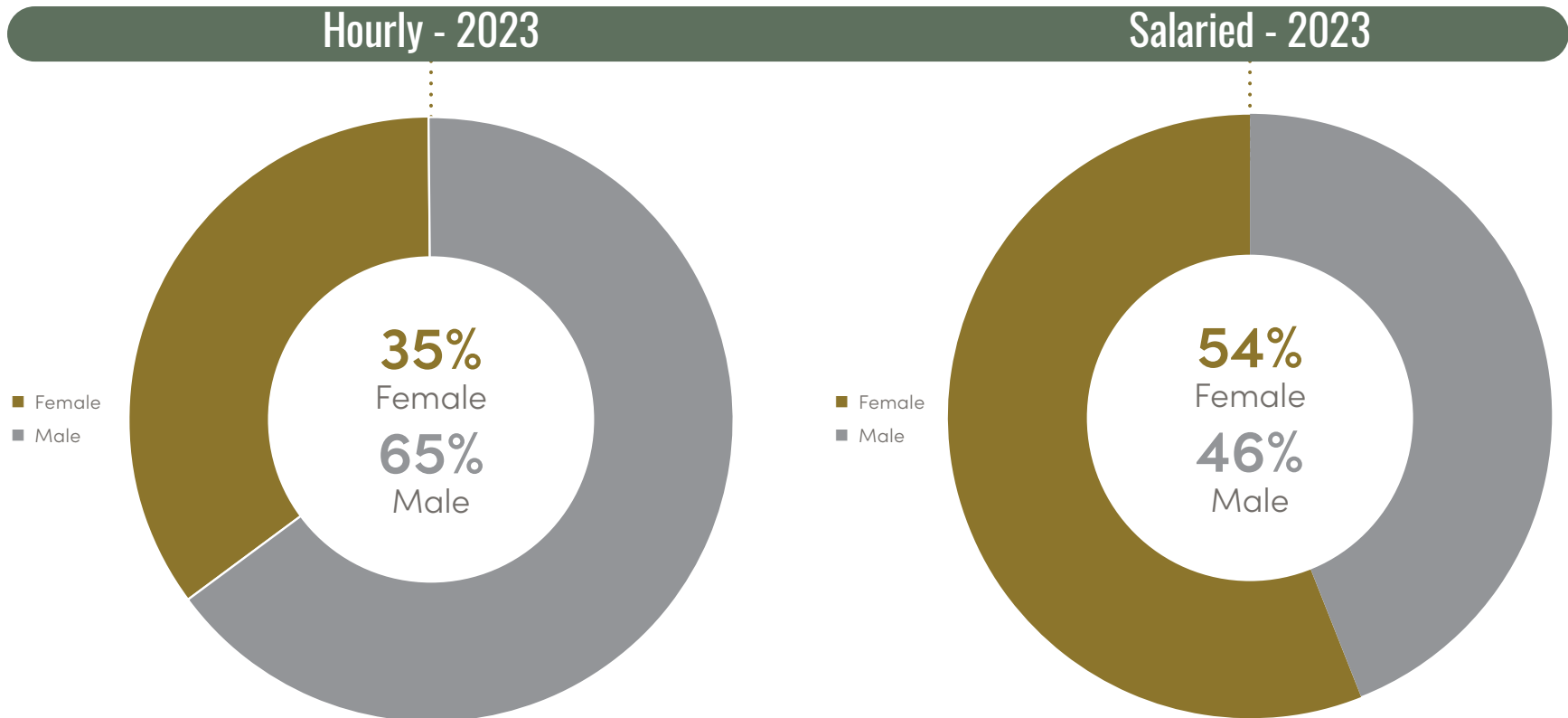
40.34% Female 59.66% Male

\*Chart is rounded, specific values shown above

## Overall Company Demographics\*

### GENDER REPRESENTATION

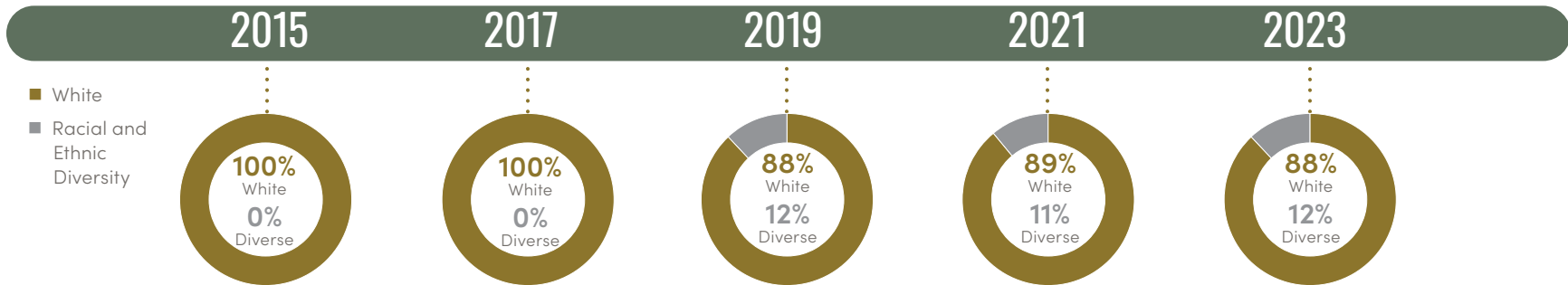
#### Hourly vs. Salary





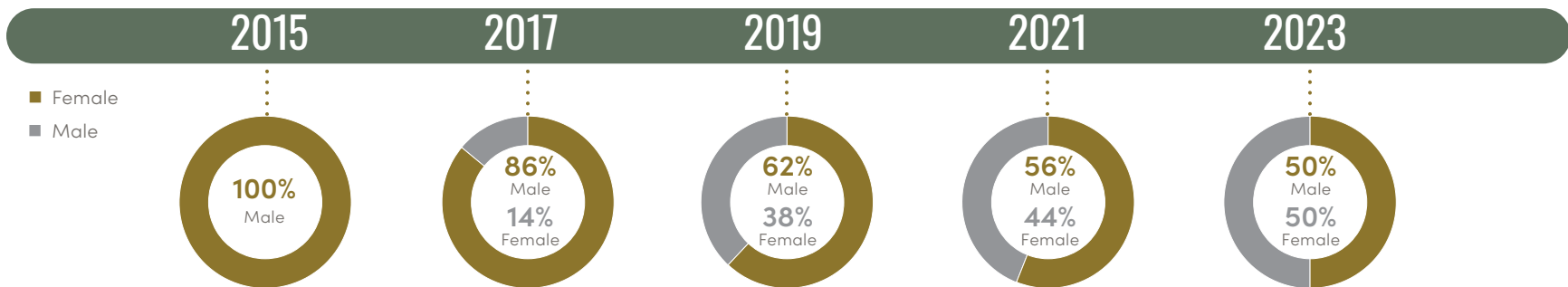
## Board of Directors 2015 – 2023

### RACIAL & ETHNIC IDENTITY



\*The following groups make up the diversity calculations for the category "Racial and Ethnic Diversity": Black or African American, Hispanic or Latino, Two or More Races, Asian, American Indian/Alaskan Native, Native Hawaiian or Other Pacific Islander.

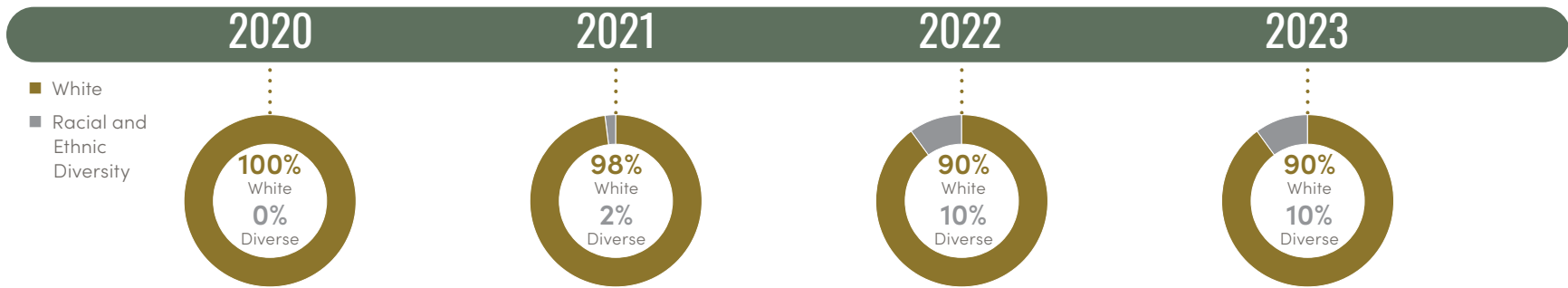
### GENDER REPRESENTATION



## Salaried Staff Progress 2020 – 2023

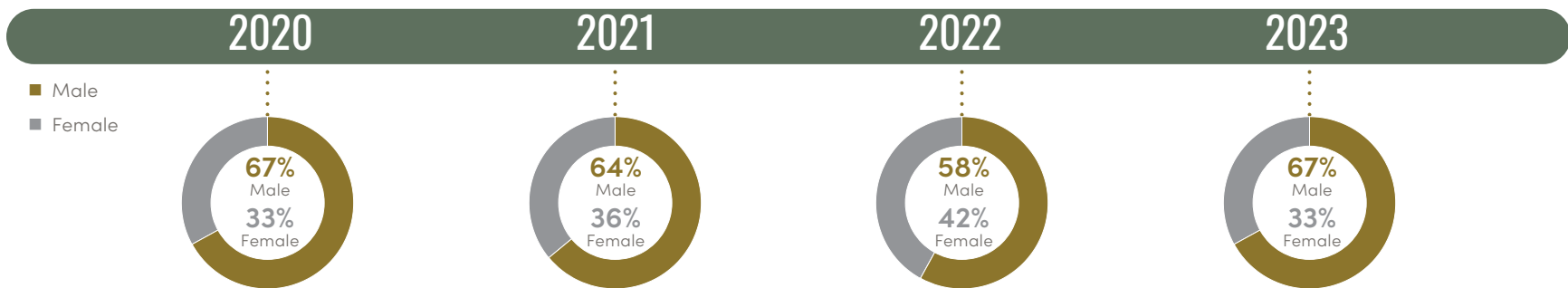
### EXECUTIVE AND SENIOR LEVEL (VP AND ABOVE)

#### RACIAL & ETHNIC IDENTITY



\*The following groups make up the diversity calculations for the category "Racial and Ethnic Diversity": Black or African American, Hispanic or Latino, Two or More Races, Asian, American Indian/Alaskan Native, Native Hawaiian or Other Pacific Islander.

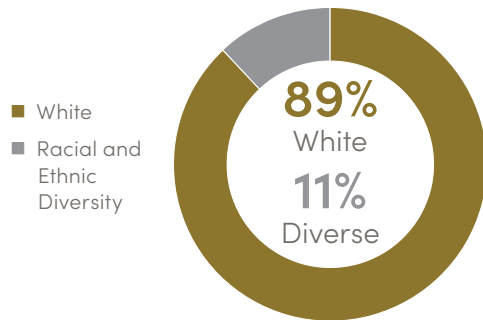
#### GENDER REPRESENTATION



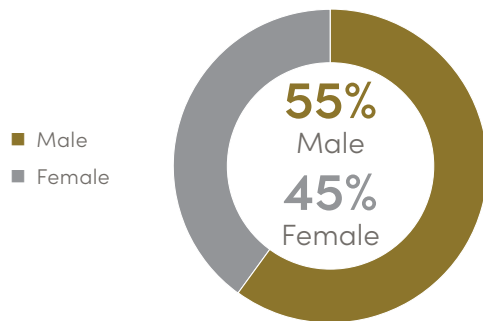
## Salaried Staff – 2023

### FIRST AND MID LEVEL OFFICERS (DIRECTORS AND MANAGERS)

#### RACIAL & ETHNIC IDENTITY

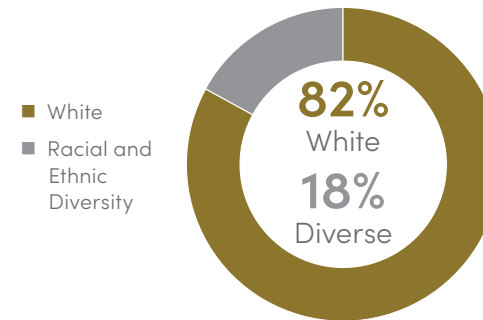


#### GENDER REPRESENTATION

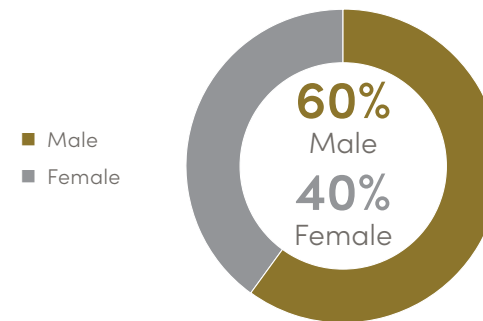


### PROFESSIONALS (SALARIED LEVEL STAFF)

#### RACIAL & ETHNIC IDENTITY



#### GENDER REPRESENTATION



\*The following groups make up the diversity calculations for the category "Racial and Ethnic Diversity": Black or African American, Hispanic or Latino, Two or More Races, Asian, American Indian/Alaskan Native, Native Hawaiian or Other Pacific Islander.

In 2023, we:

## UPDATED AIDE CHARTER »

- Our AIDE council worked with a DEI consultant, The Diversity Movement (TDM), to create a new charter and welcome new members from across the organization. Monthly communications increased to support the council's mission to foster an inclusive environment for all employees and to celebrate the diversity of our workforce and beyond. AIDE continues to add new members, and applications are open each quarter.

## CONDUCTED INCLUSIVE LEADERSHIP TRAINING – Q1 »

- We partnered with TDM to provide training on inclusive leadership for all our people managers across the organization.

## CONDUCTED LISTENING SESSIONS – Q1 AND Q2 »

- We are offered the opportunity for all employees to participate in a listening session that TDM moderated. The listening sessions were aimed at uncovering gaps within our organization and helping gain actionable insights to guide our overall DEI strategy. We shared these action items internally.

## CONDUCTED A DEI SURVEY Q2 AND Q3 »

- The DEI Survey helped us understand where we have made progress and where gaps remain.

## PUBLISHED ANNUAL DEI REPORT – Q3 AND Q4 »

- We worked with TDM to create our first DEI Annual Report.

## EXPANDED HISTORICALLY BLACK COLLEGES AND UNIVERSITY (HBCU) PARTNERSHIPS »

- We have established a great partnership with Winston Salem State University (WSSU) but have been seeking to expand our HBCU partnerships to other HBCUs in communities where we are located.

## ESTABLISHED INTERNSHIPS »

- In conjunction with our HBCU partnership, we offered more internship opportunities and focused recruiting efforts for these internships on our diverse partnerships.

## EXPANDED REACH OF CURRENT PARTNERSHIPS »

- We added community partnerships for all locations that will help expand our DEI recruiting efforts in more communities where we work and live.



**care.**



**the  
diversity  
movement**

## DEI Goals for 2024 and Beyond

Hooker Furnishings has prioritized its 2024 DEI Goals into four focus areas:



### CULTURE & COMMUNICATION »

- Finalize and share the DEI Action Plan by end of Q2 2024, and will continue to provide regular progress updates
- Continue to offer regular DEI training and resources across the organization.
- In 2024, continue AIDE Council efforts and work to expand membership and communication across organization.
- In Q1 2025, deploy DEI survey to monitor progress against 2023 baseline and continue to solicit employee feedback.



### RETENTION »

- Throughout 2024, continue annual pay equity reviews and adjustments.
- Starting in Q1 2024, continue succession planning and performance management training to ensure fair and open communications regarding career growth.
- Commit to diverse representation in external leadership development opportunities.
- Increase internal training opportunities to reach all employees; topics related to conflict management, feedback, creating accountability, and leading change.



### RECRUITMENT »

- Continue transparency on employee and applicant demographics and collect additional demographic data by the end of 2024.
- Throughout 2024, maintain and build additional recruiting partnerships.
- Continue to regularly review recruiting process and mitigate unconscious bias.
- Continue to implement standard operating procedures for the interview process to align the organization to a more standardized process.
- Formalize an internship program to proactively attract and engage a diverse pipeline of qualified candidates, including participation in the state of North Carolina HBCU Summer Internship Program.



### COMMUNITY »

- Continuing throughout 2024 to review our charitable giving strategy to ensure a DEI focus as part of our Corporate Social Responsibility objectives.

A close-up, profile view of a worker wearing a light blue hard hat and safety glasses. The worker is looking towards a complex industrial machine with many pipes and lights. The background is blurred, showing a factory or industrial setting with warm lighting.

Health & Safety

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](#).

**In our continued to commitment to keeping our employees safe, in 2023 we:**

- Streamlined our workers' compensation process
  - Standardized transitional duty for affected employees
  - Revamped our Safety and Environmental Training Programs and Schedules
  - Revamped our Environmental Testing Program
    - 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
  - Worked with local law enforcement professionals to grant facility access for response training
  - Upgraded all security systems, cameras, card readers, video intercoms, security doors, etc.
- We believe working together we can create a safer and healthier workplace for our employees.

Our Total Recordable Incident Rate (TRIR) for 2023 is 3.37 per 100 employees, which is on par with the industry average for our organization type. This is down from 4.2 in 2022. In addition, 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  $\leq 2.75$  with zero OSHA recordables.







# Corporate Citizenship

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.

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, technology, cybersecurity, supply chain, reputation, and other key areas.
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.
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 in real-time. 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.
6. The corporate risk management process is subject to regular review and evaluation to ensure its effectiveness, relevance, and alignment with the company’s strategic objectives and risk appetite. 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.



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.

In 2024, we plan to expand this program to domestic suppliers.

Visit our [Policies page](#) for the link to a full copy of our [Vendor Code of Conduct](#).



Hooker Furnishings is committed to supporting the communities in which we work and live.

## OUR APPROACH »

We have established a framework for philanthropy that guides us to:

**Give Locally:** We give locally rather than nationally so that our contributions have a direct effect on the communities in which we live and work. National groups that have local chapters with strong ties to our locations are also candidates for our support.

**Give Apolitically:** We do not use company funds for political contributions such as political campaigns or PACs.

**Give to Maximize the Good:** We attempt to support organizations who can benefit from it in the most efficient manner possible.

## OUR PERFORMANCE »

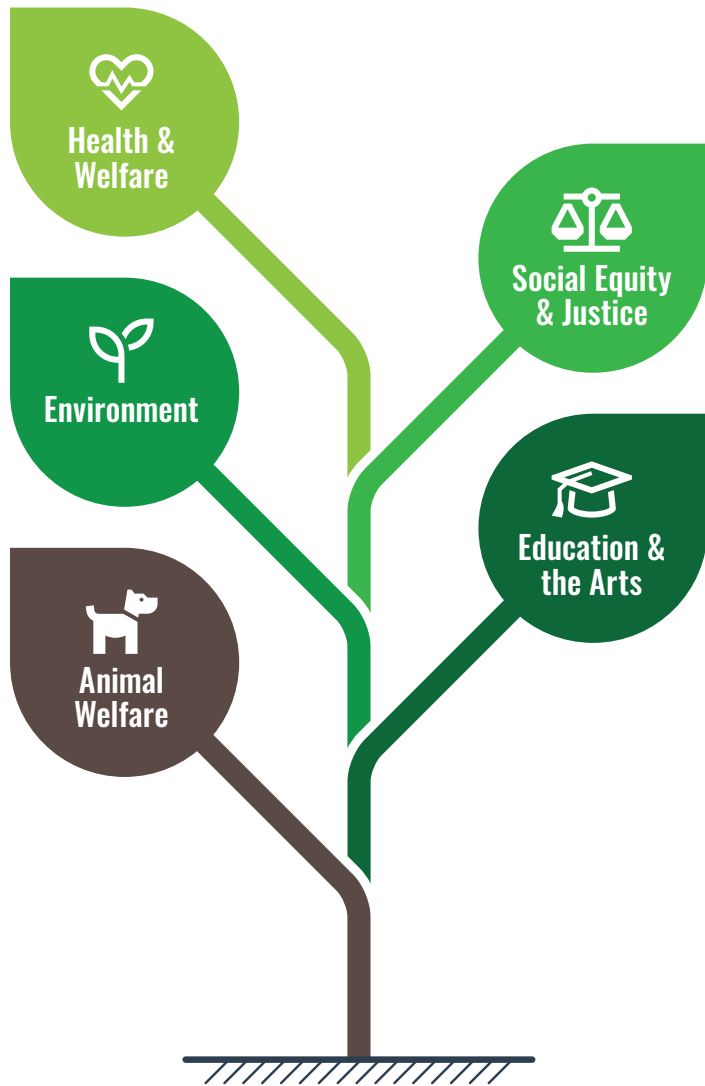
In 2023, we contributed \$1.4 million dollars in monetary and in-kind support.

## LOOKING AHEAD – CELEBRATING "A CENTURY OF HOME" »

Hooker Furnishings' flagship brand turns 100 in 2024. To honor this milestone, we are planning a year-long celebration to chronicle our 100-year history of design leadership, culture, and legacy of giving. Serving as the cornerstone of our anniversary initiatives, we are launching a philanthropic program – 100 Acts of Kindness – designed to amplify our spirit of giving in an even more meaningful way during this special year. This ambitious program aims to further enhance the lives of those in need, broadening our reach to the local communities served by our customers.

“  
In 2023, we contributed  
\$1.4 million dollars  
in monetary and  
in-kind support.”





## 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, 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.
- **Social Equity & Justice:** As an organization committed to diversity, equity, and inclusion, we feel it is important to donate to organizations like the Equal Justice Initiative and the Trevor Project, which advance social justice and support the needs of our diverse community.
- **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.

*Spirit of*  
**GI**  **ING**

Below are just a few highlights of the many philanthropic initiatives our organization has participated in during 2023:

The Employee & Public furniture sale in Martinsville, during the summer of 2023, raised a total of \$103,000! All proceeds were donated to local charitable organizations in the communities in which we work and live, including:

- Safe Harbor – Hickory, NC
- Amy’s House – Hickory, NC
- National Center for Healthy Veterans Valor Farms – Bedford, VA
- Bedford Community Health Foundation – Bedford, VA
- Lisa’s Kids – High Point, NC
- The Richness of Giving – Vista, CA
- Children’s Center of Northwest North Carolina – Dobson, NC
- Martinsville Henry County SPCA – Martinsville, VA
- Boys & Girls Club of the Blue Ridge – Martinsville, VA
- United Way – Martinsville, VA



**care.**

## ECO AMBASSADOR COUNCIL »

Hooker Furnishings employees currently hold two seats on the Board of Directors for the EAC, helping to fundamentally shape the projects and efforts that the Council undertakes. In addition to Board membership, we also support the EAC by offering financial assistance and volunteers for projects. In 2023, the EAC was involved in the following projects:

- **Snow Creek Elementary School Outdoor Learning Space:** This learning space provides teachers with the opportunity to share the important interrelationship between personal and planetary health, foster creative systems thinking, and provide a space for reflective inquiry through cooperative, hands-on experiences.
- **Forest School at Philpott Event:** There are now hundreds of studies that show that kids who spend time in nature are more successful. The barrier to many families spending time outdoors isn't cost or time; it is lack of confidence. The Forest School at Philpott event is designed to encourage and teach children and their parents about how to experience the outdoors safely through interactive booths on a variety of environmental topics. Once families visit 10 booths/activities, they are eligible for a free meal. This event is open to all families, with an emphasis on outreach to disadvantaged and food-insecure families.
- **Beaver Creek Patrick & Henry Community College (P&HCC) Campus Trail:** This 2+ mile trail connects to the P&HCC Loop Trail to the Community College Campus. Along the trail is a creek, hardwoods and an immersion in nature and wildlife. In-kind support from Dan River Basin Association (DRBA) and the grounds and maintenance staff at P&HCC, along with funding from the EAC made this vision a reality.
- **I.C. DeHart Park Trail Renovation:** The 10 miles of Woolwine Mountain Bike Trails at I.C. DeHart Park were updated with trailhead and directional trail signage, trail feature rebuilding and maintenance, as well as basic biker accommodations. The trails include beautiful views and a few historic structures, including a Civilian Conservation Corps Camp.

### In 2024, the EAC plans to:

- Build an outdoor learning environment for the Dan River Basin's Environmental Education program
- Create a gift shop that will support and fund the Dan River Basin's Environmental Education Program
- Renovate the M.C. Martin Park Trail & Park
- Connect the fitness and water trail at Philpott Lake



## BEDFORD ADOPT A SPOT »

Our HF Custom / Sam Moore team has partnered with the City of Bedford, Virginia to sponsor Dawn Drive, the street where one of our custom upholstery manufacturing facilities is located.

In October, several employees gathered for their first clean-up event.





**The Power of Pink**

Our Hooker Furniture Division recently received new inventory of its Susan G. Komen licensed collection via pink containers operated by Ocean Network Express (ONE).

Shipped as part of its “ONE Pink Ribbon” campaign, ONE will make a donation of \$3,500 to the Breast Cancer Research Foundation (BCRF) in the name of Hooker Furnishings as a result of several recent shipments.

Going forward, five percent of the wholesale sales price from each piece sold will be donated to Susan G. Komen®.



A portion of the proceeds from each piece sold within our Hooker Furniture + Susan G. Komen Collection will be donated to the organization.

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>.



## 2023 SCHOLARSHIP WINNER »



Michael is majoring in Accounting and Information Systems at Virginia Tech. His goal is to become a CPA and possibly move into Forensic Accounting.

Michael Walker, son of Kevin and Lindsey Walker, Lindsey works in our Marketing Department.



Looking Ahead



We have a rich heritage that is centered around enhancing the lives of the people we touch. Whether that's through the products we make, the thousands of people we have employed over the years, the relationships we build with our partners, or the support we provide to our communities, we have always operated by putting integrity, our team, and our philanthropic culture at the forefront of everything we do.

2023 was no different, and our legacy of giving back will continue to guide us forward.

Last year, our philanthropic giving contributions totaled \$1.4 million dollars in in-kind and monetary support, with additional volunteer hours to charities important to our employees.

In our centennial year, we will continue prioritize our philanthropic culture, honoring our special landmark anniversary with a variety of special initiatives that demonstrate the values and principles that have guided us—and will continue to guide us—through the decades, none more important than our legacy of giving.

Serving as the cornerstone of our philanthropic efforts in 2024, we are launching a signature philanthropic program—100 Acts of Kindness—designed to amplify our spirit of giving in an even more meaningful way during our centennial year.

We look forward to sharing our continued progress and hope that these initiatives inspire others to enhance their philanthropic and charitable efforts, both within their organizations and in their personal lives.



# Policies

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



# 100 HF

2024 Corporate Responsibility Report

[www.HookerFurnishings.com](http://www.HookerFurnishings.com)

