



# DELIVERING SUSTAINABLE COMFORT

Sustainability Report FY 2023

L A Z B O Y<sup>®</sup>  
I N C O R P O R A T E D

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## Letter from the President and Chief Executive Officer

Our unrelenting commitment to producing high-quality, comfortable furniture has been a fundamental part of how La-Z-Boy Incorporated has operated since our founding. We are committed to doing what is right for our consumers, customers, employees, shareholders, and communities. Aligned with our core values, we empower courage for a sustainable culture, embrace curiosity for sustainable design, and operate with compassion for a sustainable planet.

This is especially top of mind as we approach our 100th anniversary in 2027 and continue to execute our Century Vision strategic plan. Our plan includes a robust set of initiatives designed to drive growth disproportionate to the industry, leveraging our iconic La-Z-Boy brand, and delivering the transformational power of comfort with a consumer-first approach. Century Vision is also focused on building capabilities to support growth across the enterprise, rooted in an agile supply chain, modern technology for consumers and employees, and a human-centered employee experience.

We are taking actions today to make us stronger for the next 100 years. That includes doing not only what is right for our business, but also for our planet and future generations.

Our commitment to environmental stewardship, social responsibility, and transparency is inherent in the work we do. To that end, in FY 2023, we have improved our waste and recycling programs, increased energy and water

efficiencies, and developed emissions reduction plans to drive positive change for a more sustainable future. We have achieved these improvements even in today's uncertain business environment, which is a testament to our team's agility, consumer-first focus, and our Company's strong financial position.

Our long-term success will depend on what we do today to make sure we have a sustainable tomorrow. We strive to maintain transparency by reporting how our initiatives around the globe contribute toward our climate goals, and I am excited to share the impact in this report. I believe the future for La-Z-Boy Incorporated is brighter than ever. I thank all stakeholders, including consumers, customers, employees, investors, and suppliers, for their loyalty, trust, and commitment that enables La-Z-Boy Incorporated to deliver the transformational power of comfort. Together, we are ensuring the future of La-Z-Boy Incorporated is strong for generations to come.



**Melinda D. Whittington**  
President and CEO

## About this report

This report is La-Z-Boy Incorporated's second annual sustainability report, which highlights our key sustainability priorities. It provides a comprehensive overview of our commitments, objectives, and the steps taken to achieve them. It also outlines our sustainability efforts to improve the Company's environmental footprint, and our dedication to social responsibility and ethical governance.

### Reporting Period:

The reporting period follows the fiscal year 2023 – from May 1, 2022 to April 29, 2023. All data disclosed in the report is as of April 29, 2023, unless otherwise specified.<sup>1</sup>

### Scope and Boundary:

The report covers all our Company owned or operated facilities in the United States (US), Canada, Mexico, and the United Kingdom (UK). Unless otherwise noted, data for our facility in Thailand has not been included in this report. We plan to expand the scope of the report to include this facility in the future. The report also contains information on the La-Z-Boy Foundation.

In this report, references to “we,” “our,” “us,” “La-Z-Boy” or the “Company” mean La-Z-Boy Incorporated and its subsidiaries, unless otherwise specified.

### Reporting Standards:

This report refers to the Sustainability Accounting Standards Board (SASB) - Building Products and Furnishings Standard and the Task Force on Climate-related Financial Disclosures (TCFD) as key frameworks.

### Assurance:

This report has not been independently verified by a third-party assurance provider.

Questions or comments about our sustainability activities and reporting efforts can be directed to [investorrelations@La-Z-Boy.com](mailto:investorrelations@La-Z-Boy.com).

<sup>1</sup> Figures in data tables may not match due to rounding.



## About La-Z-Boy Incorporated

The iconic recliner - originally designed as a wood-slat chair in 1927 - launched the La-Z-Boy brand. Headquartered in Monroe, Michigan, today La-Z-Boy Incorporated is a vertically integrated retailer of residential furniture, leveraging our heritage in manufacturing as we expand penetration in retail. We are recognized worldwide for our dedication to comfort and quality in home furniture.

La-Z-Boy Incorporated is the leading global producer of reclining chairs and the second largest manufacturer/distributor of residential furniture in the United States (US). The La-Z-Boy Furniture Galleries<sup>®</sup> stores retail network is the third largest retailer of single-branded furniture in the United States.

### OUR BRANDS

We manufacture, market, import, export, distribute and retail upholstered furniture products under the La-Z-Boy<sup>®</sup>, England, Kincaid<sup>®</sup> and Joybird<sup>®</sup> tradenames. We also import, distribute and retail accessories and casegoods (wood) furniture under the Kincaid<sup>®</sup>, American Drew<sup>®</sup>, Hammary<sup>®</sup> and Joybird<sup>®</sup> tradenames.

LA Z BOY<sup>®</sup>

INVESTING IN AMERICA  
EST. 1964 | TN  
*England*  
FURNITURE CO.

JOYBIRD

american drew<sup>®</sup>  
· inspired design ·

HAMMARY<sup>®</sup>

KINCAID<sup>®</sup>



## OUR FACILITIES

(excluding retail)<sup>2</sup>

- ★ World headquarters in Monroe, Michigan, US
- 5 manufacturing locations in the US
- 15 distribution centers in the US and Canada
- ◆ 2 Joybird facilities in the US (HQ and warehouse)
- ◀ 1 casegoods facility (corporate office and warehouse)
- ▲ 5 facilities in Mexico
- 1 upholstery manufacturing location in the UK
- 1 wholesale office responsible for product distribution in the UK and Ireland
- 1 global trading company in Hong Kong



**\$ 2.3B**

FY 2023 sales



**349**

La-Z-Boy Furniture Galleries<sup>®3</sup>



**10,500**

(approx.)  
employees



**2,000+**

supply chain partners

<sup>2</sup> We closed the Torreon, Mexico facility during Q3 FY23.

<sup>3</sup> As of April 29, 2023, we owned 171 of the La-Z-Boy Furniture Galleries<sup>®</sup> stores, while the remainder were independently owned and operated.

# MISSION, PURPOSE, AND VALUES



We believe in the transformational power of comfort. Our mission is to lead the global furnishings industry by leveraging our expertise in comfort, providing the best consumer experience, creating the highest-quality products, and empowering our people to transform rooms, homes and communities.

Our teams are committed to our core values of **courage, curiosity and compassion**. We are not afraid to try new things, we are relentless in our mission to understand our business and consumers, and we honor our almost 100-year legacy that was built on family.



# Our commitment and approach to sustainability

For nearly 100 years, La-Z-Boy Incorporated has delivered quality and comfort to families around the world. Our sustainability focus will enable us to do so even better in the years to come.

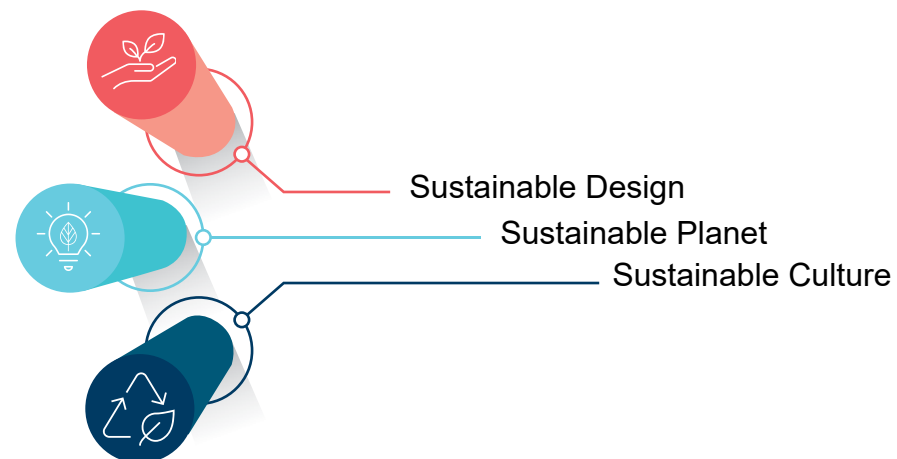
Our unrelenting commitment towards producing high-quality, comfortable furniture is fundamental to how we operate. Since our founding, we have believed in doing right by our consumers, employees, shareholders and communities. We also understand that the well-being of our planet and sustainability of our supply chains are inseparable from the health of our business.

Recognizing how our operations may impact the environment, both locally and globally, we strive to minimize any adverse outcomes while crafting high-quality products.

As we look to the future and build the La-Z-Boy Incorporated of tomorrow, our mission is to do business preserving Earth's limited resources, while also fostering positive change for people and our communities as a whole.

Simply put, we aim to **'Deliver Sustainable Comfort'**.

## Pillars of 'Delivering Sustainable Comfort'



Aligned with our core values, we empower courage for a sustainable culture, we embrace curiosity for sustainable design, and operate with compassion for a sustainable planet.

The philosophy **'Delivering Sustainable Comfort'** is embedded in all our sustainability initiatives. It complements our overall business strategy, **Century Vision**, by aligning sustainability risks and opportunities with the Company's operations and focusing on long-term viability. It is centered on the principles of:

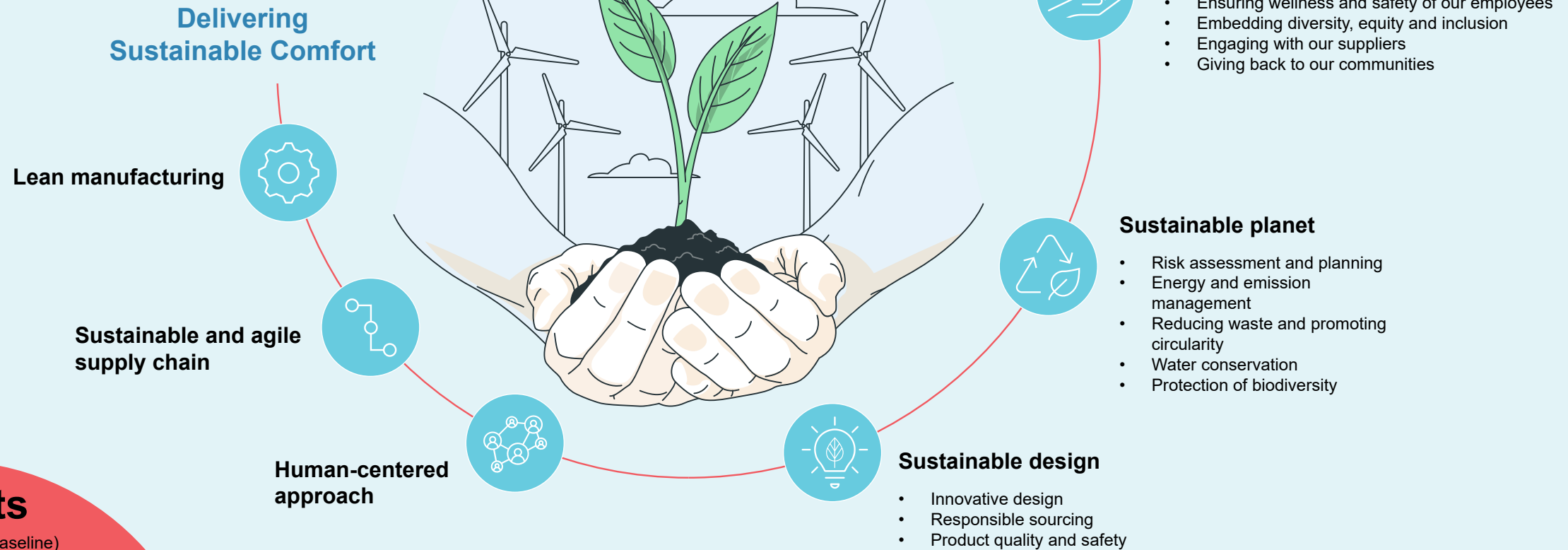
- **Lean manufacturing:** Production aimed at reducing waste and maximizing efficiency through circularity and innovative design
- **Sustainable and agile supply chain:** Ensuring availability of necessary materials and services while adhering to environmental and social standards
- **Human-centered approach:** Focus on employee wellbeing, awareness and competence, and collaboration with stakeholders





# OUR SUSTAINABILITY APPROACH

## Sustainability Strategy and Program



**Delivering Sustainable Comfort**

**Lean manufacturing**

**Sustainable and agile supply chain**

**Human-centered approach**

**Sustainable design**

**Sustainable planet**

**Sustainable culture**

- Innovative design
- Responsible sourcing
- Product quality and safety

- Risk assessment and planning
- Energy and emission management
- Reducing waste and promoting circularity
- Water conservation
- Protection of biodiversity

- Good governance
- Ethical business
- Ensuring wellness and safety of our employees
- Embedding diversity, equity and inclusion
- Engaging with our suppliers
- Giving back to our communities

## Targets

(Against FY 2022 baseline)

2032

- **100%** carbon neutral in Scope 2 emissions
- **25%** absolute reduction in waste generated emissions (Scope 3)

2050

- **Net Zero** emissions

## Our sustainability strategy complements our overall business strategy

We work in close partnership with our suppliers and community to achieve our goals. Robust governance, clear and frequent communication, disciplined capital allocation, research and development, and resource training are some of the vital components of our sustainability program.

In our pursuit of sustainability, we are implementing a range of initiatives that span across our operations. We recognize that achieving our sustainability

goals will not be an overnight event, but rather a gradual and systematic process that requires time, effort and commitment from all of us.

We will continue to provide progress updates on our goals and targets and evolving sustainability efforts through our annual reports and website.

# Sustainable Design

Embracing curiosity to develop innovative products

At La-Z-Boy Incorporated, we are guided by a core belief in the power of curiosity. It fuels our relentless pursuit of innovative opportunities for our products, which are grounded in our commitment to quality and sustainability, and dedication to fostering best practices in supplier partnerships.



## Incorporating sustainable materials



**David Bergman | VP of Procurement & Global Sourcing**

“La-Z-Boy Incorporated is continually evaluating our supply base to ensure we are partnering with suppliers that share our values when it comes to sustainability.”

The spirit of curiosity is at the heart of everything we do, from the latest comfort solutions and power options to advances in fabrics and cushioning. With our brand focus on quality and comfort, we are committed to developing products that align with sustainability. Incorporating sustainable materials that are ethically produced, reduce waste and increase recyclability into our products is an essential step in our journey to manage environmental impact.

Our innovation team conducts research on sustainable practices and materials. It works closely with our engineering team to ensure sustainable attributes are incorporated into the design and development of products. Our merchandising team focuses on identifying sustainable sourcing options, while our sourcing team collaborates with suppliers to ensure sustainable materials and manufacturing processes are considered.

In addition to the use of sustainable materials, our goal is to create high-quality, durable furniture that stands the test of time. Even with the inevitable wear and tear that comes with everyday use, our furniture is designed with durability in mind. This ensures a longer lifespan for our products, reducing the need for frequent replacements and, consequently, minimizing landfill waste.

By focusing on both aspects, we are not only contributing to a healthier planet but also delivering high-quality, durable furniture that customers can be proud to own and use for years.



## Responsible sourcing

La-Z-Boy Incorporated regularly evaluates new materials and technologies with the goal of improving our product sustainability. Sourcing materials that are sustainable or produced sustainably is an essential part of our commitment to reducing our environmental footprint. We understand the importance of not only using sustainable materials but also ensuring our products are designed for durability and longevity to reduce waste.

### Wood

For La-Z-Boy branded products, we responsibly obtain wood-based materials from well-managed forestry programs that do not contribute to deforestation. Almost 80% of the wood used in our furniture is certified or sustainably sourced.

Our Kincaid<sup>®</sup> brand and furniture manufactured by La-Z-Boy UK use 100% Forest Stewardship Council (FSC)-certified plywood. Our England brand uses about 88% of FSC-certified plywood and lumber.

We maintain close relationships with our wood suppliers to ensure they follow the best practices in forest management and maintain transparency. If a wood product is not sourced from a certified source, the supplier is required to prove that the product is derived from a controlled source and provide evidence of ethical harvesting.

Regardless of the source, all wood used in our furniture either adheres to the US Lacey Act and/or the European Union Timber Regulation, which prohibit the use of illegally harvested wood.

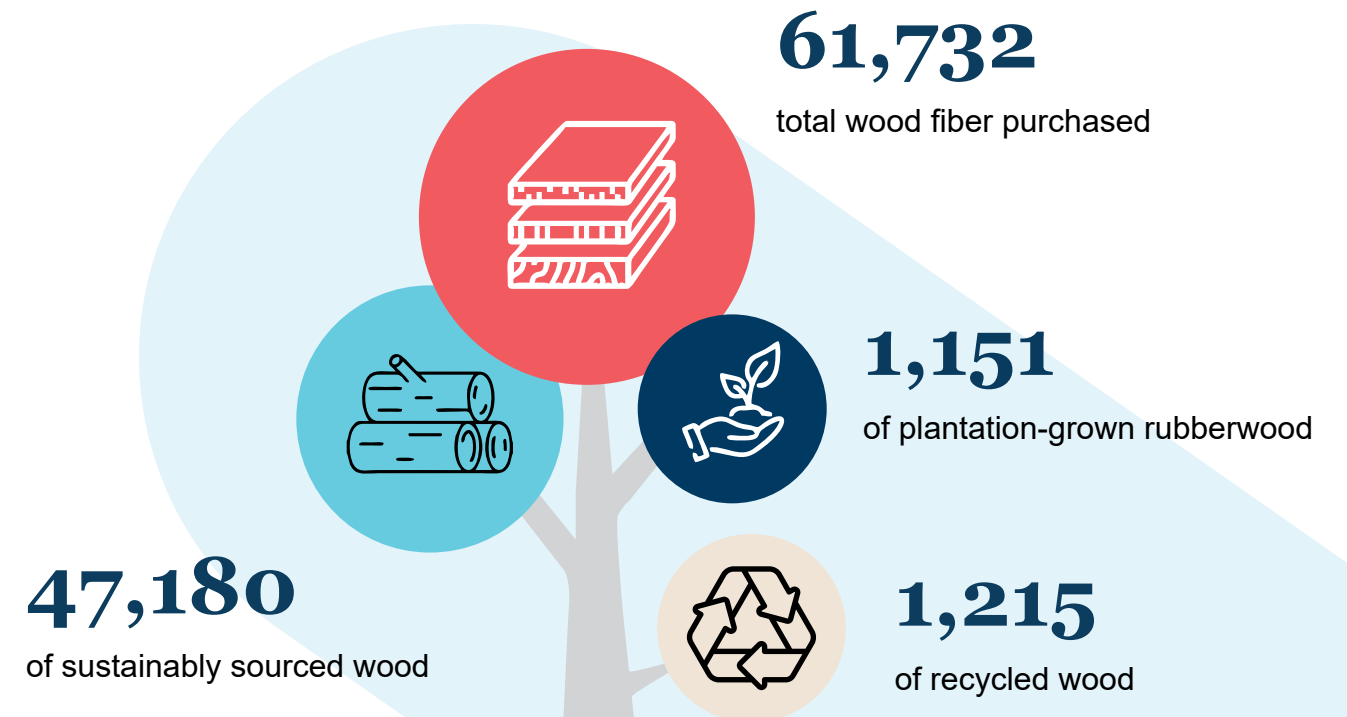
Nearly 90% of our domestic wood suppliers are part of organizations such as the National Hardwood Lumber Association, Real American Hardwood and the Kentucky Forest Industries Association, which promote sustainable lumber practices. Our objectives for the appropriate use of forest resources are further outlined in our [Responsible Wood Sourcing Policy](#).



In 2023, we received a “High Score” on the Wood Furniture Scorecard, an initiative of the National Wildlife Federation and Sustainable Furnishings Council to show the progress of sustainability initiatives by furniture companies. We have been awarded the “High Score” for two consecutive years.

Our organization is committed to fostering sustainable forestry practices through active engagement with regulatory bodies, industry partners and academic institutions. We are an active participant in the Sustainable Furnishings Council, which aims to promote practices that reduce the negative environmental impact of the home furnishings industry.

### Wood procurement in FY 2023 (in mt)<sup>4</sup>



<sup>4</sup> Wood procured in FY 2023 for La-Z-Boy branded products.

## Steel

In FY 2023, approximately 27% of the total steel procured was sourced from steel mills, which melt scrap metal as part of their manufacturing operations, or from discarded metal rails.

## Fabrics

Our commitment to sustainability is evident in our use of Conserve™ Sustainable Fabrics. These fabrics contain 30% polyethylene terephthalate (PET), sourced from recycled water bottles. This means that every purchase of a recliner or sofa made with these durable, soft fabrics diverts between 50 and 110 water bottles from landfills. As with our conventional furniture fabrics, Conserve™ Sustainable Fabrics undergo wear tests for safety, quality and durability. In FY 2023, 2.8% of La-Z-Boy branded units sold were made from Conserve™ Sustainable Fabrics.

## Leather

La-Z-Boy Incorporated is dedicated to sourcing commodities from suppliers who uphold our standards of product stewardship, social compliance, and sustainability. The Company's [Responsible Cotton Sourcing Policy](#) and [Responsible Leather Sourcing Policy](#) reinforce its commitment to these values.



## Engaging with our supply chain

The commitment to sustainability not only applies to La-Z-Boy Incorporated's operations but also extends to the supply chain. We work closely with our suppliers to ensure they adhere to environmental protection laws and regulations.

### OUR SUPPLIER EXPECTATIONS

To establish a business relationship with La-Z-Boy Incorporated, suppliers are required to adhere strictly to our [Supplier Code of Conduct](#), labor and safety compliance requirements detailed in our [Social Compliance Supplier Manual](#), and fulfill other [Supplier Requirements](#). These requirements are designed to ensure the highest standards of business, quality, and ethics.



#### Supplier Code of Conduct

The Supplier Code of Conduct serves as a guide for suppliers in their interactions with La-Z-Boy Incorporated. It outlines the ethical standards and expectations that suppliers must meet.



#### Supplier Requirements

**Legal requirements:** Any product supplied to us must adhere to all applicable legal requirements for manufacturing, distribution, and sale.

**Internal requirements:** Our team works closely with suppliers to ensure their business practices conform to our expectations and standards for ethics, quality, fair labor, safety, and the environment. Suppliers must also meet additional requirements to reduce the environmental impact of our products.



#### Social Compliance Supplier Manual

This document reflects our commitment to the Universal Declaration of Human Rights and the International Labour Organization (ILO) Conventions' expectations that suppliers must meet.



## ASSESSING OUR SUPPLIERS

La-Z-Boy Incorporated has a comprehensive system in place to monitor and evaluate the compliance of its suppliers.

- We expect suppliers to perform self-assessments and ensure compliance with our requirements
- We require suppliers to participate in a third-party assessment program to uphold ethical business practices and increase transparency
- We perform onsite audits at selected production locations, either by a La-Z-Boy Incorporated representative or a designated third-party representative
- We prioritize audits based on self-assessment of suppliers and our risk assessment results

Our compliance audit framework is based on La-Z-Boy Incorporated's Supplier Code of Conduct and has three main sections:



Humane labor conditions



Wages, benefits and employment



Health, safety and environment



Details of our full audit framework and process are available in the Social Compliance Supplier Manual.

Non-compliant suppliers must implement a corrective and preventative action (CAPA) plan within 90 or 180 days based on the compliance score. La-Z-Boy Incorporated or its representatives may visit factories to confirm that the corrective actions submitted as part of the CAPA plan are performed as expected.

We regularly evaluate and update our audit program to ensure in-depth assessments in a dynamic environment.

## SUPPLIER ENGAGEMENT

We actively engage with Tier 1 suppliers to communicate our sustainability goals and understand their place in the sustainability journey.

At our annual supplier summit, we convene discussions with our top Tier 1 suppliers. These meetings serve as a platform to address a variety of topics (project discussions, problem-solving and strategic planning) and enhance the resilience of our supply chain. We also discuss sustainable sourcing practices and how they can benefit our business as well as suppliers.

Starting from FY 2023, we have incorporated sustainability and diversity, equity, and inclusion (DEI)-related key performance indicators (KPIs) in our supplier scorecards. We have also added over 40 sustainability-related questions to the supplier audit questionnaire. These initiatives will help us integrate many top suppliers with our decarbonization efforts.

## Product quality and safety

At La-Z-Boy Incorporated, we are committed to crafting products that meet industry standards in quality and align with our increasing consumer needs and dynamic industry trends. To ensure the quality of our products and consumer safety, we have implemented rigorous testing and certification solutions.

### INSPIRING CONFIDENCE IN QUALITY



**Accredited Laboratory**

A2LA has accredited  
**LA-Z-BOY**  
Dayton, TN

for technical competence in the field of  
**Mechanical Testing**

This laboratory is accredited in accordance with the recognized International Standard ISO/IEC 17025:2017 General requirements for the competence of testing and calibration laboratories. This accreditation demonstrates technical competence for a defined scope and the operation of a laboratory quality management system (refer to joint ISO-ILAC-IAF Communiqué dated April 2017).



Presented this 30<sup>th</sup> day of May 2023.



Mr. Trace McInturf, Vice President, Accreditation Services  
For the Accreditation Council  
Certificate Number 6560.01  
Valid to February 28, 2025

For the tests to which this accreditation applies, please refer to the laboratory's website Scope of Accreditation.

Our Innovation Center Test Lab recently obtained a new accreditation from the American Association for Laboratory Accreditation (A2LA). The lab is now ISO 17025 accredited. We are in the process of increasing the scope of the accreditation by 2024.

This internationally recognized standard demonstrates our technical competence and robust management system to consistently deliver accurate and reliable results — something we strive for every day as part of our long-standing commitment to quality and comfort.

### PRODUCT SAFETY

We take great care to use materials that prioritize consumer health and safety in our products. We adhere to strict safety guidelines when using chemicals in our products and use these chemicals within the limits stipulated by both federal and state regulations.







## GREENGUARD Gold certification

All La-Z-Boy branded products are GREENGUARD Gold certified, which demonstrates that our products meet rigorous standards for low volatile organic compound (VOC) emissions, protecting the integrity of indoor air quality where they are used. The certification is verified via an accredited third-party lab.

Our Joybird brand has three styles accredited under the GREENGUARD Gold certification. We are in the process of certifying the rest of Joybird's styles in the coming fiscal year. One of our main American Drew suppliers is also GREENGUARD certified, which accounts for over 72% of American Drew product offerings as of the end of FY 2023.

We have improved and strengthened our Supplier Stewardship Requirements to ensure our suppliers have the latest information on regulatory compliance for our products and the overall industry.



## Ensuring tip-over safety

Product safety is of paramount importance at La-Z-Boy Incorporated. Our employees actively participate in the American Home Furnishings Alliance (AHFA), a trade association that acts as the industry's authority on health, safety and environmental information. Our CEO is proud to be on its Board of Directors. All our products meet various industry safety standards, including the newly adopted federal regulation, 16 CFR 1261 Safety Standard for Clothing Storage Units, and ASTM F2057-23, Standard Safety Specification for Clothing Storage Units, which are intended to reduce serious injury and death resulting from accidents involving dressers and similar clothing storage products. Due to our ongoing commitment to furniture safety, we have a record of no incidents causing serious injury or death involving our clothing storage units. Our Director of ESG, Sustainability and Product Compliance played a critical role as co-chair of the Test Procedure Task Group for the ASTM F15 Furniture Subcommittee.

# Sustainable Planet

Operating our business with compassion for the environment

At La-Z-Boy Incorporated, we are aware of the impact of our business activities on the environment and understand the urgency of addressing climate change. Our [Environmental Policy](#) outlines high standards of responsibility toward environmental stewardship as we create beautiful, comfortable spaces for people to live, work and play. We strive to lower our emissions, increase recycling efforts, and conserve water in all areas of our business operations.



# Addressing climate change

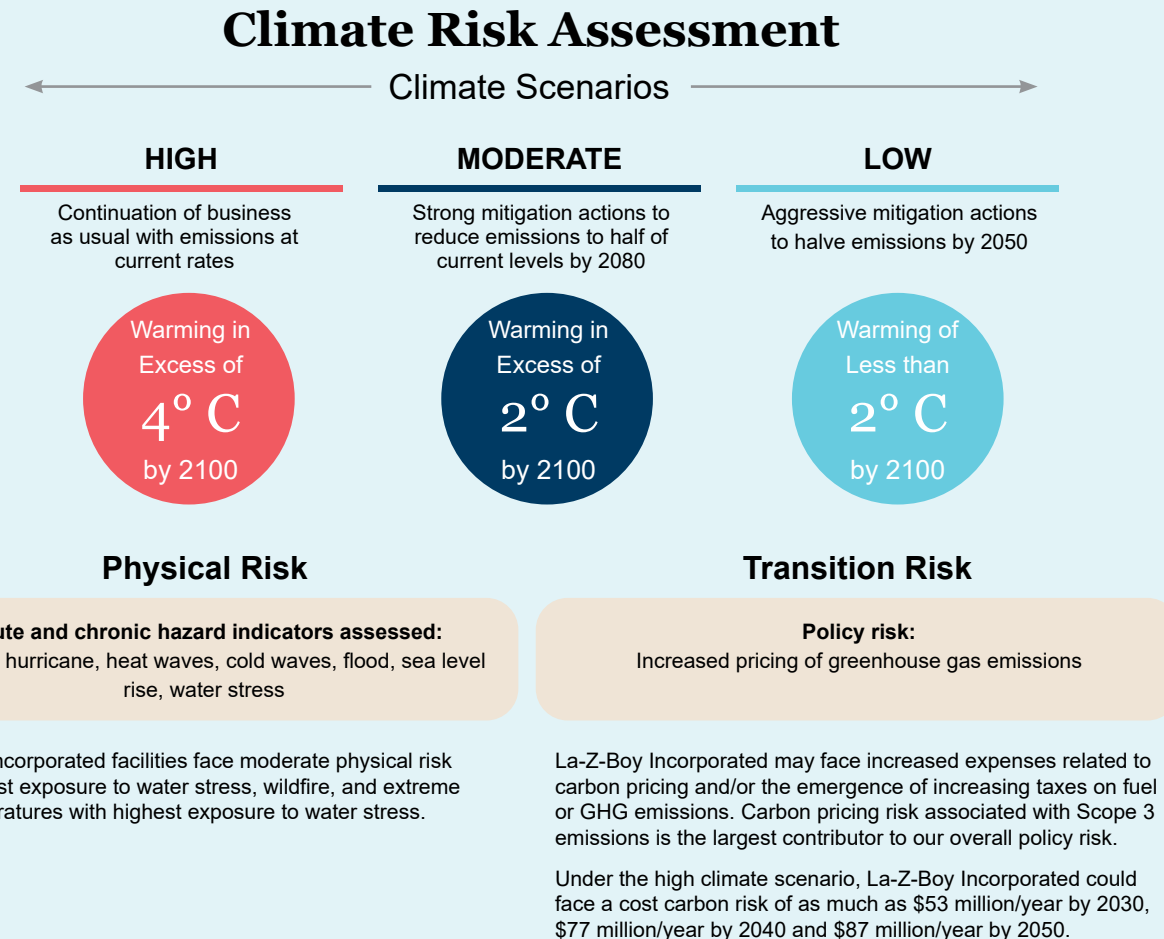
The consequences of climate change are significant and are increasingly affecting people worldwide. Recognizing the need for action, La-Z-Boy Incorporated has **committed to becoming Net Zero by 2050**.

In FY 2024, we intend to undertake a comprehensive materiality assessment, which will help us identify and prioritize our most significant sustainability issues. We also intend to set both long-term and interim science-based decarbonization targets in collaboration with the Science Based Targets initiative (SBTi).

## EVALUATING CLIMATE-RELATED RISKS

Working with a third-party partner, La-Z-Boy Incorporated completed a physical and policy risk assessment aligned with guidance of the Task Force on Climate-related Financial Disclosures (TCFD).<sup>5</sup> We evaluated our risks along three climate scenarios.

These risk assessments are integral to shaping our strategic approach toward climate resilience and decarbonization initiatives. They will not only guide our efforts toward reducing carbon emissions, but also help construct supply chains that can withstand potential climate-related disturbances and effectively manage associated risks. In FY 2024, we plan to expand our transition risk assessments by incorporating market, technology, and reputation risks into our evaluations.



<sup>5</sup> Physical Climate Risk assessment of 100 facilities based in the United States, Mexico, Canada and Thailand against three scenarios of high, moderate, and low climate change.

## IMPROVING OPERATIONAL EFFICIENCY

Our goal is to continually improve our processes and integrate sustainability into our daily operations, with the aim of minimizing our environmental impact. Our ongoing and upcoming initiatives in this regard include the following:

### TranZform

In FY 2023, La-Z-Boy Incorporated initiated the TranZform project as part of its lean manufacturing strategy to consolidate all the necessary functional requirements for operational efficiency within the manufacturing environment. The primary goals are to create value, foster growth, and develop talent.

We are currently in the process of establishing standardized policies to streamline our daily operations, and strive for operational excellence. Along with this, we are executing pilot projects across various facilities to test and validate these policies. Detailed analysis and results from these projects will be disclosed in our next fiscal year's report.

### Improved emission accounting: Partnership with ESG Flo

ESG Flo, an artificial intelligence (AI)-driven platform, delivers precise, comprehensive, and verifiable ESG data by using AI automation and deep learning to collect data from various parts of an organization, generating reports that adhere to the European Union's Corporate Sustainability Reporting Directive and non-financial disclosure requirements of the US Securities and Exchange Commission (SEC).

La-Z-Boy Incorporated has collaborated with ESG Flo and successfully completed a proof of concept for Scope 3 Category 1 (purchased goods and services) and Category 2 (capital goods) for 20 key suppliers. La-Z-Boy Incorporated now has access to transparent information on how mass-based data is turned into CO<sub>2</sub> emissions, allowing for future auditability efforts. We are currently expanding Scope 3 emissions calculation for a wider list of priority suppliers.

ESG Flo is actively collaborating with the Sustainability and Compliance team on the Supplier Scorecard initiative. The aim is to potentially develop automated solutions for La-Z-Boy Incorporated suppliers.

### Green scorecard

The environmental health and safety (EHS) and sustainability teams have partnered to develop a green scorecard for all our manufacturing facilities. This scorecard, to be implemented from FY 2024, will require all facilities to report on 20 KPIs across five key areas: energy, water, freight, waste, and packaging. The goal is to gauge the sustainability of operations in each facility and identify policies and processes that contribute to reducing their carbon footprint.




LA Z BOY  
WORLD HEADQUARTERS

# Energy

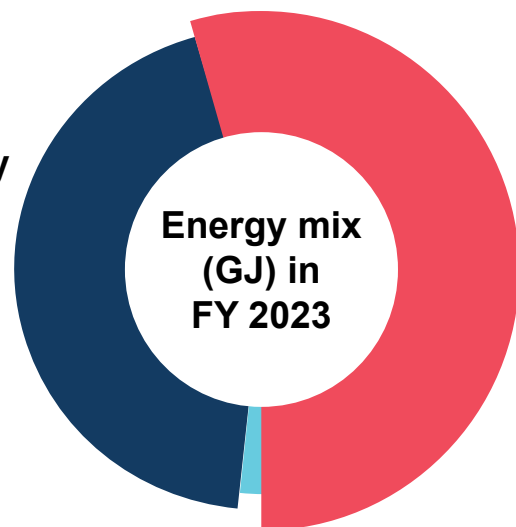
In FY 2023, we consumed a total of 720,931 gigajoules (GJ) of energy. Out of this, 389,902 GJ was utilized from natural gas and 318,068 GJ was derived from electricity. Additionally, 12,961 GJ was consumed from other sources, including gasoline, diesel, and propane.

Energy management plays a crucial role in reducing greenhouse gas (GHG) emissions and mitigating climate change. We are dedicated to exploring and implementing innovative solutions that can increase our energy efficiency through the use of renewable energy sources, energy-efficient technologies, and smart energy management systems.

 **720,931**  
**GJ**  
of energy used



**Electricity**  
44%



**Natural Gas**  
54%

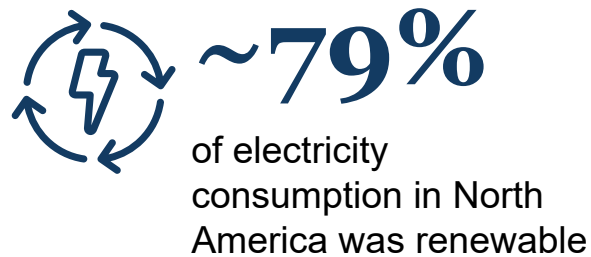
**Other**  
2%

## RENEWABLE ENERGY

In our pursuit of increasing renewables in our energy mix, we have launched several initiatives. These include:

### Virtual power purchase agreement (VPPA)

A VPPA was executed in 2021 with Invenergy LLC (formerly AEP Energy Partners) to procure clean energy from a Texas wind farm. The project aims to significantly mitigate our carbon footprint associated with over 90% of our annual US energy consumption. By doing so, we anticipate a substantial reduction in our overall electricity emissions, by ~45%.



### Mexico power purchase agreement (PPA)

In FY 2023, we successfully concluded a PPA in Mexico. This agreement provides us with the opportunity to utilize renewable energy sources to power our largest manufacturing facility located outside the US.

In FY 2023, ~79% of our total electricity consumption in the US was offset through our VPPA. In the future, we plan to obtain renewable energy equivalent to 100% of our global operations through initiatives such as our VPPA, Mexico PPA, and switching to green tariffs.

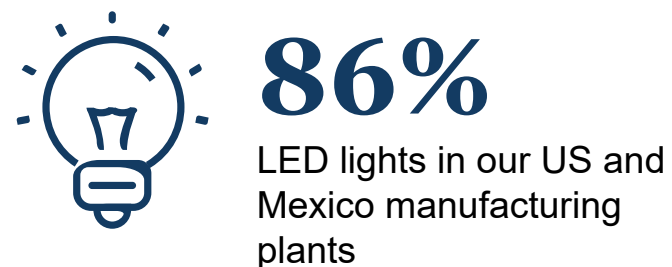
## DTE MIGreenPower program

La-Z-Boy Incorporated has subscribed to the DTE Electric Company's MIGreenPower program, a voluntary green program designed to make renewable energy more accessible and affordable to residents and businesses in Michigan, contributing to a cleaner and more sustainable future. With an expected start date in 2026, La-Z-Boy Incorporated has committed to sourcing 85% of its energy needs in Michigan, amounting to ~2,500 MWh, from the renewable energy portfolio of the project.

## ENERGY EFFICIENCY<sup>6</sup>

We are committed to implementing strategies aimed at enhancing energy efficiency and decreasing energy usage. We plan to employ essential measures to decrease energy usage in all our facilities to minimize the environmental footprint and preserve natural resources. We have already actioned several initiatives.

### LED retrofitting



<sup>6</sup>This section covers our energy efficiency efforts in the US and Mexico.

We conducted an in-depth study to evaluate the energy efficiency of our equipment across facilities. In our pursuit of energy efficiency goals, we are working toward retrofitting all our facilities with LED lighting.

We plan to extend this analysis to our distribution centers and retail outlets.

### Energy efficiency partnership with state of New Jersey



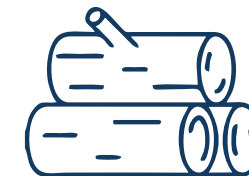
**240,206**  
**kWh**

of expected energy savings in the state of New Jersey by July 2024

We have collaborated with the state of New Jersey on a public-private partnership initiative. This partnership is focused on enhancing the energy efficiency of our Northeastern Distribution Center, situated in Robbinsville, New Jersey.

In FY 2024, we will implement a similar efficiency project for our Ontario Distribution Center.

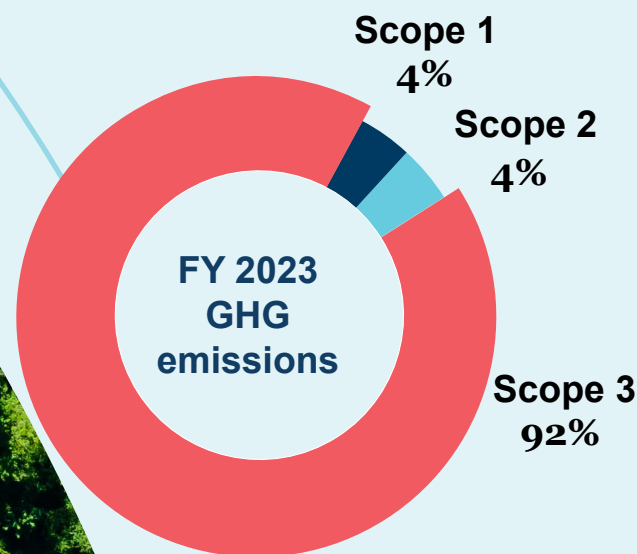
### Use of wood fuel



**5,393 ton**  
of wood fuel used

One innovative method to increase resource efficiency is the use of wood fuel produced onsite in our facilities for steam generation. Wood fuel from sustainably managed forests is a renewable resource that reduces fossil fuel usage, emissions, and solid waste-to-landfill volume. The steam produced by wood fuel is used in production operations, heating, and absorption cooling.





### Key interventions to reduce Scope 1 and 2 emissions

- VPPA with Invenergy LLC (formerly AEP Energy Partners) to procure clean energy from a Texas wind farm
- Plan to identify viable locations for onsite solar installations across our facilities

## Emissions

We at La-Z-Boy Incorporated are cognizant of the fact that emissions management plays a crucial role in reducing our impact on the environment and meeting our sustainability goals.

In FY 2023, La-Z-Boy Incorporated's Scope 1, 2 and 3 greenhouse gas (GHG) emissions collectively were **977,687 mtCO<sub>2</sub>e**.<sup>7</sup>

A third-party partner evaluation of our GHG emissions in FY 2023 showed that Scope 3 accounts for 92% of our total emissions. Our upstream value chain is responsible for 88% of this total.

### SCOPE 1 AND 2 EMISSIONS

Metric (mtCO <sub>2</sub> e)	FY 2023
<b>Scope 1 emissions</b>	
Diesel	364
Natural gas	19,630
Propane	402
Gasoline	49
Fleet (mobile)	18,985
<b>Total Scope 1 emissions</b>	<b>39,430</b>
<b>Scope 2 emissions</b>	
<b>Total Scope 2 emissions (location-based)<sup>8</sup></b>	<b>35,932</b>
<b>Total Scope 2 emissions (market-based)<sup>9</sup></b>	<b>13,135</b>

<sup>7</sup> mtCO<sub>2</sub>e – metric ton of carbon dioxide equivalent.

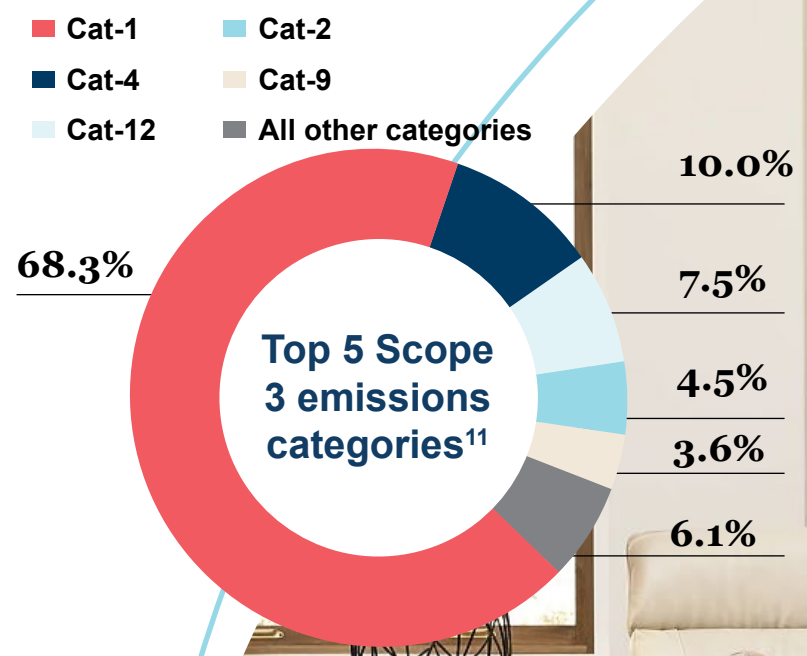
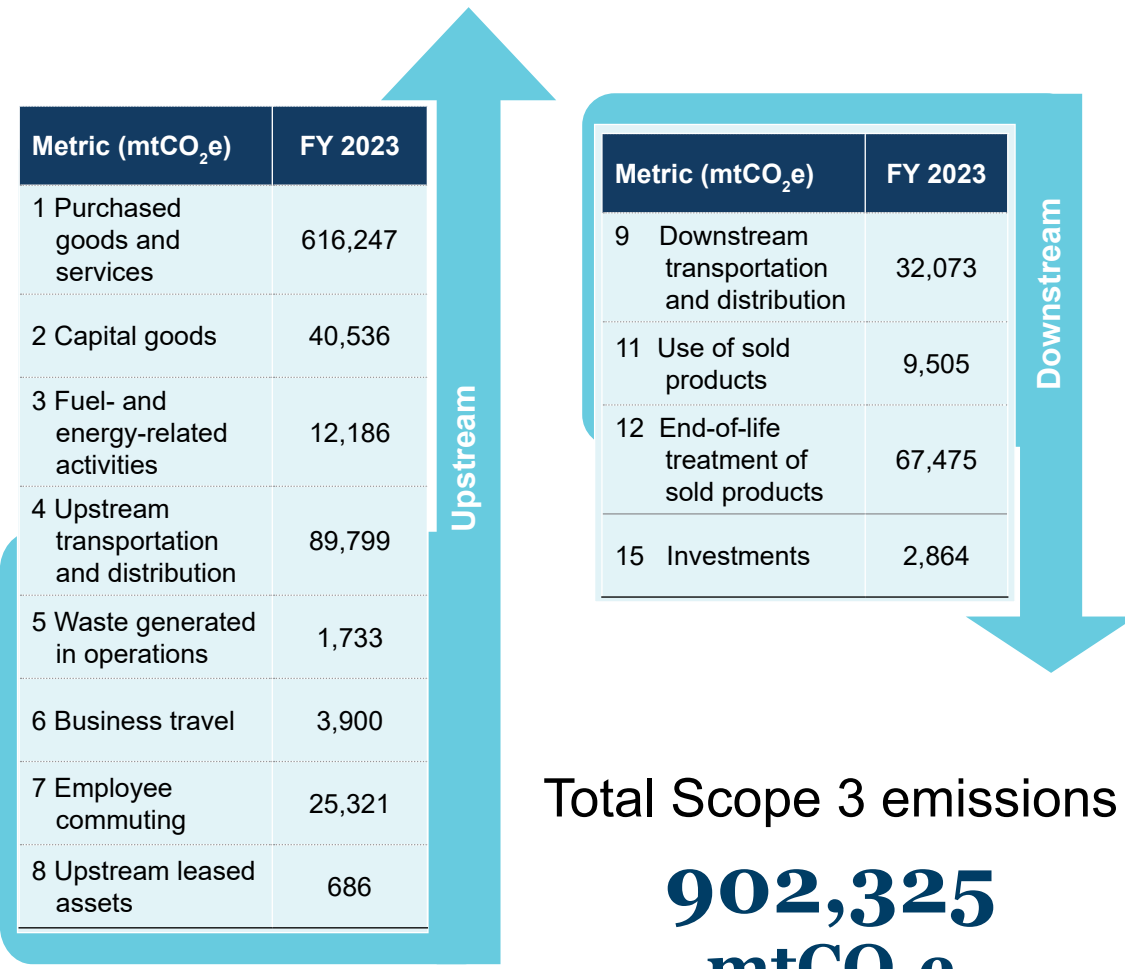
<sup>8</sup> Emissions from our leased facilities are accounted for under our Scope 2 emissions, but are excluded from Scope 3 emissions.

<sup>9</sup> Calculated on the basis of the 79% offset of our US-based Scope 2 emissions through our VPPA.

## SCOPE 3 EMISSIONS<sup>10</sup>

Purchased goods and services (Category 1) and transportation and distribution (Category 4) are the largest upstream contributors. The downstream, end-of-life treatment of sold products (Category 12) is the second largest contributor, accounting for 7.5% of Scope 3 emissions.

Our top 50 suppliers with the highest GHG contribution account for ~82% of total supplier emissions, with just five suppliers accounting for 52% of the total.



<sup>10</sup> Calculated using the spend-based method.  
<sup>11</sup> Total of 12 categories are relevant for the Company.



**Category 1: Purchased goods and services**

**Category 2: Capital goods**

- Collaborate with suppliers to onboard them into our sustainability initiatives and goals
- Partner with them to develop sustainable materials and promote circularity in our projects



**Key interventions  
planned to reduce  
Scope 3 emissions:**



**Category 5: Waste  
generated in operations**

- Increase recycling of scrap generated in our operations
- Partner with suppliers to reduce incoming packaging
- Increase post-consumer recycled content in our packaging



**Category 6: Business travel**

- Collaborate with major airline carriers to facilitate investments and promote the adoption of sustainable aviation fuel (SAF) certificates/agreements/programs
- Partner with hospitality suppliers with similar goals
- Reduce travel through use of technology

## Waste

Our mission is to prevent waste from reaching landfills across the product lifecycle, i.e., from product development and manufacturing to the final stages of distribution.

Recently, La-Z-Boy Incorporated entered into a partnership with a leading technology-based commercial waste and recycling service provider. The collaboration will enable us to enhance our operational efficiency, increase our waste diversion rates, and ultimately drive down costs, starting in FY 2024. The target is to entirely avoid incineration or greatly reduce waste being sent to landfills and accelerate our journey toward achieving zero waste.

### CIRCULARITY AT LA-Z-BOY INCORPORATED

We implemented waste management best practices with our **Smash the Trash** program. The program standardized material handling at our regional distribution centers (RDCs), including the correct breakdown and sorting of cardboard, pallets, hardware and other shipping materials. The program also provides guidance on how to repurpose these materials to maximize their value and divert them from landfills.

In FY 2023, we sent approximately \$1.6 million in reusable parts back to our plants.

#### Smash the Trash



Prevention and reduction at the source



Proper disposal of hazardous waste



Environmentally sound disposal of non-hazardous waste



Environmentally sound recycling



**21%**  
of packaging in our Mexico plants comprised of post-consumer waste

## Spotlight on La-Z-Boy's Ramos facility

Quantity (thousand pounds)

**1,007**

Cardboard recycled for packaging

**116**

Wood recycled for firebrick

**42**

Metal recycled to produce new metal leaf

**229**

Plastic pellets recycled to produce new plastic

**54**

Duon recycled to produce new products

**1,448**  
thousand pounds  
of material recycled in  
FY 2023

**13%**  
of waste generated  
sent to landfill in FY  
2023 as opposed to  
31% in FY 2022

### Collaborating with suppliers to foster circularity

In our ongoing commitment to achieving net-zero goals, we actively engage with our suppliers to explore opportunities to promote circular economy initiatives. We have already initiated several pilot projects with our vendors to collect scrap material such as foam, fabric scraps, leather, metal, and wood dust from our manufacturing facilities. These are repurposed into new products or applications, creating a closed-loop system.

For instance, we collaborate with partners that collect polyethylene terephthalate (PET) and high-density polyethylene (HDPE) containers which are sent to regional processors, who clean and pelletize these for use in the flooring and carpeting industries, to mold automotive components, and create new recycled content containers.

### HAZARDOUS WASTE

We recognize the importance of managing hazardous waste responsibly and are dedicated to reducing its volume produced at our facilities. Currently, hazardous waste is managed through incineration, landfill disposal, and recycling. We strictly adhere to federal and state regulations for its proper management and disposal.

In FY 2024, we will execute our hazardous waste minimization plan, which mandates each facility to establish a system to monitor and document hazardous waste production, identify waste reduction opportunities, evaluate, and implement new waste reduction methods, and train staff on hazardous waste management best practices.

Metric (million lbs)	FY 2023
<b>Waste Generated</b>	
Non-hazardous waste	20.0
Hazardous waste	0.1
<b>Total waste generated</b>	<b>20.1</b>
<b>Waste Recycled</b>	
Total non-hazardous waste recycled	17.9
Total hazardous waste recycled	0.1
<b>Total % of waste recycled</b>	<b>89.4%</b>
<b>Waste Disposal</b>	
Total waste to landfill	2.1
<b>Total % of waste sent to landfill</b>	<b>10.3%</b>



## Spotlight on



Our pilot program with Outlet stores focuses on repurposing items originally destined to be discarded. The store was an experiment to gain insight into a marketing format that would appeal to a new consumer base and assist the Company to better position this inventory, which is typically more challenging to sell.

Items include discontinued products, canceled customer orders, overstock, and those with minor quality defects. Through this effort, we are not only reducing our waste, but also promoting responsible consumption among customers.

Our first Outlet pilot store in Pickerington, OH opened on January 1, 2023.<sup>12</sup>



### Discontinued products and canceled customer orders

~16,000 discontinued pre-cut and sewn kits



### Items with minor quality defects

11,000 damaged or defective units



### Overstock

~50,000 yards of discontinued cover

## In FY 2023 (Jan to Apr)

747

units sold to consumers

940

upholstery units made from discontinued kit covers

49

aged upholstery units rescued

We are in the process of conducting a feasibility study to assess the potential effectiveness of this sales channel as a distribution platform for La-Z-Boy Incorporated products.

<sup>12</sup>We opened the second Outlet in Bolingbrook, Illinois, in April 2023.



## Biodiversity

The La-Z-Boy Incorporated world headquarters, located in Michigan, sits on over 100 acres of mostly forested land. We are dedicated to maintaining a sustainable environment and have undertaken the following initiatives, among others, to promote biodiversity and support local ecosystems.



### Honeybee regeneration

Collaborated with Bees in the D, a non-profit committed to restoring the population of bees, to introduce beehives on our campus to foster honeybee regeneration, contributing to their preservation.



### Pollinator gardens

To support and restore the population of pollinators, native pollinator food sources have been planted on our campus.



### Forest preservation

Given the significant role forested areas play in supporting wildlife diversity, we have taken measures to preserve forested sections, including leaving deadfall in place, which is essential for the survival and reproduction of various species.



### Native plantings

We prioritize using native trees, ornamentals, and ground cover in landscaping. Indigenous species play a crucial role in maintaining local biodiversity and preserving the area's natural heritage. Native plants are adapted to region-specific conditions, making them more resilient and better suited to thrive in these natural habitats. These also help reduce the impact of invasive species.



### Invasive species

Encroachment of invasive plants and trees is a primary threat to native forests in southeast Michigan. We engage our employees through volunteer activities to locate and remove invasive plants, considering ecological principles such as removal season, controlled herbicide application, and selective deforestation of invasive trees and saplings.

## Water

To maintain long-term operational viability, it is crucial to consider La-Z-Boy Incorporated's impact on regions where water scarcity and insecurity are significant issues.

As indicated by the physical risk assessment, La-Z-Boy Incorporated facilities may be vulnerable to water stress in the near future. Thus, it becomes imperative to build water resilience in operational areas to ensure business continuity, along with community well-being. We strive to minimize water intensity at our facilities through conservation measures, supported further by Green Scorecard evaluation, which will commence the monitoring of water consumption at our manufacturing facilities starting in FY 2024.

### Stormwater management

We have employed innovative stormwater management practices in our operations. One strategy involves the use of onsite bioswales designed to capture and filter stormwater, which not only reduces strain on local storm systems, but also minimizes potential harm to nearby water bodies.

## Spotlight on England

A team of dedicated and skilled Tennessee craftsmen and craftswomen build each piece of England furniture to last. With focus on creating something special and unique, the England team also aim to make furniture production as sustainable and ethical as possible. This involves paying attention to the raw materials, manufacturing processes and operations.



### Sustainable wood

A key aspect of sustainability at England is the sourcing of materials. The company prioritizes using wood from sustainable forests.

56%

FSC-certified lumber

98%

FSC-certified plywood

### Resource efficiency



**Programmable thermostats:** Installed in the bulk of the facilities to ensure heating and cooling during regular work shifts; with the intention of updating all facilities in future.



**Efficient machinery:** Procurement of large machinery with a variable frequency drive, which lowers energy consumption during startup and production when demand is not high.



**Improved batteries:** Purchase of electric lifts with lithium batteries instead of lead acid batteries to cut down usage throughout the day during production hours and decrease charging time.



**Switch to LED:** Installation of LED lights in all facilities.

### Managing waste

#### Vision: For England to be zero landfill

Utilization of a circular economy approach, which involves recycling and repurposing waste from product manufacturing and implementation of a comprehensive recycling program at England.

**3,858,282 lbs**  
waste recycled in FY 2023



**Foam and fiber:** 100% of foam and fiber material is recycled. This is achieved through a collaborative effort with vendors, ensuring a seamless and efficient recycling process.



**Pallets:** Collaboration with Leggett & Platt to repurpose or recycle the pallets used in their product deliveries.



**E-waste:** 100% of computers, light bulbs, electronics, and batteries are recycled.



# Sustainable Culture

Empowering our people with courage to do the right thing

At La-Z-Boy Incorporated, we support our employees to make courageous choices and help the business thrive. Our people practices are linked to our sustainability initiatives. The sustainable culture empowers employees to do what is right in the workplace and communities. From supporting our employees' careers and providing a safe and ethical work environment to giving back to the communities where we live and work, people are always at the heart of our brands.



# Governance framework and responsibility

## Responsible governance and ethical practice

We strive to integrate high standards of transparency, ethics, and accountability in our operations. We consistently work on good governance practices to sustain our relationship with our stakeholders and ensure business continuity.

## OUR BOARD

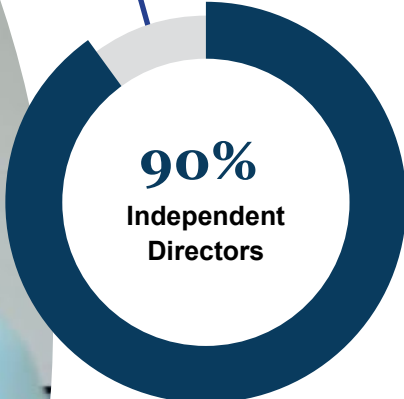
As of August 29, 2023, La-Z-Boy Incorporated's Board of Directors (the "Board") has 10 seasoned leaders with experience in the furniture and other industries, who oversee the strategic direction of the Company's operations.

Our Board has diverse expertise and a unique blend of skills, ensuring that the Company stays ahead of the curve in an ever-evolving business environment. Board members are well-versed in business dynamics, stay abreast of the most recent market trends and shifts and can effectively adapt and respond to these changes. They are also aware of the good governance and compliance practices prevalent among our peers.



Our Board has adopted [Corporate Governance Guidelines](#) to assist directors in exercising their fiduciary duties and responsibilities.





Our Board firmly advocates the importance of director independence. In line with the New York Stock Exchange’s listing standards, our corporate governance guidelines mandate that a significant percentage of our directors be independent. We also restrict the membership of Board committees to independent directors only. As of August 29, 2023, independent directors constituted 90% of our Board.

The Board conducts a thorough annual review to evaluate if any director has a material relationship with our Company, either directly or as a partner, shareholder or officer of an organization that has a relationship with the Company, that could compromise their independence. This review process is crucial in ensuring that directors can make unbiased decisions in the best interest of our shareholders, without any conflict of interest.



**Board diversity**

Our commitment to inclusion starts at the top. Diversity, sustainability and human capital management experience are key for the Board’s selection and succession planning. As of August 29, 2023, 70% of our Board was comprised of women and/or ethnically diverse directors.

The Board believes that diversity helps create a highly functioning Board and strives to ensure that it reflects a diverse mix of relevant characteristics, including gender, race, ethnicity, culture, experience, expertise, skills, and backgrounds to address the Company’s evolving needs.

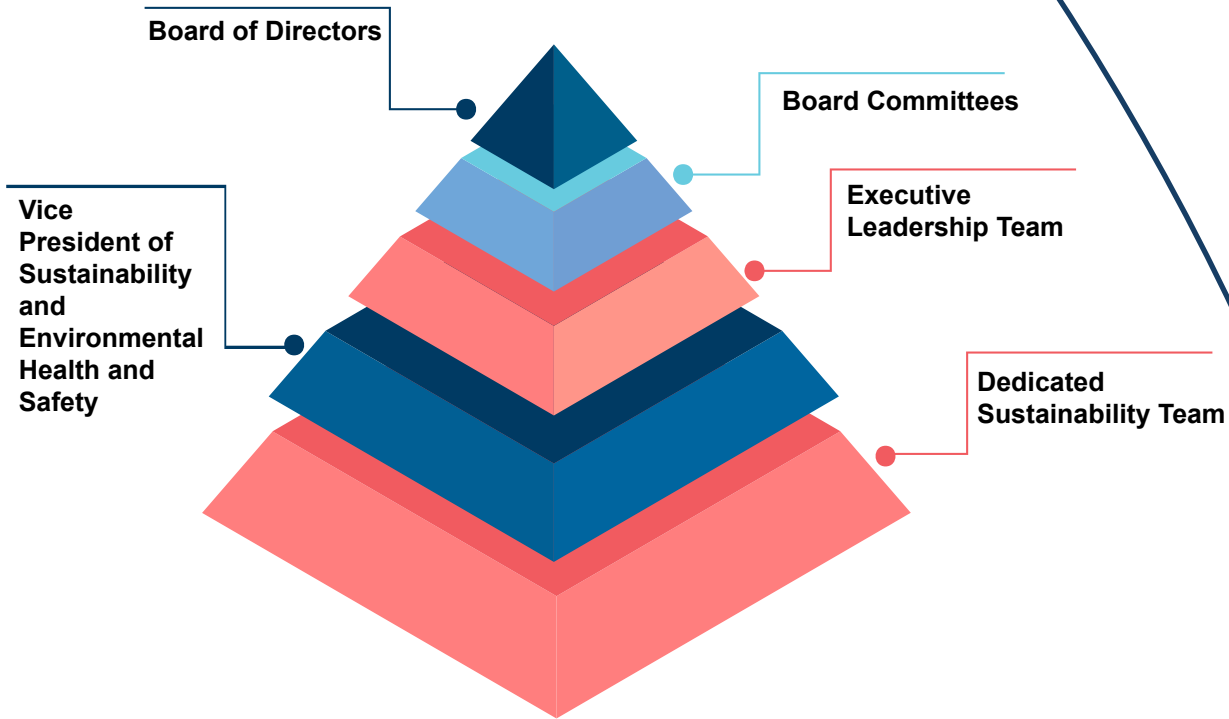
**Board oversight of sustainability**

As a part of its oversight of environmental and sustainability risks, the Board has a direct role in shaping the Company’s sustainability roadmap and is intrinsically involved in our commitment to pursue a Net Zero emissions goal.

The Board receives updates at least annually on environmental and sustainability risks and programs. The Vice President of Sustainability and Environmental Health and Safety regularly informs the Board on environmental and sustainability risks and the Company’s progress on its commitments and initiatives. The Vice President, General Counsel and Chief Compliance Officer apprises the Board and the Audit Committee on matters related to compliance and other risks.

The Board guides management to allocate appropriate resources and focus on sustainability. The process includes reviewing and refreshing Board composition to bring in directors with a strategic understanding of sustainability risks.

## Our sustainability governance structure



## BOARD COMMITTEES

The Board has three standing committees: the Audit Committee, the Compensation and Talent Oversight Committee, and the Nominating and Governance Committee. These are responsible for overseeing various aspects of the Company's operations and governance along with oversight of specific risks within their areas of responsibility. Each committee is composed of only independent directors and operates under a charter (see <http://investors.La-Z-Boy.com/> under 'Corporate Governance'). The Nominating and Governance Committee ensures that all risks, including emerging risks, are monitored by the Board or an appropriate standing committee. The Compensation and Talent Oversight Committee focuses on human capital management and diversity. The Audit Committee is responsible for overseeing key risk areas including ethics and compliance.

Throughout the year, our Board and committees review and discuss various risks, including environmental and sustainability risks confronting the Company, with a particular focus on new operational and strategic initiatives.

## DEDICATED SUSTAINABILITY TEAM

Our leadership team, under the watchful eye of the Board and its standing committees, designs, supervises and modifies sustainability initiatives to align with the best interests of the Company and its stakeholders.

The Director of ESG, Sustainability and Product Compliance manages the sustainability team to handle day-to-day responsibilities for promoting sustainability. The Vice President of Sustainability and Environmental Health and Safety is tasked with presenting the progress on La-Z-Boy Incorporated's short-, medium- and long-term sustainability targets and plans to the Board annually. The process includes discussing potential climate risks to the business, proposing changes to the Company's goals or objectives, and reviewing progress toward the stated goals.

Reviewing and recalibrating our business plans is a continuous and ongoing process to ensure the Company's actions are guided by a pragmatic approach that considers the long-term impact on sustainability and consumer satisfaction.



## BUSINESS ETHICS AND COMPLIANCE

La-Z-Boy Incorporated is dedicated to upholding the highest ethical standards and ensuring honesty and integrity in all aspects of business operations.

### Our Code of Conduct

The La-Z-Boy Incorporated's [Code of Conduct](#) provides clear and thorough ethical standards for all employees, officers and directors with respect to interacting with customers, vendors and fellow employees. It lays out key behavioral aspects we want to encourage and those we don't.

Our Code of Conduct policy is fully endorsed by the Board, which oversees its implementation and compliance. We updated the policy document in 2021 and translated it into multiple languages to make it more accessible to all employees.

### Compliance training

All vendors and employees are required to read and acknowledge La-Z-Boy Incorporated's Code of Conduct. The Chief Executive Officer, Chief Financial Officer, Chief Accounting Officer, senior management, and key financial reporting personnel are required to certify compliance annually with the Company's conflict of interest policy, code of business conduct, and the anti-bribery and anti-corruption policy via the annual online code of conduct training module and certification. Employees must also undergo compliance training, at least twice a year.

### Ethics hotline

Our ethics hotline is one of the many ways that stakeholders can voice concerns or grievances related to their La-Z-Boy experience. The Company rolled out an updated ethics hotline in 2021 to enable employees and suppliers to report concerns.

The round-the-clock hotline is managed by a third party. Individuals can file reports online, or through a phone or QR code. If an allegation of misconduct is corroborated, the Company takes appropriate action, including coaching, re-training, disciplinary steps, demotion or termination of employees, and debarment of vendors.

In FY 2023, our hotline received 99 reports. Each report was meticulously examined and investigated, and appropriate action was taken where required.

Employees can also communicate their concerns through a dedicated online portal.



## DATA PRIVACY AND CYBERSECURITY

At La-Z-Boy Incorporated, we place a high priority on the security and privacy of our data and that of our consumers. Oversight of these critical areas is a key responsibility of our Board and Executive Leadership Team. Our Chief Information Officer (CIO) leads a dedicated team in managing cybersecurity and data privacy, providing biannual reports to the Board, as well as attendance at Board meetings and quarterly Audit Committee meetings to discuss risks and internal controls related to information technology and systems. This approach ensures continuous awareness and proactive management of cyber and data privacy risks and mitigation strategies.

We are committed to cybersecurity and data privacy excellence – we safeguard our consumers’ personal information with cybersecurity policies, governance, conducting internal and external penetration tests, and a continued emphasis on user training and awareness. We review cybersecurity and data privacy policies annually and pay close attention to emerging data privacy laws to ensure legal compliance.

Our employees and third-party partners are required to protect and care for all sensitive and consumer data through standard processes, polices and the monitoring of the environment.

## HUMAN RIGHTS AND LABOR STANDARDS

At La-Z-Boy Incorporated, we are committed to upholding the highest standards of human rights and labor in our operations. We strive to create a workplace that is fair, secure and devoid of discrimination. We support and uphold the international labor and human rights established by the ILO and the Universal Declaration of Human Rights. We actively seek partners who share our values to ensure ethical practices across our operations.

Our team delivers training to individuals who oversee our supply chain operations, which focuses on recognizing and addressing issues such as slavery and human trafficking.

## OUR POLICIES

Our policies play a crucial role in ensuring the Company operates ethically, effectively and in a sustainable manner. They provide a framework for decision-making, risk management and stakeholder engagement. The corporate governance policies are designed to promote transparency and accountability and foster a culture of integrity and ethical behavior.



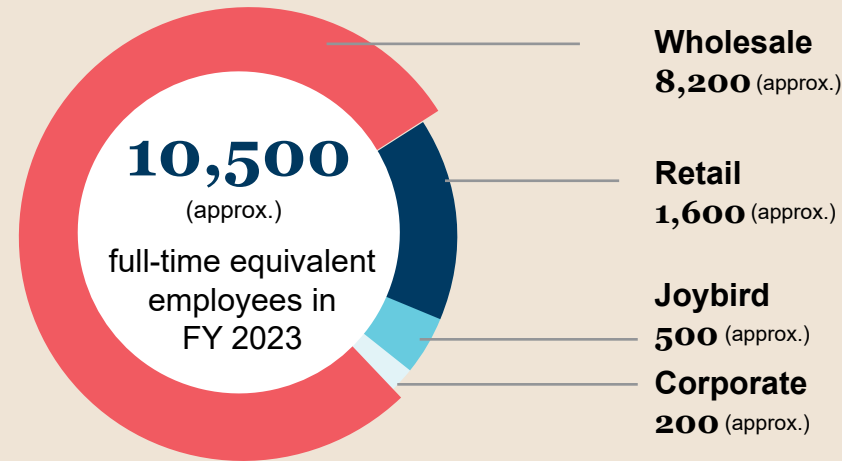
# Our people



**Katie Vanderjagt | VP & Chief Human Resources Officer**

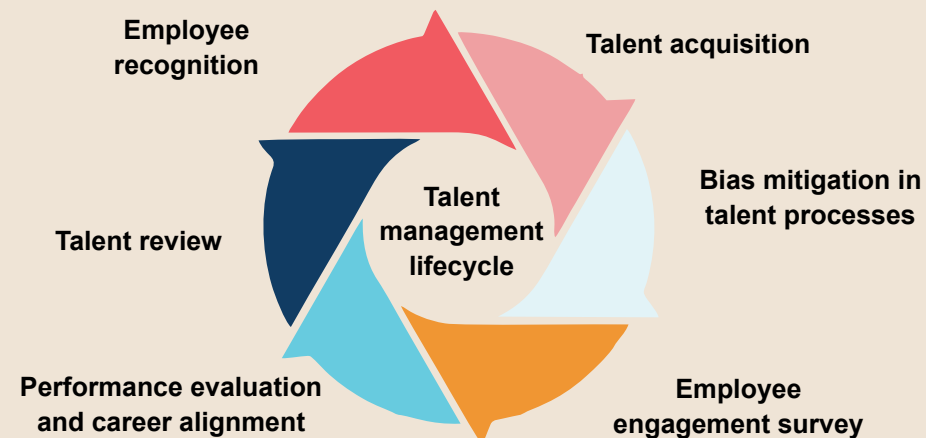
“At La-Z-Boy Incorporated, we are focused on delivering a human-centered employee experience that is based on enabling our employees to be their best. Our employees embody our core values of Courage, Curiosity and Compassion each and every day, contributing to our strong culture and ensuring we are delivering a great consumer experience.”

## OUR WORKFORCE



## TALENT MANAGEMENT LIFE CYCLE

In our continuous efforts to foster an environment where employees feel supported and engaged, we deploy a variety of tools, resources, and programs as part of our Talent Management Life Cycle. Our comprehensive approach is intended to enhance the workplace culture and boost employee productivity.



## Talent Acquisition

We strive to ensure a diverse candidate pool during the hiring process to attract varied talent at all levels of the organization, thereby promoting inclusivity and diversity.

### INTERN SPOTLIGHT: SONALI SINGH

A graduate of Columbia University, Sonali started her career as an intern at La-Z-Boy Incorporated. Following the successful completion of her internship, she recently transitioned into a full-time role as a Senior ESG and Sustainability Specialist at the Company.

**“My internship provided the ideal platform for me to apply my academic learnings and amalgamate them with the on-the-job skills I acquired while working with different teams at La-Z-Boy Incorporated.”**

“One of the most memorable moments during my internship was the opportunity to visit various factories in different locations such as North Carolina, California and Mexico. These visits provided me with a comprehensive understanding of the end-to-end process of product manufacturing. This experience is invaluable as it allows me to suggest strategies and develop projects aimed at decarbonizing the Company’s supply chain.”



## Bias Mitigation in Talent Processes

In our commitment to fostering a fair and inclusive environment, we actively address unconscious bias in our talent processes. To ensure a comprehensive approach, we conduct panel interviews, emphasizing individual assessments by interviewers. Subsequently, we facilitate debriefing sessions where potential biases are openly discussed and addressed. It is essential to identify and mitigate potential bias in talent-related discussions such as talent reviews, merit discussions, and other key decision-making forums.

Recognizing the importance of continuous education, we have implemented training programs to enlighten our teams on recognizing and challenging biases.

## Employee Engagement Survey

We conduct an enterprise-wide engagement survey every 2-3 years to evaluate employee engagement and enablement. The most recent survey, conducted in September 2022, gathered responses from over 9,000 employees globally, achieving an 87% response rate. Our survey results indicated very strong scores on quality and consumer focus, clear and promising direction, and diversity and inclusion.

These results are instrumental in guiding our workforce strategies to align with business goals and our Century Vision.

## Performance Evaluation and Career Alignment

In our organization, we conduct an annual performance assessment that includes both mid-year evaluations and annual performance reviews. The annual review helps to not only maintain high standards of performance, but also foster a culture of continuous learning and growth.

## Talent Review

On an annual basis, we conduct a thorough talent evaluation to identify and foster potential demonstrated by individuals





within our organization. Talent review serves as a valuable tool for discerning the alignment and divergence between potential and performance, guiding the implementation of tailored support mechanisms.

This initiative stands as a linchpin in ensuring the sustained success of our teams. Beyond that, it presents a crucial opportunity to assess the potential of employees, pinpointing those who could benefit from additional skills development or support.

### Employee Recognition

Our employees are among the best in the industry, and we emphasize acknowledging their accomplishments. To foster this, we utilize our BRAVO recognition platform across most of our enterprise, that allows leaders and peers to send personalized recognition and rewards for a job well done.

## EMPLOYEE GROWTH & DEVELOPMENT

Employees are our most valuable asset, and we prioritize their growth and development. Investing in our employees is a critical step towards enhancing our team's performance, fostering a culture of continuous learning and, ultimately, contributing to our business' success.

We provide our workforce with opportunities for both personal and career advancement.

### On-the-job Training

We continuously offer on-the-job training to help employees be more effective in their current and future roles. This includes thorough training in the operations and retail environment to maintain high quality standards as we make and sell our products.

### Learning Management System

We strive to promote our employees internally and provide them with the skills necessary to succeed. Our retail employees can access the Learning Management System (LMS) for both required

and elective e-learning content to support their growth and development. Topics covered within the LMS for FY 2023 include product knowledge, sales, design and management training.

### Leadership Development Program

Our commitment to enhancing leadership skills and capabilities remained steadfast through the continuation of our leadership development programs. In FY 2023, a total of 8 cohorts were successfully conducted, with 200 leaders completing the program. The program is conducted in collaboration with the Droste Group.

The integration of DEI principles into the program aligns with our broader commitment to fostering an inclusive leadership culture. This commitment is reflected in the careful consideration of diversity within cohorts, ensuring that participants bring a range of perspectives and experiences. By embedding DEI principles into our leadership development, we aim to cultivate leaders who champion diversity, embrace change, and contribute to a workplace culture that values every individual.

## AWARDS AND RECOGNITION

La-Z-Boy Incorporated was featured in Furniture Today's list of 10 Best Places to Work in Furniture 2023.

The recognition, based on an employee engagement and satisfaction survey, is a testament to the exceptional Company culture.



**Our commitment to creating an environment where every team member feels valued and supported is at the core of our success.**





**Cristina Mayela Romo Bisono |  
Global Environmental Manager**

“I decided to be part of this amazing organization because I saw the opportunity to do incredible things and be an agent of change.”

## EMPLOYEE SPOTLIGHT: CRISTINA MAYELA ROMO BISONO

A seasoned health and safety professional, Cristina brings over two decades of experience to the table. Her journey began in environmental conservation and education and subsequently transitioned to occupational health, where she spearheaded EHS initiatives and standardization within the automotive industry. In 2022, Cristina joined La-Z-Boy Incorporated, bringing along her passion for environmental sustainability, and health and safety management.

Cristina has been instrumental in implementing recycling programs across La-Z-Boy Incorporated’s manufacturing facilities, striving to achieve a 90% recycling rate across the Mexico sites. She is also actively involved in fostering social change, developing programs for recycling materials in partnership with local prisons in Coahuila. These programs aim to create mats and leather products from leather scraps to help inmates’ families. The ultimate goal is to achieve ‘Zero Waste to Landfill’ status for some of our manufacturing divisions.

Further, she is a part of the TranZform program, which aims to integrate lean manufacturing in our day-to-day operations and enhance our operational efficiency.

**“I am particularly drawn to the value of curiosity at La-Z-Boy Incorporated. I am always seeking to expand my knowledge, explore new areas and grow and implement innovative strategies at work.”**

In the future, she is eager to initiate workshops at our Mexico facilities, with the aim of promoting local communities and artisans in collaboration with a local museum.

Cristina is deeply committed to creating a secure and conducive work environment for all, recognizing the pivotal role of comprehensive EHS policies in promoting a healthier and safer community. She remains steadfast in her pursuit of enhancing awareness about mental health, ergonomics and safety, particularly in the light of escalating growth of the industrial sector in Mexico.

# Embedding diversity and inclusion in our culture

Our commitment to fostering a culture of belonging, equity and inclusion extends across every stage of the talent lifecycle. From the onset, we strive to ingrain these values into our practices, processes and overall organizational culture. During the hiring process, our concerted efforts are geared towards cultivating a diverse talent pool at every organizational level.

We engage in proactive collaboration with on-campus diversity groups, leveraging a range of recruitment channels. We emphasize the importance of diverse representation on interview panels, ensuring that multiple perspectives contribute to our decision-making. Beyond traditional avenues, we actively seek out and recruit candidates who may not conventionally appear in our talent pool.

This commitment spans the entire talent lifecycle, reinforcing our dedication to fostering an inclusive workplace where diversity is celebrated and inclusion is expected, and all individuals have equal opportunities for growth and success.

## DIVERSITY, INCLUSION AND BELONGING



**Vincent Wiggins | Lead Sourcing Manager - Supplier Inclusion**

“La-Z-Boy Incorporated employees have embraced our supplier inclusion initiative and are active and willing participants in our efforts to ensure that diverse businesses have opportunities to compete for business. Our culture of compassion, curiosity and courage ensures that all minority, veteran, women-owned, certified, LGBTQ and disabled business owners feel welcomed and respected.”



We believe a diverse team, with members who feel safe bringing their whole selves to work, is a high-performing one.

Diversity, Inclusion and Belonging Council

### Mission

To foster an environment that attracts the best talent, values diversity of life experiences and perspectives, and encourages innovation in pursuit of that mission

Our diversity, inclusion and belonging (DIB) initiatives are fully endorsed by the Company's leadership with Board oversight (through the Compensation and Talent Oversight Committee) and governance.

Our Diversity, Inclusion and Belonging Council (DIB Council) has a committed group of diverse leaders from across the business who manage and enhance La-Z-Boy Incorporated's DIB journey focused on four pillars.

The DIB Council launched several initiatives in 2022. Some of them are:

- **Unconscious bias training:** This quarterly program aims to help employees understand and combat unconscious biases. Through dialogue and real-world examples, employees are encouraged to enhance their allyship skills.
- **Pay equity assessment:** It is a Company-wide assessment to assess pay equity at the office level. The results are used to implement actions that ensure a meritocratic work culture, regardless of personal characteristics.
- **Diversity, Inclusion and Belonging Channel on LZB Connect:** This internal social platform enables employees to share their stories, foster awareness and engage with a broader audience within the organization in their free time.
- **Recognition of multiple holidays:** We continue to publish educational content on the various holidays that hold meaning for our employees to recognize celebrations taking place around the globe and promote diversity.



Attract



Belong



Promote



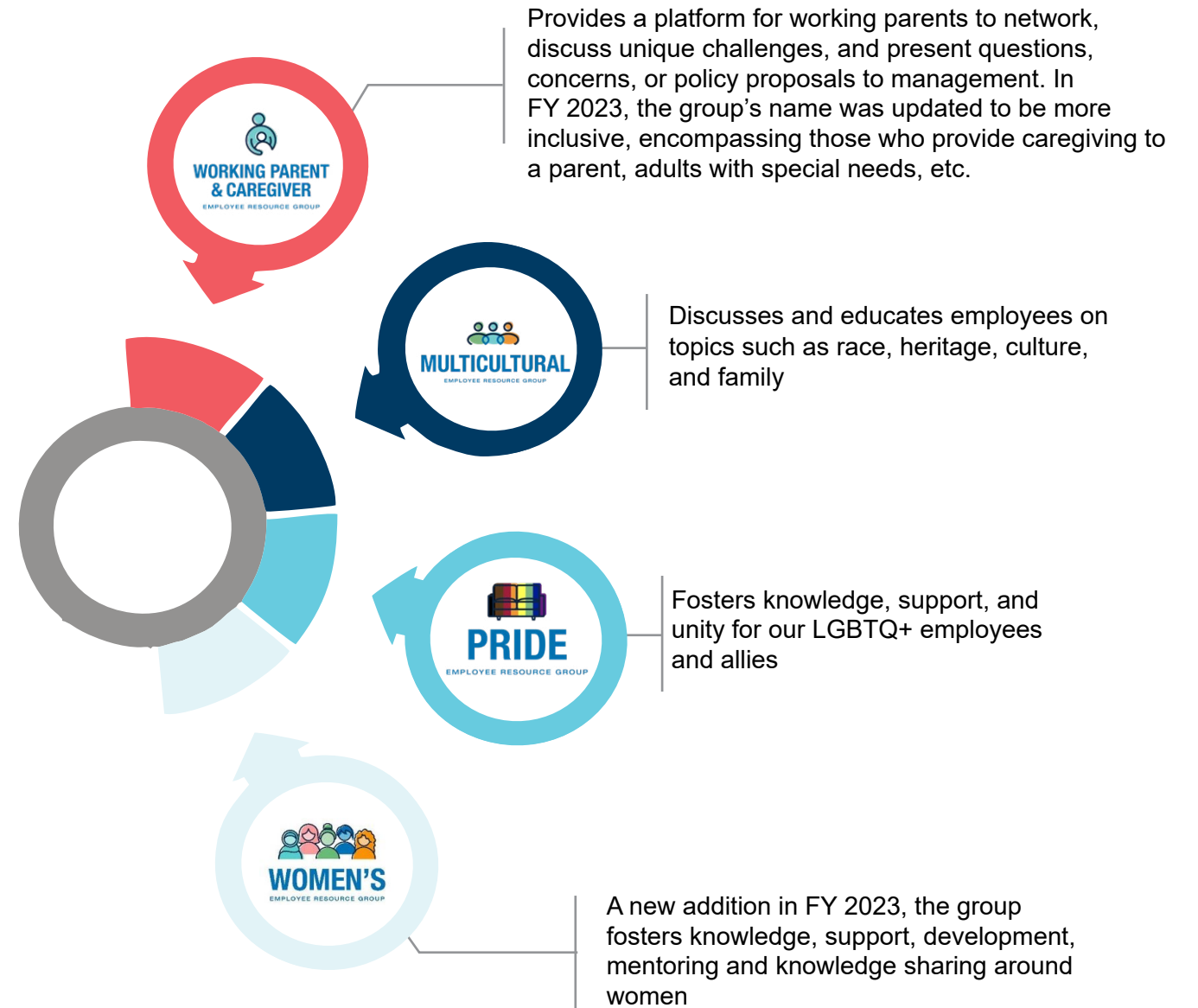
Influence

## EMPLOYEE RESOURCE GROUPS

Our employee resource groups (ERGs) are dedicated to instilling a culture of diversity, inclusion and belonging, and play a pivotal role in advancing these values. These groups not only provide learning opportunities and mentorship for our employees but also serve as dynamic forces driving positive change in our organization.

In FY 2023, our ERGs took a strategic approach, setting SMART objectives to guide their initiatives. Their focus encompassed community growth, local presence, and fostering understanding through knowledge-sharing endeavors. These objectives are aligned with our commitment to ensuring that ERGs not only function as internal support systems but also become key agents of positive change in our broader community.

Currently, we proudly offer four ERGs, accessible to all La-Z-Boy Incorporated employees. These groups serve as platforms for learning, mentorship, and community engagement. Beyond these foundational roles, our ERGs actively contribute to our Company's wider impact by providing support to their communities, fostering networking opportunities, educating, and volunteering.



## FOSTERING INCLUSION IN OUR SUPPLY CHAIN

In FY 2023, La-Z-Boy Incorporated joined Ascend's National Cohort Program as a partner. The move provided several diverse La-Z-Boy Incorporated suppliers an opportunity to gain access to new markets, funding sources, and high-quality business management education through The Ohio State University Fisher School of Business.

In addition, La-Z-Boy Incorporated gained immediate access to women- and minority-owned businesses with a proven capacity to service large corporations. Several Ascend businesses have participated in bid events by responding to proposal requests for merchandising, facilities, and comfort care.

### Supplier Inclusion Program

Our Global Procurement and Sourcing team created the Supplier Inclusion Program to ensure that inclusion is a component of every product we make.



### Ascend National Cohort Program

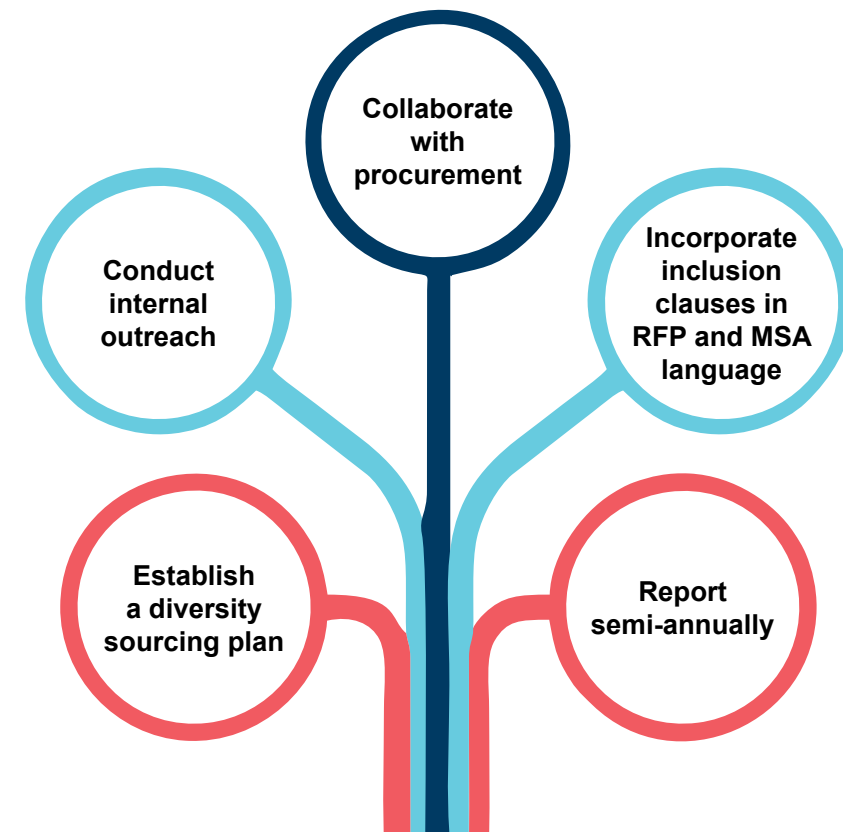
The Ascend program is an initiative designed to support entrepreneurs of color. With its **Three-M model** addressing the gaps of **Management, Markets and Money**, the program aims to accelerate the growth of minority-owned and inner-city businesses. It facilitates business expansion by providing companies access to new markets through contractual opportunities, honing their management abilities through mentorship, and offering them financial support via loans and investments.

Ascend's **National Cohort Program** engages businesses owned by people of color in a seven-month program to help accelerate their growth.

The program is pivotal to our initiatives, focusing on enhancing opportunities for underrepresented groups to bid for projects. It is designed to promote diversity and inclusivity in our supply chain, ensuring that we provide opportunities to businesses that have historically been marginalized, such as those owned by minorities, women, veterans, individuals with disabilities and members of the LGBTQ+ community. We aim to not only increase the representation of these groups in our bidding process, but also encourage our top suppliers to foster inclusivity in their supply chains.

Our procurement team is actively working to identify and prequalify diverse vendors for opportunities within our direct categories.<sup>13</sup>

### Our supplier inclusion process



<sup>13</sup> Direct category refers to materials or services directly associated with a La-Z-Boy Incorporated product, such as wood, screws, electrical components, welding, and cover.

# Employee wellness and safety

As a leading industrial manufacturer in numerous regions, we understand our potential impact on surrounding communities. Our ethical compass guides us to prioritize the health and safety of our employees, partners and the people in the communities surrounding our sites of operations.

## Policy

Our organization has implemented several policies to cover a broad range of potential risks in the workplace, to safeguard the well-being of our employees. These include the Plant Safety Rules, Fall Protection Policy, Rack and Material Handling Guidelines, and Eye Protection Policy.

## Partnership

We proactively partner with local agencies to develop comprehensive emergency and contingency plans for major incidents that may occur at our facilities, and potential natural disasters. These plans include:

- Joint or integrated training sessions with local fire departments and law enforcement agencies
- Invitations to first responders to tour our facilities and conduct site walkthroughs to facilitate their understanding of our operations and enable them to respond better to potential emergencies
- Donations aimed at improving emergency response capabilities, such as funding of equipment and training for first responders

We work to forge relationships with agencies, such as the Occupational Safety and Health Administration (OSHA), to understand how we can best adhere to health and safety practices.

## Our employee safety framework



Policies, rules and guidelines



Partnership



Training



## Safety training

Training is key to maintaining high safety performance. Our training process focuses on safety, and we continue to train and onboard employees in the US and Mexico using this comprehensive program.

The Environmental, Health, and Safety (EHS) leadership team convenes on a weekly basis to examine and discuss potential opportunities for improvement. Peer-to-peer learning sessions are used to leverage best practices and share key insights on specific areas of expertise.

We aim to conduct monthly safety training sessions for our manufacturing staff.

Safety training *cont.*



>70%

Reduction in OSHA recordable injury rate since 2012



Zero

Fatalities in FY 2023

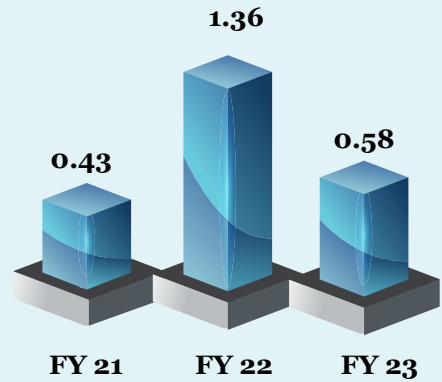


42,825

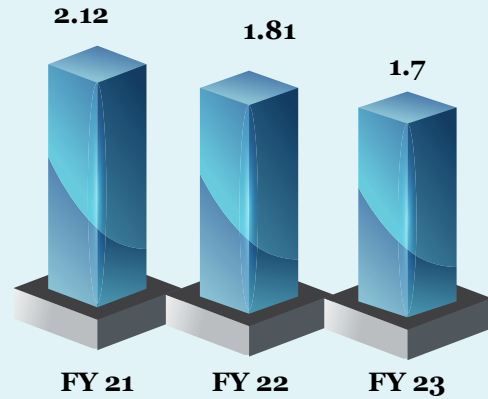
Safety training hours in manufacturing



Lost work day rates<sup>14</sup>



Recordable incident rate



<sup>14</sup>The increase in lost work day rates in FY 2022 was related to OSHA modifications for pandemic reporting requirements.

**National Safety Council Recognition**

In 2023, La-Z-Boy Incorporated was awarded the prestigious Corporate Culture of Safety Award by the National Safety Council (NSC) for demonstrating strong leadership and safety performance. This award is given to organizations recognized with 50 or more unique awards in the Workplace Safety Awards Program within a year. La-Z-Boy Incorporated notably exceeded this threshold, receiving over 130 awards.

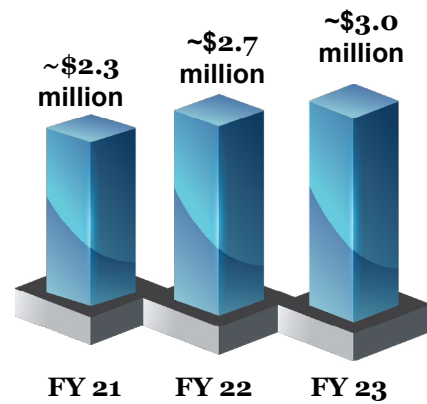
The Workplace Safety Award acknowledges and rewards organizations that achieve significant milestones in workplace safety. This includes the successful implementation and execution of comprehensive safety policies and procedures.

## Our community

La-Z-Boy Incorporated is committed to enhancing the quality of life of communities in which we live and serve, not only through our products and services, but also through our leadership, financial contributions, and volunteer efforts. Leading with compassion is a core value at La-Z-Boy Incorporated and has been integral to our Company since our founding in 1927.

Our philanthropic initiatives are diverse and wide-ranging, reflecting our commitment to making a positive social impact, and include local community involvement, disaster relief, Ronald McDonald House Charities, other corporate giving, and leadership and administrative support of the La-Z-Boy Foundation.

### Total amount donated by La-Z-Boy Incorporated and La-Z-Boy Foundation



**La-Z-Boy Cares** represents our commitment towards contributing back to the community to make a positive impact. We are not just a business operating within a community, but also residents and active participants in the local communities around our facilities.

**Vision:** *To improve the lives of others by developing a world-class program based on partnerships where employees feel a sense of connection and pride in their communities*





## VOLUNTEERING

### Summer of Caring

**Summer of Caring** encourages and supports employees to volunteer throughout the summer season. The initiative fosters a culture of giving within the workplace and supports individual and community development.

### Season of Caring

**Season of Caring** is a cherished tradition at La-Z-Boy Incorporated that embodies the spirit of generosity within our communities during the holiday season. This tradition is a manifestation of our commitment to giving back, a value deeply rooted in the principles of our founders.

Over the years, thousands of volunteers have also made invaluable contributions by generously offering their time, skills, and resources, including delivering and setting up furniture, attending and supporting local chapter events, sending words of encouragement to families and staff, and participating in La-Z-Boy's national volunteer initiatives.

### La-Z-Boy Cares Dollars for Doers

In 2021, we launched the **La-Z-Boy Cares Dollars for Doers** program to support our employees' dedication to volunteering by providing financial support to non-profit entities that they feel passionate about. The program encourages employees to share how their volunteer time has positively impacted the non-profit organization and its community work. As a token of appreciation, employees who participate in the program are entered into a drawing for \$500 corporate donations to their chosen charity.

This program not only provides financial support to non-profit organizations, but also encourages employees to engage more deeply with the causes they care about.

## NEW IN 2022 @LA-Z-BOY INCORPORATED

### La-Z-Boy Compassion Fund

In 2022, we established the **La-Z-Boy Compassion Fund**, offering financial assistance to our employees in their time of need. The fund is a testament to our commitment to the well-being of our employees.



## THE LA-Z-BOY FOUNDATION

With a strong belief of giving back to our communities, the La-Z-Boy Foundation has supported various non-profit organizations in the areas of education, health and human services, arts/culture/humanities, and community enrichment. Since its inception to December 31, 2022, the La-Z-Boy Foundation has donated \$39.7 million. In FY 2023, it donated almost \$1.4 million to charities.



● Education    
 ● Health    
 ● Nutrition

Beneficiary of foundation grant	Grant value (Unaudited, \$ amounts in thousands)	Focus area
United Way	\$235	<span style="color: red;">E</span> <span style="color: darkblue;">H</span>
River Raisin National Battlefield Park	\$140	<span style="color: red;">E</span>
Appalachian State University	\$333	<span style="color: red;">E</span>
Neosho School District	\$400	<span style="color: darkblue;">H</span>
Gabby's Grief Center	\$150	<span style="color: darkblue;">H</span>
Monroe Family YMCA	\$80	<span style="color: lightblue;">N</span>
Monroe County Opportunity Program	\$60	<span style="color: red;">E</span>

## Ronald McDonald House Charities: Our Charity of Choice



A global organization, [Ronald McDonald House Charities](#)<sup>®</sup> (RMHC<sup>®</sup>) enables and facilitates family-centered care globally to families with sick children. La-Z-Boy Incorporated has a long-standing partnership with RMHC and is their official furniture provider.

### Transformational power of comfort

We believe in the transformational power of comfort, and since 2008, our organization has been supporting RMHC in providing families with supportive, comforting spaces so they can focus on their child's medical journey.



**> 150,000**

pieces of furniture donated to local Ronald McDonald House Charities (RMHC) Chapters



**150**

new and existing Ronald McDonald House and Ronald McDonald Family Room programs furnished across the US, Canada, and beyond, including in Australia, New Zealand, and Asia



**> \$7 million**

provided to enable RMHC to continue to provide compassionate care and essential resources to children and families being served by leading hospitals worldwide



# Appendix



# EMISSION CALCULATION METHODOLOGY

Given below is an overview of how La-Z-Boy Incorporated calculates its GHG emissions. The calculation process adheres to the guidelines provided by the GHG Protocol and its associated documents.



## Scope 1

Scope 1 emissions were estimated using data on fuel usage, categorized by type of fuel, and the corresponding emission factors from the US Environmental Protection Agency (US EPA).



## Scope 2

Scope 2 emissions were calculated using the total electricity usage data and local electricity grid emission factors from the US EPA eGRID and International Energy Agency (IEA).



## Scope 3

The estimation of Scope 3 emissions was achieved by leveraging primary data and the relevant emission factors provided by the United Kingdom's Department for Environment, Food and Rural Affairs (DEFRA). In case where spend data was available and used for any of the categories, the Environmentally Extended Input-Output (EEI-O) model was utilized to calculate emissions.



Category	Methodology
1 Purchased goods and services	Supplier spend data, along with supplier emission data, was used to calculate supply chain emissions using the EEI-O model through all tiers up to and including raw material extraction.
2 Capital goods	
3 Fuel and energy-related activities	Electricity and fuel usage data was combined with transmission and distribution, and well-to-tank DEFRA emission factors.
4 Upstream transportation and distribution	Total distance traveled data and mass of goods on various modes of transportation was used, along with DEFRA emission factors. In case of spend data on other logistics, the EEI-O model was used to calculate emissions.
5 Waste generated in operations	Waste data and appropriate emission factors from DEFRA were used. In case of spend data on waste management, the EEI-O model was used to calculate emissions.
6 Business travel	Data on mode of transport and distance traveled, along with number of room nights for hotel stay, were combined with DEFRA emission factors. In case of spend data on business travel, the EEI-O model was used to calculate emissions.
7 Employee commuting	La-Z-Boy Incorporated's employee head count by country data was combined with the Organization for Economic Co-operation and Development's published country averages for commuting time, transportation mode, and distance to calculate emissions.
8 Upstream leased assets	Square footage and building type data were combined with average intensities for average consumption from US Energy Information Administration to obtain the total consumption by energy source for each leased building. Emissions were further calculated using country-specific electricity grid-emission factors from the IEA and fuel emission factors from the IEA as well as DEFRA. In case of expenditure/spend amount, the EEI-O model was used to calculate emissions.
9 Downstream transportation and distribution	Data for total spend on downstream transportation and distribution by customer/business partners of La-Z-Boy Incorporated was used to calculate emissions with the EEI-O model.
11 Use of sold products	Energy consumption data during the use phase of the product was combined with the DEFRA emission factors and the IEA world average electricity grid factors to estimate emissions.
12 End-of-life treatment of sold products	Data on total weight of product and packaging, along with the specific route of waste disposal, was combined with DEFRA emission factors.
15 Investments	Investment data and EEI-O model were used to calculate Scope 1 and Scope 2 emissions from La-Z-Boy Incorporated's investments.

# SASB Reporting Index

Building Products &  
Furnishings



Topic	Accounting Metric	Code	Location/Response	Page Number
<b>Energy Management in Manufacturing</b>	(1) Total energy consumed	CG-BF-130a.1	<b>Energy</b>	22
	(2) Percentage grid electricity			
	(3) Percentage renewable			
<b>Management of Chemicals in Products</b>	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-BF-250a.1	<b>Product Safety</b>	16
	Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	CG-BF-250a.2	<b>Product Safety</b>	17
<b>Product Lifecycle Environmental Impacts</b>	Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	CG-BF-410a.1	<b>Responsible Sourcing</b>	12
	(1) Weight of end-of-life material recovered (2) Percentage of recovered materials recycled	CG-BF-410a.2	<b>Waste</b>	29
<b>Wood Supply Chain Management</b>	(1) Total weight of wood fiber materials purchased (2) Percentage from third-party certified forestlands (3) Percentage by standard (4) Percentage certified to other wood fiber standards (5) Percentage by standard	CG-BF-430a.1	<b>Responsible Sourcing</b>	12
<b>Activity Metrics</b>	Annual production	CG-BF-000.A	<b>2,008,650 units</b>	-
	Area of manufacturing facilities	CG-BF-000.B	<b>482,082.9 m<sup>2</sup></b>	-

# TCFD Index



LA Z BOY<sup>®</sup>  
INCORPORATED



Topic	Disclosure indicator	Location/response	Page number
<b>GOVERNANCE: Disclose the organization’s governance around climate-related risks and opportunities.</b>			
a) Describe the Board’s oversight of climate-related risks and opportunities.	Frequency at which the Board and/or committees are informed about climate-related issues	<b>Board oversight on sustainability</b>	35
	The Board and/or committees consider climate-related issues when reviewing and guiding strategy	<b>Board oversight on sustainability and Board Committees</b>	35 & 36
	The Board monitors and oversees progress against goals and targets for addressing climate-related issues	<b>Board oversight on sustainability and Dedicated sustainability team</b>	35 & 36
b) Describe management’s role in assessing and managing climate-related risks and opportunities.	The organization has assigned climate-related responsibilities to management-level personnel or committees	<b>Dedicated sustainability team</b>	36
	Description provided of the associated organizational structure(s)	<b>Our Board</b>	34
	Description provided of how management monitors climate-related issues	<b>Dedicated sustainability team</b>	36
	Description provided of the processes by which management is informed about climate-related issues	<b>Dedicated sustainability team</b>	36
<b>STRATEGY: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.</b>			
a) Describe the climate-related risks and opportunities the organization has identified over the short-medium-and-long term.	Description provided of what they consider to be the relevant short- medium-and-long-term time horizons	We are currently engaged in the process of defining our short-medium-and-long-term horizons, with these timelines being guided by our assessment of climate-related risks.	-
	Description provided of the specific climate-related issues potentially arising in each time horizon that could have a financial impact		
	Description provided of the process(es) used to determine the risks and opportunities that have a material financial impact on the organization	<b>Addressing climate change</b>	20
b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	The company discloses information on the potential impacts of climate-related risks and opportunities	<b>Addressing climate change</b>	20
	Organizations should describe how climate-related issues serve as an input to their financial planning process, the time period(s) used, and how these risks and opportunities are prioritized	<b>Evaluating climate-related risks</b>	20
c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower temperature scenario.	Climate-related scenario analysis conducted by the company	<b>Evaluating climate-related risks</b>	20
	The company discloses how resilient its strategies are to climate-related risks and opportunities	We are conducting an internal review of the findings of the climate risk assessment to guide our strategic approach towards climate resilience and decarbonization initiatives. We also plan to expand our assessment by incorporating market risk into our evaluations.  Details on our climate strategy will be released in the upcoming reports.	-

Topic	Disclosure indicator	Location/response	Page number
<b>RISK MANAGEMENT: Disclose how the organization identifies, assesses and manages climate-related risks.</b>			
a) Describe the organization's processes for identifying and assessing climate-related risks.	Processes for identifying climate-related risks defined, covering potential size and scope (materiality determination) of identified climate-related risks	<b>Evaluating climate-related risks</b>	20
	Organizations should describe whether they consider existing emerging regulatory requirements related to climate change (e.g., limits to emissions)	<b>Evaluating climate-related risks</b> La-Z-Boy Incorporated conducted a policy risk exposure assessment to measure the enterprise carbon pricing risk.	20
	The company defines risk terminology used or makes a reference to the existing risk classification frameworks.	<b>Evaluating climate-related risks</b>	20
b) Describe the organization's processes for managing climate-related risks.	Description provided of processes used to manage climate-related risks (policy and legal, technology, market, reputation, physical)	The Company's enterprise risk management process engages key business and functional leaders to identify the major risks faced by the Company, including environment and sustainability risks. The management identifies ways to mitigate and monitor such risks.	
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Processes for identifying, assessing, and managing climate-related risks are integrated into the overall enterprise risk management framework	<p>At least annually, the Company's executive leadership reviews with the full Board the key risks identified in the enterprise risk management process, as well as the steps identified to mitigate such risks. The business and functional leaders responsible for management of the identified risks also regularly discuss changes in the assessment of those risks and mitigation plans with the Board.</p> <p>We are continually refining and updating our risk management framework and procedures to account for both existing and future climate-related risks.</p> <p>We also consistently engage with our suppliers to communicate our sustainability goals, discuss sustainable sourcing practices and support them in making their operations less carbon intensive.</p>	

Topic	Disclosure indicator	Location/response	Page number
<b>METRICS AND TARGETS: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</b>			
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	The company discloses key metrics used to measure and manage climate-related risks	<b>Sustainable Planet</b> We monitor and evaluate the following metrics to gauge the sustainability of our operations and manage climate-related risks: energy, GHG emissions, water, waste, materials (wood and packaging).	21
	The company includes metrics on climate-related risks associated with water, energy, land use and waste management where relevant and applicable		
	The company discloses cross-industry, climate-related metric categories	<b>Emissions</b>	25 & 26
b) Disclose Scope 1, 2, and, if appropriate, 3 GHG emissions and the related risks.	The company discloses Scope 1 and 2 GHG emissions	<b>Emissions</b>	25
	The company discloses Scope 3 emissions	<b>Emissions</b>	26
	Industry-specific GHG efficiency ratios disclosed	As part of our ongoing efforts, we are in the process of developing GHG efficiency ratios for our operations.	-
c) Describe the targets used by the organization to manage climate-related risks, and opportunities and performance against targets.	GHG targets are in place	<b>Our commitment and approach to sustainability</b>	9
	Climate change non-GHG targets are in place, covering water, energy, land use and waste management where relevant and applicable	<b>Our commitment and approach to sustainability and Energy</b>	9 & 23
	The organization, disclosing medium or long-term targets, should also disclose associated interim targets in aggregate or business-wise where available	We are committed to the goal of achieving Net Zero emissions and will work in collaboration with SBTi to develop our long-term and interim emission reduction targets in FY 2024.	-

# Disclaimer

## Cautionary Note Regarding Forward-Looking Statements

La-Z-Boy Incorporated and its subsidiaries (individually and collectively, “we,” “our,” “us,” “La-Z-Boy” or the “Company”) make “forward-looking” statements within the meaning of the Private Securities Litigation Reform Act of 1995. Generally, forward-looking statements include information concerning expectations, projections or trends relating to our results of operations, financial results, financial condition, strategic initiatives and plans, expenses, dividends, share repurchases, liquidity, use of cash and cash requirements, borrowing capacity, investments, future economic performance, business and industry. Forward-looking statements can be identified by the fact that they do not relate strictly to historical or current facts. Forward-looking statements may include words such as “anticipates,” “believes,” “continues,” “estimates,” “expects,” “feels,” “forecasts,” “hopes,” “intends,” “plans,” “projects,” “likely,” “seeks,” “short-term,” “nonrecurring,” “one-time,” “outlook,” “target,” “unusual,” or words of similar meaning, or future or conditional verbs, such as “will,” “should,” “could,” or “may.” A forward-looking statement is neither a prediction nor a guarantee of future events or circumstances, and those future events or circumstances may not occur. You should not place undue reliance on forward-looking statements, which speak to our views only as of the date of this report. These forward-looking statements are all based on currently available operating, financial, and competitive information and are subject to various risks and uncertainties, many of which are unforeseeable and beyond our control. Additional risks and uncertainties that we do not presently know about or that we currently consider to be immaterial may also affect our business operations and financial performance. Our actual future results and trends may differ materially from those we anticipate depending on a variety of factors, including, but not limited to, the risks and uncertainties discussed in our Annual Report for the year ended April 29, 2023, under Item 1A, “Risk Factors” and Item 7, “Management’s Discussion and Analysis of Financial Condition and Results of Operations.” Given these risks and uncertainties, you should not rely on forward-looking statements as a prediction of actual results. Any or all of the forward-looking statements contained in our Annual Report or any other public statement made by us, including by our management, may turn out to be incorrect. We are including this cautionary note to make applicable and take advantage of the safe harbor provisions of the Private Securities Litigation Reform Act of 1995 for forward-looking statements. We undertake no obligation to update or revise any forward-looking statements, whether as a result of new information, future events or for any other reason.

In addition, information included in, and any issues identified as material or any derivatives of the word material for purposes of, this report may not be considered material for SEC reporting purposes. Within the context of this report, the term “material” (or any derivatives of the word material) is distinct from, and should not be confused with, such term as defined for SEC reporting purposes.