

A modern living room with large windows, a white sofa, a dark leather armchair, and a fireplace. The room is bright and airy, with a large potted plant and a coffee table in the center. The text "La-Z-boy INCORPORATED" is overlaid on a dark blue circle in the top left corner.

La-Z-boy[®]

INCORPORATED

2025

Impact Report

HONORING OUR HERITAGE, INSPIRING THE FUTURE OF COMFORT



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About This Report

This 2025 Impact Report from La-Z-Boy Incorporated includes sustainability matters, data and activities for fiscal year (FY) 2025, from April 28, 2024 – April 26, 2025. All data disclosed is as of April 26, 2025 unless otherwise specified. Scope 1 and 2 data based on third-party invoices covers the period from May 1, 2024 – April 30, 2025. This report provides a comprehensive discussion of our sustainability commitments, objectives and the steps taken to achieve them. It also highlights our sustainability efforts to improve the Company's environmental footprint, and our dedication to social responsibility and ethical governance.

SCOPE AND BOUNDARY

The report covers all Company-owned or operated facilities in the U.S., Canada, Mexico, Thailand and the U.K. It also contains information for the La-Z-Boy Foundation, a non-profit corporation that reports on a calendar-year basis. 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. All financial figures are in U.S. dollars, unless otherwise noted.

REPORTING STANDARDS

This report includes a Sustainability Accounting Standards Board (SASB)–Building Products and Furnishings Standard Index and a Task Force on Climate-Related Financial Disclosures (TCFD) Index. In compliance with the California Climate Corporate Data Accountability Act (CCCDAA), this report discloses our FY 2025 Scope 1 and 2 greenhouse gas (GHG) emissions. We also report FY 2025 Scope 3 GHG emissions, as required by the CCCDAA beginning in 2027. Many of the disclosed initiatives also have been informed by CDP (formerly the Climate Disclosure Project) and the Global Reporting Initiative (GRI) Standards.

ASSURANCE

This report and the data herein have not been independently verified by a third-party assurance provider. It has been thoroughly reviewed by the La-Z-Boy Incorporated Internal Audit team.

INQUIRIES

Please direct questions or comments about our sustainability activities and reporting to:

InvestorRelations@La-Z-Boy.com.

A Message From Our Board Chair, President and Chief Executive Officer



I am pleased to share our La-Z-Boy Incorporated **FY 2025 Impact Report:**

Honoring our Heritage, Inspiring the Future of Comfort

Over the past 98 years, La-Z-Boy Incorporated has transformed from a small family business into a global leader in furniture retail, manufacturing and design. As we approach our 2027 centennial, we're as proud of our legacy as we are focused on the future, demonstrated by our reinvigorated brand identity and deepening relevance with today and tomorrow's consumers. We remain guided by our Century Vision strategy and driven by a belief that how we operate matters just as much as the furniture we make.

In FY 2025, our people brought this belief to life in extraordinary ways:

- Through our TranZform initiative, our employees led over 10,000 improvement actions that enhanced sustainability efforts, delivered product improvements, supported increased efficiency in our manufacturing sites and led to cost savings that exceeded our goal by nearly 70%.
- We made progress toward our net zero by 2050 goal, increasing our use of renewable electricity across our North American operations and reducing waste across the business.
- Employees logged more than 163,000 learning hours – a 157% increase over FY 2024 – reflecting our growth culture that empowers employees to achieve their career goals.
- Through La-Z-Boy Cares and the La-Z-Boy Foundation, we expanded our community impact, including a new, five-year \$3.25 million pledge to Ronald McDonald House Charities.

In addition to these highlights, our teams focused on delivering an even better consumer experience, as we further strengthened our agile supply chain, which includes responsible sourcing and reducing our environmental footprint. Our consumer-first, compassionate approach is woven into the fabric of our founding principles and continues to guide us forward. Our promise is simple: To ensure comfort continues for future generations, while respecting and protecting the planet we share.

Thank you for joining us on this journey.
Warm regards,

Melinda D. Whittington
Board Chair, President and CEO



About La-Z-Boy Incorporated

La-Z-Boy Incorporated brings the transformational power of comfort to people, homes and communities around the world - a mission that began when our founders invented the iconic recliner in 1927. Today, we operate as a vertically integrated furniture retailer and manufacturer, committed to uncompromising quality and compassion for its consumers.

The Retail segment consists of over 200 Company-owned La-Z-Boy Furniture Galleries® stores and is part of a broader network of nearly 370 La-Z-Boy Furniture Galleries® that, with La-Z-Boy.com, serve consumers across North America. Joybird®, an e-commerce retailer and manufacturer of modern upholstered furniture, has 12 stores in the U.S. In the Wholesale segment, La-Z-Boy manufactures comfortable, custom furniture for Furniture Galleries® stores and a variety of retail channels. England Furniture Co. offers custom upholstered furniture, and casegoods brands Kincaid®, American Drew®, and Hammary® provide pieces that make every room feel like home. To learn more, please visit: www.la-z-boy.com.



\$2.1 billion FY 2025 annual revenue

90%
U.S.
sales and
production¹

10
manufacturing
facilities – five in
the U.S., three in
Mexico and one
each in Thailand
and the U.K.

366
La-Z-Boy
Furniture
Galleries®
stores

203
Company-owned
stores
163
stores
independently
owned

MISSION

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.

CORE VALUES



COURAGE:
We aren't afraid to try something new



CURIOSITY:
We are relentless in our mission to understand our business and consumers



COMPASSION:
We honor our almost 100-year legacy that was built on family

¹Upholstered units sold in North America are produced in the U.S., with our Mexico operations supporting most of the remaining production.

FY 2025 Impact Highlights



Awards & Recognition

- Newsweek 2025 America's Most Responsible Companies
- Newsweek 2025 America's Most Loved Brands
- Forbes 2025 America's Best Large Employers
- Once again received the National Safety Council's Corporate Culture Safety Award
- Received a 'High Score' on the 2024 Wood Furniture Scorecard
- Earned certification from the Wildlife Habitat Council of the U.S. Fish and Wildlife Services for restoration efforts at the 120-acre oak savannah at our Monroe, Michigan headquarters

HUMAN-CENTERED APPROACH

163,000
learning hours logged by
employees, a 157% increase
from FY 2024

52,725
training hours in manufacturing

\$1.478 million
donated by the La-Z- Boy
Foundation² to extend our
community impact

Recognized with the **Ronald
McDonald House
Charities Global
Impact Award**

²Calendar year 2024
³La-Z-Boy branded products

SUSTAINABLE SUPPLY CHAIN

100%
of all wood sourced by
La-Z-Boy Incorporated is
sustainably sourced³

85%
of the steel in England Furniture®
springs is recycled material

~7,000
visits to supplier facilities to
ensure ongoing compliance with
our Supplier Code of Conduct

6
Our six-step supplier
assessment also confirms
compliance with the Supplier
Code of Conduct and Social
Compliance Supplier Manual

LEAN MANUFACTURING

85%
of non-hazardous waste was
recycled or recovered

43%
reduction in hazardous waste
since FY 2024

30%
reduction in non-hazardous waste
since FY 2024

79%
electricity use offset with green
power initiatives

10%
reduction in overall energy use
since FY 2024

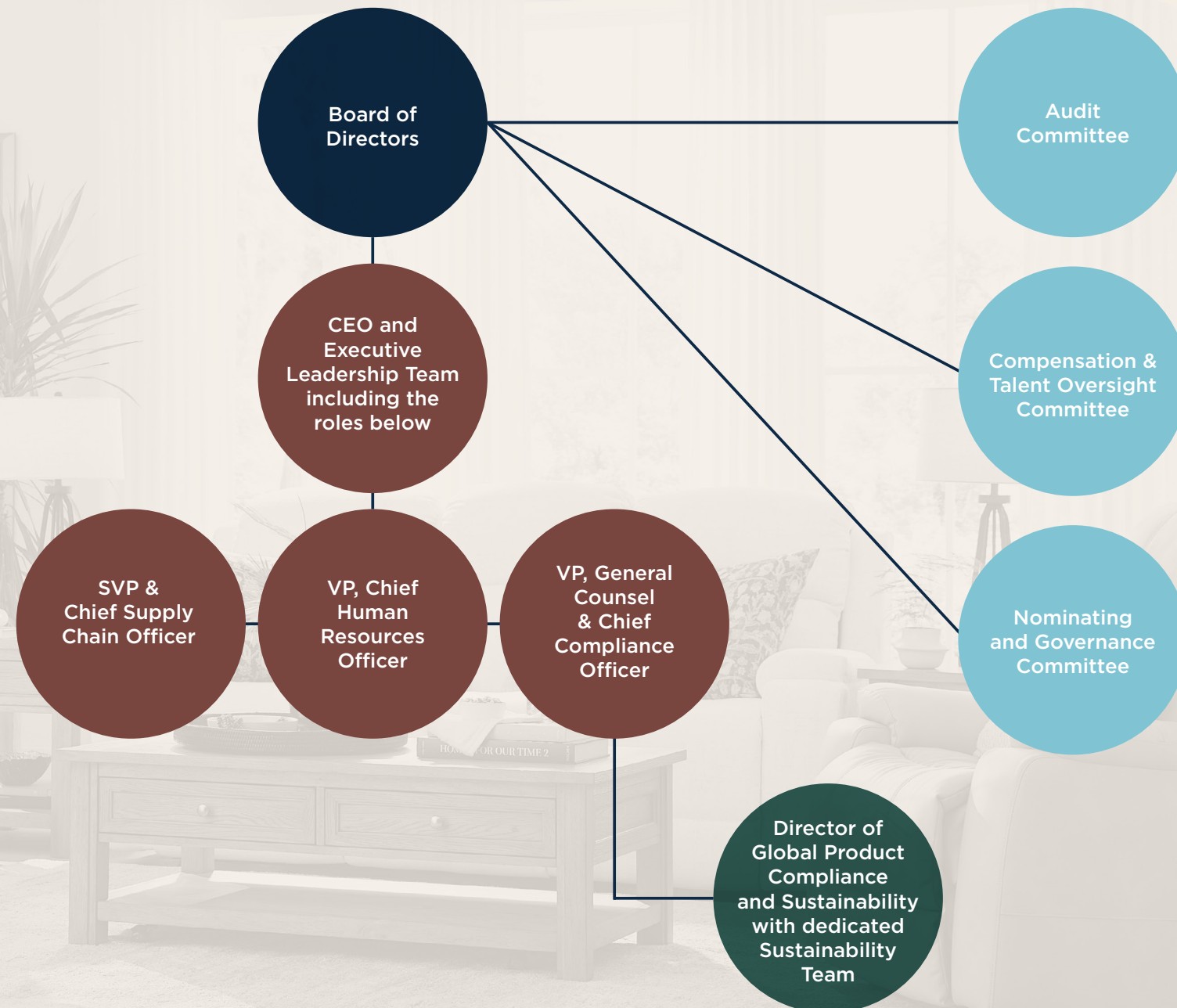
How We Operate

Everyone associated with La-Z-Boy Incorporated is responsible for operating our business in a sustainable manner. We are all expected to lead with our values of courage, curiosity and compassion, and to uphold our high standards for transparency, ethics and accountability.

GOVERNANCE

The La-Z-Boy Incorporated Board of Directors is elected by the shareholders of our public Company. These respected business leaders, through three standing committees, oversee the Company’s strategic direction and operations, including our sustainability strategy.

Our overall sustainability initiatives are led by the Vice President, General Counsel & Chief Compliance Officer, who reports to the President and Chief Executive Officer (CEO) and works closely with other members of the Executive Leadership Team. On a day-to-day basis, we have a dedicated Sustainability Team led by the Director of Global Product Compliance and Sustainability. Throughout the course of their work, all employees are aware of and play a role in achieving our sustainability goals.





ETHICS & COMPLIANCE

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

- [The Code of Conduct](#) details the ethics standard for all employees, officers and directors whenever representing the Company or interacting with consumers, vendors and other staff. Employees also undergo annual ethics and Code of Conduct training.
- [The Supplier Code of Conduct](#) outlines the approach to business ethics and integrity that our suppliers and their employees are expected to uphold. This policy is augmented with our [Supplier Social Compliance Manual](#) and our [Supplier Product Stewardship Requirements](#).
- **The Ethics Hotline** is available for employees and suppliers to report any concerns. This hotline and accompanying portal operate 24 hours a day via a third party. Reports go directly to the Corporate Compliance team to assess and act upon as appropriate.

HUMAN RIGHTS AND LABOR STANDARDS

La-Z-Boy Incorporated is committed to our workplaces being fair, safe and inclusive, and upholding international labor and human rights standards established by the [International Labour Organization](#) and the [United Nations Universal Declaration of Human Rights](#). We regularly monitor our value chain for forced and child labor through both internal assessments and independent audits. To date, La-Z-Boy Incorporated has not identified any instances of forced or child labor across our supply chain.

CYBERSECURITY & DATA PRIVACY

La-Z-Boy Incorporated developed an information security program to address risks from cybersecurity threats. The program includes policies and procedures that identify how security measures and controls are developed, implemented and maintained. We incorporate third-party expertise in various aspects of our cybersecurity program. In FY 2025, we enhanced our cybersecurity program by partnering with a global Managed Detection and Response (MDR) provider. This strategic evolution builds on our existing capabilities, bringing in more advanced technologies, broader threat intelligence, and access to a global network of expert analysts. With 24/7 monitoring across regions and scalable security operations, we're better equipped to appropriately respond to emerging threats. These enhancements support faster threat detection, stronger protection against cyberattacks, and increased resilience in an ever-changing cybersecurity threat landscape. We continue to safeguard the private information of our Company, business partners and consumers through robust governance, security policies, system testing and mandatory training. The Company is not aware of any material breaches of its data during FY 2025.





Our Century Vision Strategy

Our differentiated, vertically integrated business model - in which we own all aspects of retail, manufacturing and design - distinguishes La-Z-Boy Incorporated, in addition to our:

- **Consumer-first approach** woven into the fabric of our founding principles and still present today
- **Culture of genuine care** for each other and the world
- **Conscious global footprint** recognizing that sustainability breeds success today and for future generations
- **Strong balance sheet** and consistent performance that set the tone for how we show up now and for the next 100 years

These differentiators come to life in Century Vision, our overall business strategy that is transforming our Company and positioning us for the next century by elevating brand reach, strengthening enterprise capabilities and driving profitable and sustainable growth.

Century Vision includes three guiding principles outlined in this report that align our sustainability focus with Company operations to drive long-term success:



Human-centered approach

— leading through compassion



Sustainable supply chain

— leading by adhering to environmental and social standards



Lean manufacturing

— leading by minimizing waste and optimizing efficiencies to maximize yields



Human-Centered Approach

At La-Z-Boy Incorporated, we support our employees so they can make courageous choices to help our business succeed. Our people practices are closely linked to our sustainability initiatives. The sustainable culture we are building is designed to empower employees to do what is right in the workplace and in our 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 brand.

TRANZFORMING & REDUCING

Through a TranZform Kaizen Workshop, the team in Dayton, Tennessee found a way to shrink the size of the packing box for one of our chairs. This reduced packing materials and allowed us to put more chairs on a delivery vehicle, potentially reducing GHG emissions and saving money and resources.



YOUTH EMPLOYMENT

Tennessee Governor Bill Lee recognized England Furniture® for its involvement with the state's Youth Employment Program. Of our 27 program enrollees, 12 joined us permanently and more are expected to return.

GROWING OUR CULTURE OF LEARNING



In FY 2025, Learn@LZB became our central hub for employee learning. Over 1,000 new employees joined the platform, and 45% of those with access completed at least one course. Together, our teams logged 163,000 learning hours — a 157% increase from FY 2024 — showing our commitment to growing skills across the organization.



Investing in Our Team

Our greatest asset is our dedicated team that is more than 10,000 strong. We aim to find and hire the very best, and provide them plentiful opportunities to build their careers at La-Z-Boy Incorporated. In doing so, we prioritize a sense of belonging, as well as training and development, well-being and safety.

Our Empowering Culture

At La-Z-Boy Incorporated, our culture is rooted in empowerment – fueled by the belief that when our people and communities thrive, so does our business. Guided by our senior leadership and grounded in our core values of courage, curiosity and compassion, we invest in the growth, well-being and success of every team member. From robust training and development opportunities to a deep commitment to wellness, safety and inclusion, we are creating a workplace where everyone feels supported and inspired to bring their best selves every day. Through our philanthropic efforts and ongoing investments in our team, we are building a stronger, more connected Company – together.

TRAINING AND DEVELOPMENT THROUGHOUT A CAREER

From day one, our employees have access to programs that help them build their careers. In FY 2025, we offered multiple leadership and development programs:

- LZB Foundations, launched in FY 2025, provided nearly 1,000 employees the information and tools to understand and advance our Century Vision objectives.
- Since launching Lead@LZB in FY 2022, more than 700 front line leaders have enhanced their leadership skills that help them excel in their roles and contribute to the success of their teams.
- Learn@LZB, our central learning hub, saw strong engagement in FY 2025, with thousands of employees participating and learning hours more than doubling year-over-year.
- Many leaders participated in the High Impact Leadership Summit in FY 2025, gaining deep awareness of their leadership strengths and opportunities that translate into measurable business results.
- Financial well-being courses regularly receive positive feedback from employees making essential, long-term personal and family decisions.



SAFETY FIRST

We strive for a zero-injury workplace and have a full complement of training programs, safety audits and peer-to-peer learning sessions to promote safety in all our operations.

In FY 2025, La-Z-Boy Incorporated was again recognized with the [National Safety Council's](#) Corporate Culture Safety Award for our strong commitment to fostering a positive safety culture within the workplace. Also, since FY 2022, we have reduced recorded injuries by 30%.

In FY 2025, we achieved the following safety performance statistics:



⁴Previously reported FY 2024 data included a portion of the business. The FY 25 data includes the entire enterprise. The lost-day rate calculation is: (Number of Lost Work Day Cases X 200,000) / (Employee hours worked) = Lost Work Day Case rate.

⁵The incident rate calculation is: (N/EH x 200,000), where N = number of injuries and illnesses; EH = total hours worked by all employees during fiscal year 2025; and 200,000 = base for 100 equivalent full-time workers (during 40 hours per week, 50 weeks per year).



EMPLOYEE WELLNESS MATTERS

La-Z-Boy Incorporated provides employees with a comprehensive benefits package that emphasizes physical health, mental well-being and financial fitness. We encourage frequent health screenings and promote employee well-being through collaboration with local health clinics at our manufacturing facilities in Dayton, Tennessee; Neosho, Missouri; Siloam Springs, Arkansas; and Ramos, Coahuila, Mexico. Also in FY 2025, 90 employees participated in Mental Health First Aid training offered by Silver Lining.



“I did the Mental Health First Aid course last year and have exercised my learnings many times at a low level. A few weeks ago, a member of my team was in the throes of a mental health crisis. I spent hours with them leveraging my training and using every single tool. They recently told me that I saved their life that day.”

MENTAL HEALTH FIRST AID
TRAINING PARTICIPANT






BELONGING

La-Z-Boy Incorporated strives to deliver an experience that allows employees to connect, engage and perform with excellence. This starts with us creating a sense of belonging that clearly conveys to employees that they are welcome, respected, appreciated and supported. After all, together we are part of something bigger – building La-Z-Boy Incorporated for the next century.

Driving these important efforts is our Belonging Council, which includes leaders with a wide variety of experiences and expertise from across the Company. They work together to create opportunities that help our employees continually develop professionally, as well as personally. The group has a channel on our internal social platform to share learnings, keep apprised of upcoming events and continue building a supportive community where everyone belongs.

RESOURCE GROUPS STRENGTHEN CONNECTIVITY AND COMMUNITY

Our five La-Z-Boy Incorporated employee resource groups are open to everyone at the Company. In an effort to strengthen our Company culture that represents everyone, these networking groups build employee engagement through participation in charity events, offer educational sessions and even volunteer together to help our communities.

-  **Working Parent & Caregiver** – building a network to discuss challenges and accomplishments and share ideas
-  **Multicultural** – fostering open discussion and education on topics related to race, heritage, culture and family
-  **PRIDE** – supporting our LGBTQ+ employees and allies with mentorship, education and charitable work
-  **Women's Group** – offering support, development and knowledge sharing
-  **Salute** – honoring veterans and educating civilians on the best ways to support veterans and current service members

over
8,000
hours

Through Resource Groups and other opportunities, La-Z-Boy Incorporated employees volunteered over 8,000 hours to our communities in FY 2025.

Philanthropy

At La-Z-Boy Incorporated, giving back is part of who we are. Through the La-Z-Boy Foundation and our employee-driven La-Z-Boy Cares platform, we invest in communities where we live and work – each in distinct, impactful ways.

LA-Z-BOY CARES

La-Z-Boy Cares is our internal platform for employee engagement and corporate giving. It empowers employees to support causes they care about through:

- Seasonal fundraising campaigns
- Year-round donation drives
- Employee volunteerism

Our Dollars for Doers program encourages community engagement by awarding participating employees the opportunity to win \$500 for their chosen nonprofit. We also honor those employees who go above and beyond through our Volunteers of the Year recognition. Each receive a Dollars for Doers award to their charity of choice.

Congratulations to our FY 2025 Volunteers of the Year:



Angela Anderson
Courtney Anderson
Mikki Bennett
Marisol Garcia
Mike Leggett
Steven Swafford

LA-Z-BOY FOUNDATION

The La-Z-Boy Foundation, established in 1953, focuses on nonprofit partnerships and community investment. Among other efforts, in calendar year 2024⁶, the Foundation:

- Donated \$50,000 to the American Red Cross for Hurricane Helene relief as a Ready 365 partner. La-Z-Boy Cares also provided product and supplies to help those impacted.
- Funded our employee resource groups, designing and building six custom playhouses for deserving children in our region through our partnership with Habitat for Humanity of Monroe County.

FINANCIAL CONTRIBUTIONS

Since 1953, the Foundation has granted over **\$42 million to organizations nationwide.**

In La-Z-Boy Incorporated's FY 2025 and the La-Z-Boy Foundation's calendar year 2024, combined contributions totaled approximately **\$2.6 million, supporting the communities where we live and work.**

Organization	Financial Contribution Highlights from La-Z-Boy Foundation ⁶
United Way	\$190,000
River Raisin National Battlefield Foundation	\$140,000
Neosho School District	\$100,000
Monroe County Opportunity Program	\$76,000
Appalachian State University	\$66,600
Monroe Family YMCA	\$50,000
Siloam Springs School District	\$50,000
ProMedica Monroe Regional Hospital	\$50,000
Isaiah 117	\$50,000
Neosho Tri-State YMCA	\$50,000

⁶The La-Z-Boy Foundation reports on a calendar year.



SPOTLIGHT CHARITY OF THE YEAR:

Ronald McDonald House Charities





Our FY 2025 Charity of the Year, Ronald McDonald House Charities (RMHC) are a home away from home for families needing medical care. Since 2008, La-Z-Boy Incorporated has served as RMHC's official furniture provider, donating thousands of products to help create comforting spaces for these families. In recognition of this enduring commitment – spanning product and monetary donations, volunteerism and advocacy – La-Z-Boy Incorporated received the RMHC Global Impact Award. At RMHC's 50th anniversary gala, we deepened our support with a \$3.25 million five-year pledge of product and monetary donations to their Family Impact Fund.

Supporting Biodiversity in Our Backyard

La-Z-Boy Incorporated is fortunate to call a 120-acre oak savannah in Monroe, Michigan home. In the 10 years we have owned these lightly forested grasslands, we have helped preserve, restore and rewild them for the health and enjoyment of employees and native wildlife.

In addition to preserving the natural forests on about 1/3 of the acreage, we also transformed former farmland into seven distinct micro habitats. In FY 2025, we further supported restoring biodiversity to the land by removing about 75 invasive Autumn Olive trees and planting natural oaks native to the area. This work earned us certification from the [Wildlife Habitat Council](#) of the U.S. Fish and Wildlife Services.

OUR EFFORTS TO PRESERVE AND PROTECT THIS BEAUTIFUL SPACE ALSO INCLUDE:

-  A three-quarter mile walking trail for employees
-  An on-site vegetable garden that provided more than 800 pounds of tomatoes, peppers, lettuces, cucumbers, parsley, beets, basil and zucchini to our HQ café in FY 2025
-  Four beehives, the honey from which we sell in our café to fund the gardens
-  Bioswales and rain gardens that capture and store stormwater to reduce flooding and urban runoff

We leave much of the grass natural for deer and other wildlife and allow fallen trees to remain as shelter for insects and pollinators. We also regularly host events for local community organizations to introduce them to the oak savannah and our many biodiversity efforts.





Sustainable Supply Chain

La-Z-Boy Incorporated prioritizes delivering high-quality products while minimizing environmental impact. This includes carefully considering the materials used and suppliers engaged to build a supply chain that practices sustainable sourcing and emphasizes resource efficiency. Applying lean manufacturing principles of our TranZform initiative across the supply chain enables us to minimize waste and reduce resource consumption to the benefit of the consumers, investors and communities we serve.

MAPPING TIMBER

We are mapping our timber supply chain to ensure that we procure wood from responsible, well-managed forests.

Every recliner or sofa made with our Conserve™ Sustainable Fabrics helps reduce waste and the need for virgin materials.

50-110
water bottles
per unit kept
from landfills

RECYCLED LEATHER

In addition to using responsibly sourced leather, recycled leather also is an option for many of our products.



Responsible Sourcing

La-Z-Boy Incorporated is building a sustainable supply chain that aligns with our commitment to quality and comfort. For us, this means sourcing wood from responsibly managed forests and steel and upholstery materials from ethical suppliers, investing in energy efficient manufacturing processes, and designing products with durability and recyclability in mind. We regularly engage with suppliers to understand their sustainability initiatives and make certain they are upholding our strong commitment to social well-being.



WOOD

In FY 2025, we continued to elevate our focus on driving responsible wood sourcing practices, undertaking a timber mapping process from forest to finished product. This helps further confirm that we procure wood from responsible, well-managed forests to avoid contributing to forest degradation, in line with our [Responsible Wood Sourcing Policy](#).

FY 2025 Wood Procurement

121,548,112 lbs. of sustainably sourced materials for La-Z-Boy branded products.

We also received a “High Score” on the 2024 Wood Furniture Scorecard from the Sustainable Furnishings Council and the National Wildlife Federation, recognizing companies with policies that drive responsible wood sourcing practices through their complex supply chains.



In FY 2025, for 100% of La-Z-Boy branded products:

- All lumber was purchased from mills with National Hardwood Lumber Association (NHLA) membership/compliance.
- All wood parts made from rubberwood were harvested from rubberwood plantations that can provide documentation that the wood was sustainably produced.
- All North American hardwood products were purchased from mills that had NHLA membership compliance.
- All particle board and MDF products were purchased from Forest Stewardship Council (FSC)-certified mills.
- All wood panels were purchased from mills that harvest trees from Sustainable Forestry Initiative (SFI)-certified and American Tree Farmers Association lands.

ADDITIONALLY:

- **49%** of England Furniture® products used SFI or FSC-certified wood.
- **100%** of Thailand La-Z-Boy branded products and **96%** of U.K. La-Z-Boy branded products used FSC-certified wood.
- **100%** of plywood and poplar wood used in Joybird® products were purchased from mills with NHLA membership/compliance.
- All plywood for Casegoods was **FSC-certified**.



STEEL

La-Z-Boy Incorporated prioritizes steel suppliers that use recycled scrap steel to produce metal for our furniture.

- **87%** of our FY 2025 spending on steel for La-Z-Boy branded products was spent with vendors that take this approach.
- **85%** of the steel in England Furniture® springs is recycled material.



FABRICS

Our Conserve™ Sustainable Fabrics that contain 30% polyethylene terephthalate (PET), sourced from recycled water bottles per unit, are increasingly popular as consumers seek more environmentally friendly choices. Every recliner or sofa made with these durable, soft fabrics diverts between 50 and 110 water bottles per unit from landfills and reduces the need for virgin resources.

Additionally, our [Responsible Cotton Sourcing Policy](#) details quality control measures to make certain our fabrics comply with regulations and meet our high-performance standards.

LEATHER

In accordance with our [Responsible Leather Sourcing Policy](#), La-Z-Boy Incorporated carefully selects vendors that meet our environmental stewardship standards and comply with all local regulations.

- For example, 100% of the leather hides used in La-Z-Boy branded products in the U.K. were sourced from suppliers who demonstrate industry-leading environmental practices, including reducing petrochemical use, ensuring traceability, decreasing water use and using clean, renewable energy.
- We also offer recycled leather as a cover option.

PRODUCT STEWARDSHIP REQUIREMENTS

Our Prohibited and Controlled Substances guidelines clearly state what materials cannot be used in our products to protect consumer health and reduce our overall environmental impact.



Engaging with Suppliers

La-Z-Boy Incorporated suppliers share our commitment to championing comfort and quality. By working closely together, we are building the supply chain needed to grow our business into the next century. We hold our suppliers to high standards and regularly engage with them in numerous ways to ensure that our aims are aligned.

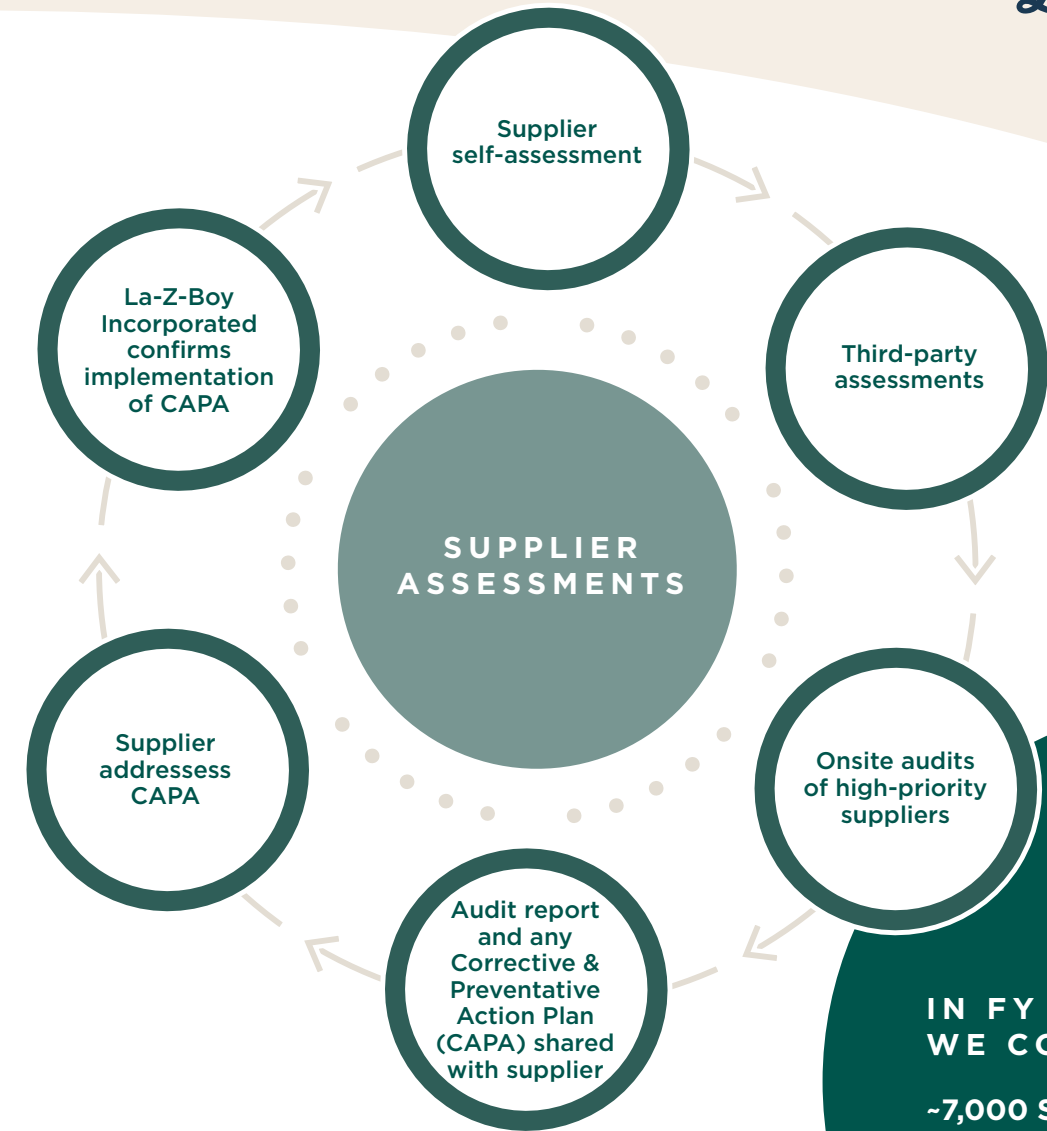


SUPPLIER SCORECARDS

Quarterly, we complete Supplier Scorecards that address four main supplier key performance indicators: quality, delivery, cost and customer service. These conversations also give us an opportunity to plan for the future and discuss other forward-looking topics like technology, innovation, and other ways of advancing our mutual success and partnership.

SUPPLIER ASSESSMENTS

La-Z-Boy Incorporated uses an established six-step supplier assessment process to confirm compliance with our [Supplier Code of Conduct](#) and [Social Compliance Supplier Manual](#).



SUPPLIER AUDITS

For high-priority suppliers and others identified, visits and quality audits from La-Z-Boy Incorporated employees or a third-party auditor representing our Company allow us to observe the supplier facilities. These visits and audits especially consider humane labor conditions; wages, benefits and employment; and health, safety and environmental considerations.

IN FY 2025,
WE CONDUCTED:

~7,000 SUPPLIER
VISITS

39 SOCIAL
COMPLIANCE AUDITS



Considering the Climate in Business Decision-Making

Reducing our climate impact and, at the same time, strengthening our climate resilience are key priorities of La-Z-Boy Incorporated. In doing so, we continue to be stewards of the environment and identify ways to mitigate climate-related business risks.



ADDRESSING CLIMATE CONSIDERATIONS

We recognize the significant impact that a changing climate could have on our business and the entire retail furniture marketplace. Therefore, we assess its related challenges and opportunities quarterly, alongside other significant potential risks. Our Board of Directors oversees the Company's enterprise risk management processes and the major risks facing the Company, as detailed in our [Proxy statement](#).

As part of our preparedness strategy, we made the following enhancements to our facilities and operational practices:

- Expanded the coverage of our emergency management plans to include storms, floods and external emergencies like wildfires.
- Expanded the reach of emergency management plans to cover all manufacturing facilities, regional distribution centers and office locations, regardless of historic risk.
- Developed flood plans for all manufacturing facilities, regional distribution centers and office locations.
- Added factors such as water scarcity, storm prevalence and climate trends to the decision-making process of determining manufacturing locations.
- Improved our continuity and flood planning, following severe storms that impacted our Arkansas and Mexico manufacturing facilities.

We also are conducting a risk assessment of our physical assets and top direct suppliers that will conform with California Corporate Climate Data Accountability Act disclosure requirements. We are actively preparing to ensure readiness for evolving climate disclosure regulations. These steps position us to meet compliance expectations while reinforcing our long-term commitment to climate transparency and accountability.

The above changes were instituted as part of our annual [Task Force on Climate-Related Financial Disclosures \(TCFD\)](#) assessment. A complete TCFD Index is included on Page 27.





FY 2025 GHG EMISSIONS

Sustainability is a long-standing part of how we operate and – like all aspects of our business – we are focused on continuous improvement. We have recently implemented more robust data collection solutions and enhanced the rigor of our sustainability reporting by aligning it more closely with the standards and auditability of our financial reporting. As a result of these improvements, we have recalibrated the baseline year for our Scope 1, Scope 2 and Scope 3 emissions from FY 2022 to FY 2023 to ensure greater accuracy and reliability.

At this point in our sustainability journey, we have made the strategic decision to transition away from the Science Based Targets initiative (SBTi) framework. La-Z-Boy Incorporated appreciates the role SBTi has played in guiding global climate focus. For a company of our size, we believe we can create a more tailored approach customized to our unique, vertically integrated business model and operational footprint. We remain committed to our sustainability strategy and to our goal of net zero emissions by 2050. We will continue to report our progress in a transparent and measurable fashion.

In FY 2025, we again measured our Scope 3 emissions, which are indirect emissions from purchased goods and services that largely emanate from our supply chain. They represent 86% of our total GHG emissions and present the greatest opportunity to reduce our environmental impact.

Total *Upstream* Scope 3 Emissions Activities | 391,420.84 mtCO₂e

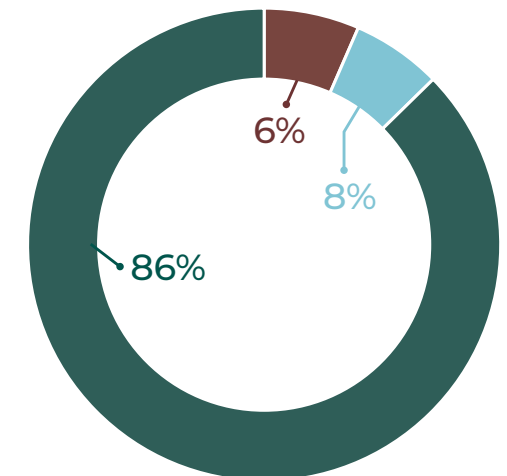
mtCO ₂ e	Percentage of Total	Category
181,354.89	37.2%	Purchased goods and services
105,098.65	21.6%	Upstream transportation & distribution
40,706.53	8.4%	Capital goods
20,194.74	4.1%	Upstream leased assets
18,347.87	3.8%	Employee commuting
12,161.26	2.5%	Fuel and energy activities (not included in Scope 1 & 2)
9,152.26	1.9%	Waste generated in operations
4,404.64	0.9%	Business Travel
391,420.84	TOTAL UPSTREAM	

Total *Downstream* Scope 3 Emissions Activities | 95,980.88 mtCO₂e

mtCO ₂ e	Percentage of Total	Category
49,358.69	10.1%	End-of-life sold products
35,122.02	7.2%	Downstream transportation & distribution
9,240.83	1.9%	Use of sold products
2,259.34	0.5%	Investments
95,980.88	TOTAL DOWNSTREAM	

mtCO₂e = metric tonnes of carbon dioxide equivalent

Fiscal Year 2025 GHG Emissions



Total Emissions

566,697.44 mtCO₂e

86% Total Scope 3 Emissions
487,401.72 mtCO₂e

6% Total Scope 2 Emissions
34,824.63 mtCO₂e

8% Total Scope 1 Emissions
44,471.09 mtCO₂e

For information on our Scope 1 and 2 emissions, see Page 23.



Lean Manufacturing

Since embracing and advancing lean manufacturing principles in FY 2023, La-Z-Boy has better maximized yields, minimized waste and responsibly managed natural resources to deliver furniture that consumers can feel proud to have in their homes. Our TranZform initiative that drives this work engages employees to foster a culture of problem-solving and innovation. By leveraging the strengths of our processes and people, as well as living our values of courage, compassion and curiosity, we are ensuring our success in an ever-changing industry and dynamic global economy.

RESPONSIBLE MANUFACTURING

Sawdust from furniture manufacturing at our Dayton, Tennessee facility helps power the heating and cooling system.

SIMPLIFIED PRODUCTION



We have simplified our production process to focus on the products and styles consumers most prefer. This focus allows us to reduce inventory, changeovers and waste while improving on-time performance.

SUPPORTING COMMUNITY

In Ramos, Coahuila, Mexico, La-Z-Boy Incorporated donates scrap leather to local vocational training programs. The leather is used to make bags and jackets that are sold, and the money made helps support the families of those learning valuable skills.



TRANZFORM

TranZforming Our Business

In FY 2023, La-Z-Boy Incorporated piloted TranZform, an initiative to adopt continuous improvement and efficiency as ways of working in our manufacturing facilities. One of the first TranZform projects involved our wood leg finishing operation, and after great success in testing, TranZform was introduced companywide in FY 2024.

Built around sustainable practices and employee empowerment, we have introduced six aspects of TranZform – which are significantly contributing to our Century Vision strategy and overall business results.

- **Stand-up meetings** – engaging the entire workforce in improvement ideation
- **Business review** – evaluating continual progress toward key performance indicators
- **Kaizen workshops** – solving specific challenges in focused workshops
- **Problem-solving culture** – eliminating root causes by deploying a disciplined plan-do-check-act model
- **Waste walks** – observing operations to identify and address inefficiencies
- **5S audits** – maintaining continual focus on lean manufacturing by adhering to standards for safety, organization and cleanliness

TranZform is helping us engage with employees across the company and in all areas of manufacturing to determine ways to simplify tasks, optimize systems and processes and reduce expenses. Today, through TranZform, we are strengthening our agile and lean manufacturing system.

Since further operationalizing TranZform, the business has seen measurable results.

- Employees in our manufacturing facilities and regional distribution centers have been exposed to the six core continuous improvement principles.
- In FY 2024, we rolled out TranZform to all manufacturing locations and evaluated each for their energy, water and waste performance to establish environmental goals toward our overarching goal of net zero emissions by 2050; **employees conducted 600 TranZform events.**
- In FY 2025, **employees participated in 10,317 TranZform actions, including 5,414 stand-up meetings, 330 business reviews, 1,157 kaizen workshops, 691 problem-solving sessions, 1,225 waste walks and 1,500 5S audits.**
- We exceeded our goal for **TranZform-related savings** by 68%.

TranZform allows La-Z-Boy Incorporated to connect with the skills, ideas and passion of our employees, who are steadfast in our promise to build and deliver furniture that lasts for generations.

“Across all of our operations, we are developing behaviors that create synergy. It is about everyone participating in making the Company better. People are seeing that we mean it when we ask them to speak up and help solve problems, and this culture of action and alignment is delivering positive outcomes.”

DIRECTOR OF OPERATIONAL EXCELLENCE, MEXICO

DAYTON DELIVERS

Our Dayton, Tennessee production facility is the largest in our manufacturing network. It includes two plants, and about 1,500 employees. The team aims for at least four Waste Walks per month to identify and address inefficiencies. Some of these walks point to the need for Kaizen workshops like the one pictured, where employees come together to share learnings and brainstorm ways to improve our processes and update our standards.



“It is not unusual for employees to stop me to point out a problem, ask for help or offer an idea for a future Kaizen workshop,” says a **Project Manager in Dayton** who leads the Kaizen sessions. “Using the skills learned in TranZform, they have identified significant process improvements and cost savings.”



Waste Management

Driven by TranZform, we are working to recycle 90% of all waste in our manufacturing facilities. In FY 2025, we recycled or recovered 85% of this waste, creating value from these unused resources.



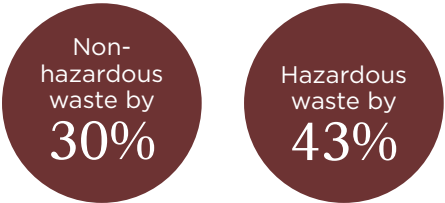
CONTINUALLY REDUCING WASTE

Maximizing yields is always our priority. When we do have waste, we have identified innovative ways to reuse, recycle and reduce.

- Scrap leather is used for repairs or donated to socially responsible organizations that transform it into new products.
- Scrap wood is glued and recut for a second pass on our manufacturing lines, donated to organizations that use it for new products, or used as an on-site fuel source.
- Plywood is sold to companies that recycle it into mulch.

As we get closer to our goal of diverting 90% of waste from landfill, we will continue to look for unique solutions for any extra materials.

From FY 2024 to FY 2025, La-Z-Boy Incorporated reduced:



The chart below details the composition of waste generated and recycled in FY 2025.

Pounds generated	Pounds recycled	Percentage recycled or recovered
Non-hazardous waste		
79,057,675	53,221,914	85%
Hazardous waste		
46,010	17,527	38%

REDUCING PACKAGING WASTE

As La-Z-Boy Incorporated continues to expand our vertically integrated model driven by growth in retail and company-owned stores, we manage more home deliveries as well. This allows us to become more environmentally efficient and sustainable. Consumers appreciate the convenience and we are able to reduce delivery miles and better recycle the packaging materials. England Furniture® and Kincaid® also have largely eliminated their use of cardboard, in favor of soft-pack bags to reduce packaging materials.



Energy Management

La-Z-Boy Incorporated continues to advance toward our goal of net zero emissions by 2050, even as we have recalibrated the baseline year for our Scope 1, Scope 2 and Scope 3 emissions from FY 2022 to FY 2023 to ensure greater accuracy and reliability. As part of this focus on continuous improvement, we're always looking for ways to reduce energy consumption. Our goal is that by 2028 all our facilities will use 100% LED lighting combined with motion-detectors. We also moved our energy automation software to a mobile app. Facility leaders are now automatically notified when power is inadvertently left on and can quickly turn it off to reduce our energy use.

TOTAL ENERGY CONSUMED
702,722 GJ

SCOPE 1 AND 2 EMISSIONS
La-Z-Boy Incorporated is dedicated to exploring and implementing energy management solutions that can reduce emissions and improve efficiency. Following is a breakdown of our Scope 1 and 2 emissions from direct operations.

TOTAL SCOPE 1 EMISSIONS
44,471 mtCO₂e

Breakdown of Scope 1 Emissions

- 55.54% fleet 24,700 mtCO₂e
- 40.95% natural gas 18,208 mtCO₂e
- 2.89% diesel 1,287 mtCO₂e
- 0.59% propane 265 mtCO₂e
- 0.02% gasoline or 11 mtCO₂e

TOTAL SCOPE 2 EMISSIONS
34,824 mtCO₂e location-based emissions
7,185 mtCO₂e market-based emissions

Our Clean Energy Portfolio

Leveraging clean-energy is core to reducing our Scope 1 and 2 emissions and achieving our net zero emissions goal by 2050. To do so, La-Z-Boy Incorporated engages in the following initiatives.

VIRTUAL POWER PURCHASE AGREEMENT
Our VPPA with Invenergy LLC provides clean energy from a Texas wind farm. This has enabled La-Z-Boy Incorporated to assign clean-power generation to most of our U.S.-based electricity demand, helping to substantially reduce our Scope 2 emissions associated with U.S. operations.

OFFSET
79%
of our electricity use through our virtual power purchase agreement (VPPA) in Texas and other green power initiatives.

POWER PURCHASE AGREEMENT IN MEXICO
We use renewable energy sources to power our largest manufacturing facility outside the U.S., in Ramos, Coahuila, Mexico.

GREEN CHOICE PROGRAM THROUGH ARIZONA PUBLIC SERVICE
Four of our retail sites in the Arizona market leverage clean, renewable energy for 100% of their electricity needs.

DTE MIGREENPOWER PROGRAM
We are an early adopter of DTE Electric Company's MIGreenPower program, a voluntary initiative designed to boost accessibility and affordability of renewable energy in Michigan. When the program goes live in FY 2026, La-Z-Boy Incorporated expects to source 85% of our Michigan energy needs, approximately 2,500 MWh, from the program's renewable energy portfolio.





Product Quality and Safety

At La-Z-Boy Incorporated, our furniture is tested to stringent durability, performance and stability standards, ensuring we only deliver the high-quality products consumers expect. For example:



- Our Dayton, Tennessee Test Lab is accredited by the [American Association for Laboratory Accreditation](#) and meets the [ISO 17025](#) standard, showcasing our dedication to consistent quality.
- We adhere to strict safety guidelines and drive transparency when using chemicals in our products, always respecting the limits instituted by federal and state regulations. Our Prohibited and Controlled Substances guidelines clearly state what materials cannot be used in our products to protect consumer health and reduce our overall environmental impact.
- Our products are [UL GREENGUARD Gold](#) certified, demonstrating our compliance with chemical emission standards and commitment to healthier indoor environments. All La-Z-Boy branded products are GREENGUARD Gold certified; Joybird® has three accredited styles; and over 72% of American Drew® product offerings are certified.
- Our products meet the relevant federal, state and industry standards, including [16 CFR 1261 Safety Standard for Clothing Storage Units](#). There are no recorded incidents of our clothing storage units being involved in a serious injury or death, which demonstrates the effectiveness of our tip-over safety program.
- La-Z-Boy branded products are tested to [ISTA \(International Safe Transit Association\) Packaging Transit Testing Procedures](#) to reduce the likelihood of damage during shipment.
- Since there are no residential seating test standards, we subject our products to the [rigorous durability testing of BIFMA \(Business and Institutional Furniture Manufacturers Association\)](#) that details seating test standards for business and institutional furniture manufacturers.

BEYOND MEETING COMPLIANCE, LA-Z-BOY INCORPORATED PLAYS A LEADING ROLE IN HELPING TO SET SAFETY STANDARDS FOR FURNITURE PRODUCTS.

- Industry memberships with organizations like the [American Home Furnishings Alliance](#) and the [Home Furnishings Association](#) give us visibility into upcoming regulations and a voice in legislative discussions.
- Our product safety leaders serve on both the [ASTM F15 Furniture Committee](#) and its [F15.42 Furniture Safety Subcommittee](#), so we have ongoing engagement in furniture safety standards development.

La-Z-Boy Incorporated also has been a member of the U.S. Customs and Border Protection voluntary Customs-Trade Partnership (CTPAT) Against Terrorism program since 2018. La-Z-Boy Incorporated Manufacturing, Inc. and La-Z-Boy Casegoods are Tier III CTPAT Certified Importers committed to strengthening and improving the international supply chain and U.S. border security.

Through evolving regulatory changes and shifting standards, La-Z-Boy Incorporated remains steadfast in our promise to build and deliver pieces that last for generations.



Appendix



Sustainability Account Standards Board (SASB) Index

Building Products & Finishings

Topic	Accounting Metric	Code	Location/ Response	Page
Energy Management in Manufacturing	1. Total energy consumed 2. Percentage grid electricity 3. Percentage renewable	CG-BF-130a.1	1. 702,722 GJ 2. 45%, or 318,614 GJ 3. 64.26%, or 451,576 GJ	23
Management of Chemicals in Products	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	CG-BF-250a.1	Responsible Sourcing	16
	Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	CG-BF-250a.2	Product Quality and Safety 100% for North American manufactured products	24
Product Lifecycle Environmental Impacts	Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	CG-BF-410a.1	Responsible Sourcing	15
			Waste Management	22
Wood Supply Chain Management	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	Responsible Sourcing/Wood	15
Activity Metrics	Annual Production Area of manufacturing facilities	CG-BF-000.A CG-BF-000.B	1,691,174 units 1,485,890 yd ²	



Task Force on Climate-Related Financial Disclosures (TCFD) Index

Topic	Disclosure Indicator	Location / Response	Page
Governance: Disclose the organization’s governance around climate-related risks and opportunities			
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	How We Operate/Governance Throughout the year, our Board and committees review and discuss various risks, including environmental and sustainability challenges facing the Company, with a particular emphasis on new operational and strategic initiatives. At least annually, our Director of Global Product Compliance and Sustainability provides updates to the Board on the Company’s short, medium and long-term sustainability goals.	6
	The Board and/or committees consider climate-related issues when reviewing and guiding strategy.	How We Operate/Governance	6
	The Board monitors and oversees progress against goals and targets for addressing climate-related issues.	How We Operate/Governance	6
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.	How We Operate/Governance Through routine leadership meetings, scheduled updates and key decision-making processes, our Executive Leadership Team is engaged with the Company’s sustainability strategy, including assessing our risks and opportunities related to environmental and social issues and working to ensure effective governance across the organization. Our VP, General Counsel & Chief Compliance Officer has primary responsibility for environmental sustainability and corporate governance. Our Vice President and Chief Human Resources Officer has primary responsibility for people and culture.	6
	Description provided of the associated organizational structure(s)	How We Operate/Governance	6
	Description provided of how management monitors climate-related issues	How We Operate/Governance A dedicated sustainability team led by the Director of Global Product Compliance and Sustainability manages the day-to-day operations of our sustainability programs and designs, implements and supervises sustainability initiatives across the Company to align with the best interests of its stakeholders.	6



Task Force on Climate-Related Financial Disclosures (TCFD) Index Continued...

Topic	Disclosure Indicator	Location / Response	Page
	Description provided of the processes by which management is informed about climate-related issues.	How We Operate/Governance Our Director of Global Product Compliance and Sustainability provides updates to members of the Executive Leadership Team on the implementation of sustainability policies and programs across the Company and progress updates at least annually to the Board on the Company's short-, medium- and long-term sustainability goals. The Director drives alignment with sustainability goals and targets through discussion of various challenges, climate-related risks and shifting business priorities.	6
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.			
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.	The Company is 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	The Company does not fall under any high-risk categories as defined by TCFD, yet we do acknowledge the wide-sweeping impacts of climate change and apply thorough consideration of climate-related risks and their respective time horizons. The short- and medium-term risks prevalent to the Company relate to physical risks to our facilities: floods, hurricanes, wildfires and weather changes that have critical impact to our material supply chain. The long-term risks relate to changing agricultural regions and droughts that can impact our timber growing regions and the cost and supply of wood. The Company will continue to conduct assessments and use associated insights to bolster the climate resilience of our operations and supply chain.	
	Description provided of the process(es) used to determine the risks and opportunities that have a material financial impact on the organization	Considering the Climate in Business Decision-Making	18
b) Describe the impact of climate-related risks and opportunities on the organization's business, strategy and financial planning.	The Company discloses information on the potential impacts of climate-related risks and opportunities.	Considering the Climate in Business Decision-Making	18
	Description of 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.	The Company recognizes the significant impact climate change could have on our business. Therefore, we assess its related challenges and opportunities quarterly alongside other significant potential risks. By keeping a consistent pulse on climate change and what is happening across our business, we are able to leverage opportunities and minimize risks to maintain favorable position within the furniture retail marketplace.	



Task Force on Climate-Related Financial Disclosures (TCFD) Index Continued...

Topic	Disclosure Indicator	Location / Response	Page
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Climate-related scenario analysis conducted by the Company.	Engaging With Suppliers Considering the Climate in Business Decision-Making We are conducting TCFD risk assessments for both physical and transition risks. The physical risk assessments also include analyses for our top 50 suppliers, providing insight into how we can help strengthen climate resilience along our supply chain.	17 18
	The Company discloses how resilient its strategies are to climate-related risks and opportunities.	Considering the Climate in Business Decision-Making We have conducted risk analysis for all categories of risk specified by TCFD. We were either in the low or moderate range for all categories of risk. For the Company, climate risk assessment and evaluation is a continuous process and we'll keep conducting these evaluations as needed and will realign our strategy, if required.	18
Risk management: Disclose how the organization identifies, assesses and manages climate-related risks.			
a) Describe the organization's process 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.	How We Operate/Governance Considering the Climate in Business Decision-Making	6 18
	Description of whether they consider existing emerging regulatory requirements related to climate change (e.g., limits to emissions).	The Company has conducted a policy risk exposure assessment to measure the enterprise carbon pricing risk.	
	The Company defines risk terminology used or makes a reference to the existing risk classification frameworks.	The Company uses the TCFD - Climate Physical Risk and Climate Transition Risk framework	
b) Describe the organization's process for managing climate-related risks.	Description provided of processes used to manage climate-related risks (policy and legal, technology, market, reputation, physical).	How We Operate/Governance	6
		Considering the Climate in Business Decision-Making	18



Task Force on Climate-Related Financial Disclosures (TCFD) Index Continued...

Topic	Disclosure Indicator	Location / Response	Page
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.	How We Operate/Governance	6
		TranZforming Our Business	21
		The Company’s enterprise risk management process engages key business and functional leaders to identify the major risks faced by the Company, including environmental and sustainability risks, and management identifies ways to mitigate and monitor such risks. 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. We are continually refining and updating our risk management framework and procedures to account for both existing and future climate-related risks. 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.	
Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.			
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.	The Company monitors and evaluates the following metrics to gauge the sustainability of our operations and manage climate-related risks: energy, GHG emissions, waste and materials (wood and packaging). The process for assessing facilities for developing an emergency management plan is based on the size and value to the business.	19
	The Company includes metrics on climate-related risks associated with energy, emissions, materials and waste management where relevant and applicable.		22
	We are not a water- or land-use intensive business.		23
	The Company discloses cross-industry, climate-related metric categories.	Considering the Climate in Business Decision-Making/Scope 3 Emissions	18-19
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions, and the related risks.	The Company discloses Scope 1 and 2 GHG emissions.	Energy Management/Scope 1 and 2 emissions	23
	The Company discloses Scope 3 emissions.	Considering the Climate in Business Decision-Making/Scope 3 Emissions	18-19
	Industry-specific GHG efficiency ratios disclosed.	The Company is in the process of developing GHG efficiency ratios for our operations.	



Task Force on Climate-Related Financial Disclosures (TCFD) Index Continued...

Topic	Disclosure Indicator	Location / Response	Page
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	We remain committed to reducing emissions to net zero by 2050.	<p>Energy Management</p> <p>Sustainability is a long-standing part of how we operate – and like all aspects of our business – we are focused on continuous improvement. We have recently implemented more robust data collection solutions and enhanced the rigor of our sustainability reporting by aligning it more closely with the standards and auditability of our financial reporting. As a result of these improvements, we have recalibrated the baseline year for our Scope 1, Scope 2 and Scope 3 emissions from FY 2022 to FY 2023 to ensure greater accuracy and reliability.</p> <p>At this point in our sustainability journey, we have made the strategic decision to transition away from the Science Based Targets initiative (SBTi) framework. La-Z-Boy Incorporated appreciates the role SBTi has played in guiding global climate focus. For a company of our size, we believe we can create a more tailored approach customized to our unique, vertically integrated business model and operational footprint. We remain committed to our sustainability strategy and to our goal of net zero emissions by 2050. We will continue to report our progress in a transparent and measurable fashion.</p>	23
	Climate change non-GHG targets are in place, covering energy and waste management where relevant and applicable.	We strive for 90% of all waste in our manufacturing plants to be recycled. We also aim to reduce the amount of hazardous waste produced year over year.	
	We are not a water- or land-use intensive business.		
	The organization, disclosing medium- or long-term targets, should also disclose associated interim targets in aggregate or business-wise where available.	Sustainability is a long-standing part of how we operate – and like all aspects of our business – we are focused on continuous improvement. We have recently implemented more robust data collection solutions and enhanced the rigor of our sustainability reporting by aligning it more closely with the standards and auditability of our financial reporting. As a result of these improvements, we have recalibrated the baseline year for our Scope 1, Scope 2 and Scope 3 emissions from FY 2022 to FY 2023 to ensure greater accuracy and reliability. We will continue to report our progress in a transparent and measurable fashion as we advance toward our goal of reducing emissions to net zero by 2050.	23



Disclaimer

Cautionary Note Regarding Forward-Looking Statements

La-Z-Boy Incorporated and its subsidiaries (individually and collectively, “we,” “our,” “us,” “La-Z-Boy Incorporated” 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 26, 2025, 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.



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INCORPORATED

2025 Impact Report

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