

ASHLEY CORPORATE SOCIAL RESPONSIBILITY

2025

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2025

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Massively Transformative Purpose

To inspire the love of home and enrich the lives of those around us by being the most innovative and competitive furniture company on the planet.

We are proud to be a family company.

This company started with a simple belief: if you work hard, treat people right and never stop improving, you can build something meaningful. That belief still drives us today. As a family-owned business, we're deeply grateful to the employees and communities who have been part of our story. We honor the legacy that built Ashley, while working every day to shape a future defined by integrity, innovation and purpose. When we succeed together, we create a brighter future for everyone in the Ashley family.

The Ashley Family of Companies includes:

- Ashley Furniture Industries, LLC – the world's largest manufacturer of home furnishings
- Ashley Global Retail, LLC – operating the largest retail furniture store brand in North America – Ashley® and Ashley Outlet® retail stores and digital platforms
- Ashley Distribution Services, LLC – the industry's largest fleet

We're dedicated to keeping "home" at the forefront of all we do. That's why we are committed to caring for the places and spaces in which we work and live. Our outreach includes empowering and inspiring our beloved communities, investing in medical innovation, educating our future generations and serving our valued customers and teammates. We're dedicated to ensuring the future is bright for those we serve for generations to come!



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A Letter From Our CEO

As I reflect on this remarkable year at Ashley, I am deeply proud of how our culture continues to unite us in purpose and action. While we're honored to be North America's largest furniture store brand and the world's largest manufacturer of home furnishings, what truly distinguishes us is how our 35,000+ employees worldwide come together each day—as one Ashley family—to create meaningful impact in the communities we serve.

Our success as a family-owned company spanning more than eight decades is built on a foundation of collaboration and shared values. Every team member, from our manufacturing floors to our showrooms, plays a vital role in our collective mission. Together, we embrace our core and growth values, working side by side to deliver exceptional value to our customers while making a positive difference in the world around us.

Our culture of care extends beyond our company walls. We believe that strengthening our communities and supporting those in need is not separate from our business—it is central to who we are. Through community engagement, environmental stewardship and our commitment to doing what's right, we demonstrate daily that success is measured not just by what we achieve, but by how we uplift others along the way.

To our valued customers around the world, we invite you to explore this report and discover how our shared commitment to excellence, integrity and community creates the Ashley difference. We hope you take as much pride in these accomplishments as we do in working together to serve you and our communities every day.

Todd Wanek

Todd R. Wanek,

President and CEO
Ashley Furniture Industries, LLC



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Ashley Family of Companies

Ashley Furniture Industries, LLC:

With a history dating back to 1945, we have grown to become the world's largest manufacturer of home furnishings and are committed to delivering the world's best home furnishing values, selection and service.

Reader Rankings, Company Most Likely to Give Back
ASHLEY FURNITURE INDUSTRIES, LLC



Ashley Global Retail, LLC:

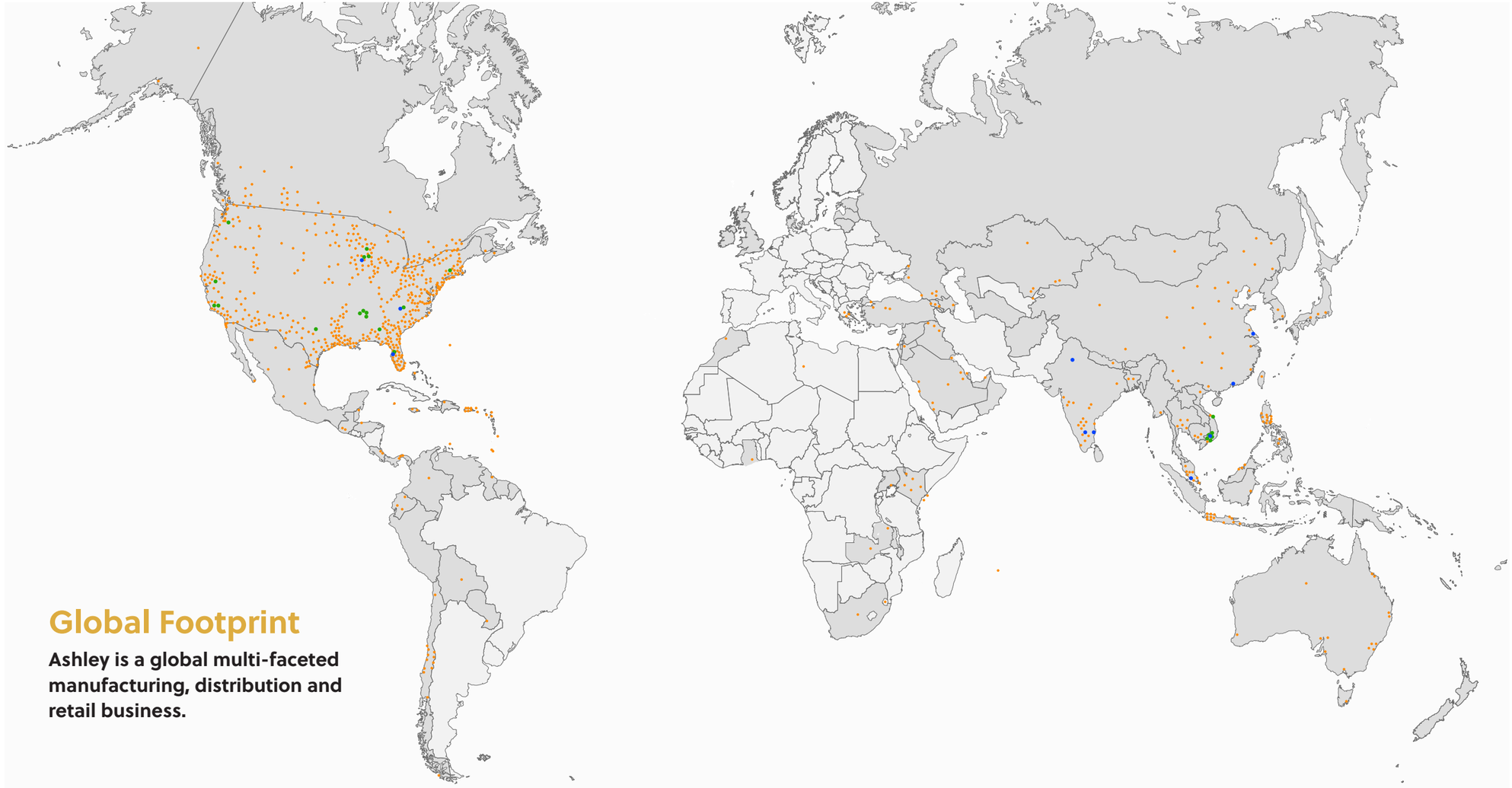
From the moment we opened our doors in 1997, we've been committed to helping you create your dream home and most cherished family memories. As the largest furniture store brand in North America and operating globally, we understand that home is the backdrop for life's most treasured moments.





Ashley Distribution Services, LLC:

Established in 1974, we deliver Ashley furniture and home furnishings to Ashley® retail stores and customers throughout the U.S. Today, we are the industry's largest motor carrier with a combined total of more than 1,000 tractors and more than 4,000 trailers each and every day.



Global Footprint

Ashley is a global multi-faceted manufacturing, distribution and retail business.

RETAIL LOCATIONS

Antigua
Armenia
Aruba
Australia
Azerbaijan
Bahamas
Bahrain
Bangladesh
Barbados
Belize
Bermuda
Bolivia
Bosnia & Herzegovina
Brunei
Canada
Cambodia
Chile
China
Colombia
Costa Rica
Curacao
Dominican Republic
Ecuador
Eswatini
Georgia
Ghana
Grand Cayman
Greece
Guatemala
Guyana
Honduras
India
Indonesia
Iraq
Jamaica
Japan
Jordan
Kazakhstan
Kenya
Kuwait
Libya
Malawi
Malaysia
Mauritius
Mexico
Mongolia
Montenegro
Morocco
Myanmar
Nepal
Palestine
Panama
Paraguay
Philippines
Puerto Rico
Qatar
Russia
Saudi Arabia
Singapore
South Africa
South Korea
St. Kitts
St. Maarten
Suriname
Tanzania
Thailand
Trinidad and Tobago
Turkey
United Arab Emirates
United States
Uganda
U.S. Virgin Islands
Uzbekistan
Vietnam
Zambia

GLOBAL OFFICES

DOMESTIC
Arcadia, WI
Charlotte, NC
Ybor City, FL

INTERNATIONAL
Bengaluru, India
Chennai, India
Gurgaon, India
Muar, Malaysia
Shenzhen, China
Shanghai, China
Thu Dau Mot, Vietnam

INTERNATIONAL SOURCING LOCATIONS

India
Indonesia
Malaysia
Southern China

MANUFACTURING AND DISTRIBUTION CENTERS

DOMESTIC
Advance, NC
Arcadia, WI
Brandon, FL
Chippewa Falls, WI
Colton, CA
East Point, GA
Ecru, MS
Independence, WI
Lathrop, CA
Leesport, PA
Mesquite, TX
Redlands, CA
Ripley, MS
Saltillo, MS
Spanaway, WA
Verona, MS
Whitehall, WI

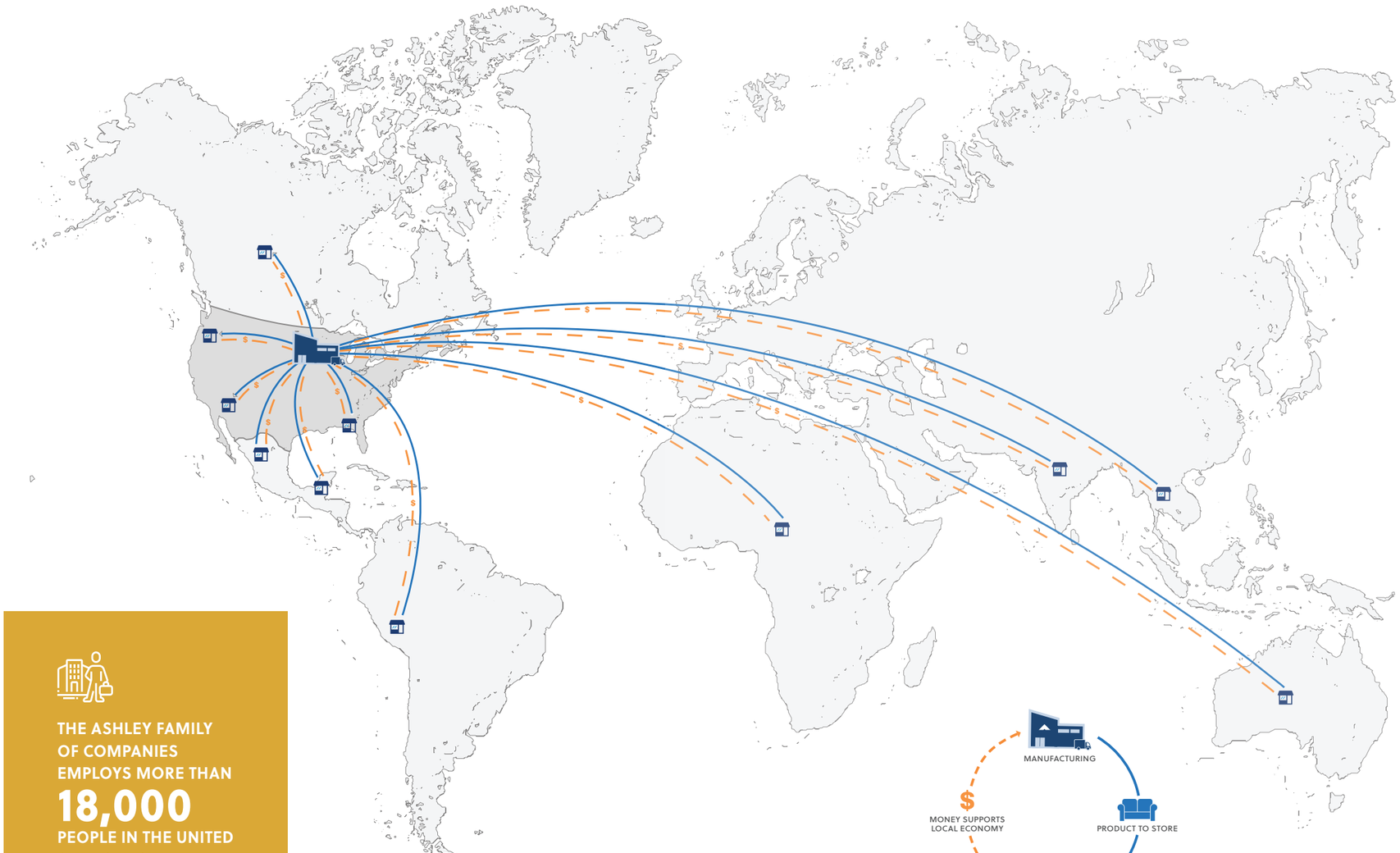
INTERNATIONAL
Ba Ria - Vung Tau, Vietnam
Ben Cat Town, Vietnam
Binh Duong City, Vietnam
Lai Uyen Town, Vietnam
Quang Ngai, Vietnam
Tan Uyen Town, Vietnam
Thu Dau Mot, Vietnam

The Ripple Effect

The Ashley family of companies creates an economic impact within the U.S. of more than **$4.21 billion annually.** We do this by contributing billions to the U.S. economy in the form of employee payroll, benefits, purchases, capital investments and utility expenses every year.

The Ashley family of companies employs more than **18,000 people** in the United States alone, which is more than any other furniture company. We also support more than **7,900 vendors** and businesses, forming an economic ripple effect. These businesses have created thousands of additional jobs and procured supplies that create even more jobs, all as a result of Ashley's business.

We create more than **4.8 jobs** with each manufacturing job and tens of thousands of dollars in local economic activity. And for every dollar of domestic manufacturing, another $3.60 of value-added benefit is generated elsewhere.



PROUDLY MANUFACTURING FURNITURE IN THE USA AND WORLDWIDE

Manufacturing Creates Wealth

Every city, county, state and nation wants to bring wealth to their area.

THE ASHLEY FAMILY OF COMPANIES EMPLOYS MORE THAN
18,000
PEOPLE IN THE UNITED STATES ALONE.

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One Ashley

Our culture stands at the heart of everything we accomplish. Every decision we make, every action we take and every aspect of our identity flows from the core and growth values that define us. As a family-oriented organization, we thrive through collaboration, celebrate our successes together and face challenges as one united team.

We are driven by a deep passion to transform homes across the world. Creating spaces where our customers can build lasting memories motivates everything we do and strengthens our dedication to delivering exceptional service each day. Our customers deserve excellence, and we're committed to providing outstanding experiences through superior products at competitive prices.

The foundation of our exceptional customer experience is our valued employees. We cultivate an environment that promotes professional growth, recognizes dedication and empowers our team with boundaryless opportunities for leadership at every level. Beyond advancing our workforce, we believe in supporting the communities where we live and work through volunteerism, charitable initiatives and meaningful partnerships that create positive change.

Our team consistently embraces challenges and addresses obstacles with determination. We remain dedicated to continuous improvement and strategic investments in our people, our communities and our business to ensure lasting strength. Our core and growth values guide us forward, providing the confidence we need to overcome any adversity we may encounter together.

01 OUR NORTH STAR

02 INVESTING IN OUR PEOPLE

03 INVESTING IN OUR COMMUNITY



Our North Star

Massively Transformative Purpose

To inspire the love of home and enrich the lives of those around us by being the most innovative and competitive furniture company on the planet.

Vision

We want to be the best home furnishings company.

Mission

Improve Quality • Reduce Cost
Do More Business • Be Profitable • Stay in Business

Core Values

Honesty & Integrity
Be forthright

Passion, Drive & Discipline
Give everything you have to your job

Dirty Fingernail
You get what you inspect, not what you expect

Continuous Improvement
Know the business

Growth-Focused
Always dominate and be in a #1 position in the furniture industry

Growth Values

A Culture of Leadership
Lead at every level in the organization

Customer Centric
Deliver on what is promised to the customer

Boundaryless
Work for the greater good of the organization











Employee Engagement

Our employees are the heartbeat of the organization. We work together to continuously improve our business, products and customer experience. Our goal is to be recognized as an employer of choice and a place to grow, learn and stay.

Holiday Gifts

As a special way to thank our dedicated employees here at Ashley during the holiday season, we provide a food gift for their family dinners.

It's a tradition that's been going strong since the 1970s and shows that family values are at the core of Ashley. In 2025, we provided a holiday gift to **more than 11,000 employees.**



Family Fun

We hold annual gatherings to recognize our employees' collective efforts and hard work, welcoming their families to join in the celebration.

Employee Appreciation Meals

We plan annual employee appreciation meals across the country for our employees to come together and enjoy camaraderie and delicious food.

Ashley Careers Program

One of the many upskilling programs within Ashley, the Ashley Careers Program is a 6-month structured maintenance training initiative providing internal certification and skill development for maintenance technicians. In 2025, the program opened to local high school students in Wisconsin, and it will continue to expand in 2026.







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ASHLEY HAS CONTRIBUTED **OVER $335 MILLION** TO PROFIT SHARING OVER THE LAST 30 YEARS.

Ashley proudly offers a profit-sharing plan, allowing every eligible employee to share in our success. Profit-sharing distribution is celebrated leading into the holiday season with checks personally handed out by our leadership team.











Supporting Community Involvement

Volunteerism

Volunteering is a core part of our culture, and the Wanek family's commitment to community support empowers our employees to do the same. We proudly offer various opportunities for our team members to share their time and talents.

— **ASHLEY FOR THE ARTS**

More than 500 employees volunteered their time to make Ashley for the Arts a success.

Honoring Worthy Causes

Throughout the year, employees participated in special days in commemoration:

— **WEAR RED DAY**

Employees wore the color red to show their support for heart health and disease awareness during American Heart Month in February.

— **PINK OUT DAY**

Employees wore the color pink in honor of Breast Cancer Awareness Month in October.





“Volunteerism drives much of our company’s philanthropy. We, in turn, hope that involvement inspires and promotes additional acts of good will.”

— **Todd Wanek |** President and CEO, Ashley Furniture Industries, LLC





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Employee-led Contributions

Dollar a Week Program

We are committed to creating positive, impactful change in our local communities. Through our Dollar a Week program, employees were able to make significant donations to a variety of organizations supporting the well-being of children.

Employee Dollar a Week Contributions in 2025

St. Jude Children's Research Hospital

$27,198

DONATED TO ST. JUDE CHILDREN'S RESEARCH HOSPITAL TOTALING $370,164 SINCE 2012

Le Bonheur Children's Hospital

$26,665

DONATED TO LE BONHEUR CHILDREN'S HOSPITAL TOTALING $404,602 SINCE 2006

Supporting Ronald McDonald House®

$8,675

DONATED TO RONALD MCDONALD HOUSE CHARITIES TOTALING $98,427 SINCE 2017

ASHLEY'S ANGELS

$35,232

DONATED TO ASHLEY'S ANGELS TOTALING $1,595,022 SINCE 2003

hope to dream

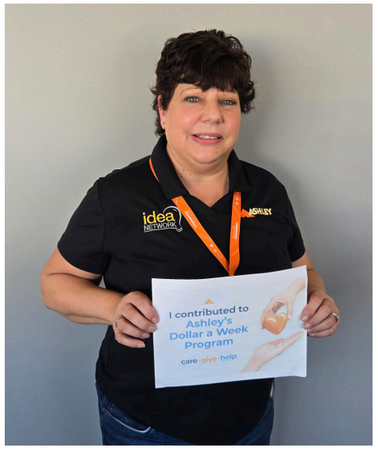
$10,000

DONATED TO HOPE TO DREAM® TOTALING $38,772 SINCE 2021

$1,515

DONATED TO MISCELLANEOUS ORGANIZATIONS TOTALING $66,747 SINCE 2015















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Community

Our purpose: to inspire the love of home and enrich the lives of those around us.

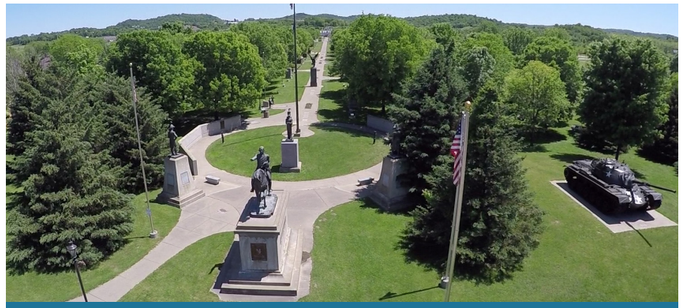
Home is more than just four walls; it's about creating a space for communities to come together and thrive. That's why we actively reach out to those in need, providing unwavering support and creating opportunities to unite and empower them.

Enriching lives extends beyond furniture. For everyone at the Ashley family of companies, it involves a deep commitment to caring for our cherished communities and helping them thrive. Whether we're honoring our military and first responders, advancing medical research, or supporting education and the arts, our community initiatives are designed to address the needs of local communities and beyond. Our primary focus is to provide resources and support to those in need, both now and for the future.

01 HONORING OUR MILITARY & FIRST RESPONDERS
02 ADVANCING MEDICAL RESEARCH
03 ENRICHING LIVES, ENRICHES US
04 SUPPORTING EDUCATION & THE ARTS



Nearly 200,000 beds donated through Hope to Dream®

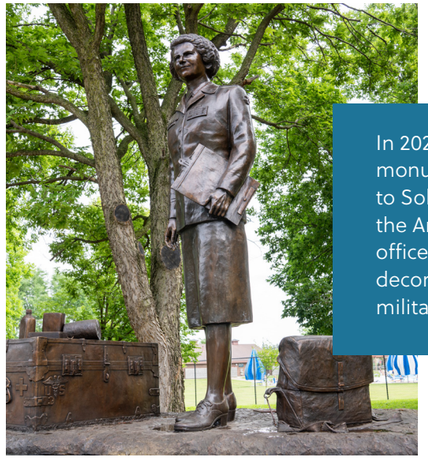


Did you know?
Soldiers Walk Memorial Park was voted one of the top five military museums in the U.S. It is referred to as the country's premier war memorial outside of Washington, D.C.

Soldiers Walk Memorial Park

While Ron Wanek, Founder and Chairman of Ashley Furniture Industries, has a long list of philanthropic endeavors, the one he holds most dear is Soldiers Walk. Situated in Memorial Park in Arcadia, Wisconsin, this 500-meter walk serves as a tribute to all U.S. wars and conflicts, featuring 30 monuments and memorials arranged chronologically. As the lead benefactor of this significant space, Mr. Wanek's deep love for his country inspired him to create a sacred place that honors the leaders and veterans who fought to secure the freedoms and opportunities we cherish today.

Learn More



In 2025, the Ruby Bradley monument was added to Soldiers Walk to honor the Army Nurse Corps officer, one of the most decorated women in U.S. military history.

Special Events

Annual community events hosted by the Ashley family of companies:

Wreaths Across America

Ashley proudly supports Wreaths Across America, an organization that honors and remembers veterans for their service. Ashley designates an "Honor Fleet" of trucks to haul wreaths to multiple cemeteries across the country for wreath-laying ceremonies. **Since 2017, Ashley has hauled 54 loads of more than 326,500 wreaths to over 325 cemeteries.** In addition, Ashley has co-hosted and sponsored an annual Wreaths Across America event at Memorial Park in Arcadia, Wisconsin, since 2016.

In 2025, Ashley **delivered 42,336 wreaths** to 43 different cemeteries across the country.



Learn more

IN 2025,
42,336 WREATHS
WERE DELIVERED BY ASHLEY.

= 1,000 WREATHS



Flag-Raising Ceremonies

On Memorial Day, employees from Ashley, along with U.S. Military members, gather for flag-raising ceremonies to reflect on the day's significance. This year marked the 9th consecutive ceremony honoring the brave men and women who made the ultimate sacrifice in service to the nation.

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Operation Shut Eye

Superior Sleep for the Elite Few

Operation Shut Eye is a program in partnership with Tempur Sealy International® and Darkhorse Benefits, a non-profit organization. Ashley has pledged to donate a total of **25,000 Tempur-Pedic® mattresses** to members of our U.S. Special Operations Forces **by the end of 2029** to provide a great night's sleep to those who allow us to sleep peacefully and safely each night. Additionally, Operation Shut Eye provides much-needed support to severely injured service members as identified by the Special Operations Command's Warrior Care Coalition.

Providing a great night's sleep to America's Special Operations Forces remains a top priority at Ashley — one they so graciously deserve for all that they do.

Our Accomplishments
YEAR-TO-DATE

Q1	Q2	Q3	Q4
JAN - MAR	APR - JUNE	JULY - SEPT	OCT - DEC
691	727	783	791

TOTAL DONATIONS MADE IN 2025
2,992

TOTAL DONATIONS TO DATE

18,051

TO DARKHORSE BENEFITS, IN SUPPORT
OF OUR U.S. SPECIAL OPERATIONS FORCES.



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Aiding Heroes

Helping Our Local Communities

We honor the selfless acts of our first responders, who answer the call of duty and put their lives on the line to keep our communities safe. We also recognize our dedicated employees who serve as volunteer officers or EMTs, demonstrating our commitment to the health and safety of those around them. We are proud to have them as part of our Ashley family.

In 2025, Ashley contributed **250 mattresses** to first responders who lost their homes during the Los Angeles wildfires in January. This gesture recognized their dedication and sacrifice as they continued serving and protecting their communities despite facing personal devastation.

Additionally, Ashley donated mattresses to the Los Angeles Firemen's Relief Association to **upgrade eight fire stations** throughout Los Angeles and supplied mattresses to the Oxford Fire Department in Mississippi to provide comfort for firefighters during their on-call periods.

In total, Ashley has supported more than 70 local fire, police and EMT departments across the country.











City Of Hope

Since 2017, the Wanek family's extraordinary partnership with City of Hope has been driving a singular mission—to **cure type 1 diabetes** (T1D). Thanks to their vision and philanthropy, the Wanek Family Project has evolved from a bold idea into a national clinical enterprise leading the field in developing therapies that restore natural insulin production without transplants or long-term immune suppression.

City of Hope's approach is distinctive: rather than managing the disease, its researchers are **targeting the root causes of T1D**—controlling the immune system's attack on insulin-producing beta cells and regenerating those same cells to restore the body's own insulin production. Together, these strategies represent one of the most comprehensive, scientifically advanced, and scalable cure pathways anywhere in the world.

Over the past year, City of Hope has launched and advanced three groundbreaking clinical trials:

- WAVE-T1D, a landmark national study at 11 top diabetes centers testing combination therapies to halt the autoimmune attack that causes T1D.
- Harmine, the first human trial to explore beta cell regeneration—potentially enabling patients to produce insulin again on their own.
- CD6-CAR-Treg, a first-in-kind cell therapy designed to "retrain" the immune system to protect rather than destroy insulin-producing cells.

The Wanek Family Project to Cure Type 1 Diabetes

Each trial addresses a different dimension of the disease; together, they form a coordinated, multi-pronged strategy to achieve lasting cures. The Wanek family continued support has made it possible for City of Hope to build an industry-leading infrastructure capable of moving discoveries rapidly from the laboratory to clinical trials. Already, more than a dozen partner sites are enrolling patients through a scalable, nationwide network that accelerates progress and impact.

While other emerging therapies, such as stem-cell-derived replacements, show promise for select patients, City of Hope's strategy—made possible by the Wanek family—is broader, safer, and designed for the entire T1D community.

Every milestone achieved—from beta cell regeneration to immune system modulation—reflects the Wanek family unwavering **commitment to a future free from type 1 diabetes**. Their partnership continues to exemplify how philanthropy and science together can change lives, transforming what was once impossible into tangible hope for millions worldwide.

Learn more



City of Hope®

8
YEARS OF TRANSFORMATIVE PARTNERSHIP

3
ACTIVE CLINICAL TRIALS ADVANCING TOWARD CURES

11
NATIONAL TRIAL SITES IN THE WAVE-T1D NETWORK

1st-ever
BETA CELL REGENERATION TRIAL IN HUMANS

1st-in-kind
IMMUNE-RESET CELL THERAPY FOR T1D

HeartWorks

Our mission: To find cures for congenital heart defects and change lives.

HeartWorks is a nonprofit and mission-driven innovation engine that has been leading the way since 2010 to improve the lives of the **1 in 100 people affected by Congenital Heart Defects (CHD)**. Focused on developing breakthrough therapies and technologies, their work spans cell-based biologics, implantable devices, organ rehabilitation platforms, and patient-driven data solutions, addressing critical gaps in care across the CHD continuum.

HeartWorks' pioneering efforts include the world's first clinical trial using a patient's own stem cells to strengthen weak hearts. By combining scientific expertise, clinical partnerships, and patient-centered design, they are redefining what's possible and bringing hope and life-changing solutions to one of the most underserved populations in cardiovascular medicine.



HeartWorks has built a world class reputation for innovative regenerative technologies focused on curing congenital heart disease (CHD) over the past decade because of the support from Ashley and the Wanek family.

> "In our manufacturing facility, what we essentially do is we take a piece of your skin and grow the cells out of your skin just like you would if you were healing a scar, and we train that skin to become your beating heart muscle."
>
> — **Dr. Tim Nelson |** Founder and CEO, HeartWorks

Accomplishments and Recognition:

- FDA-Approved Investigational New Drug: Received authorization to begin clinical testing of autologous cardiac lineages to engraft into the heart muscle of patients with heart failure who are not ideal candidates for transplantation.
- Clinical Readiness Protocol: In 2024, implemented a skin punch biopsy protocol at Mayo Clinic to accelerate manufacturing for eligible patients in the HeartWorks bioengineered cardiac lineage treatment trial. Within one year, the first 100 patients consented, a major milestone in clinical trial development.
- Scalable Clinical Trial Platform: Created a platform enabling multiple, cell-based clinical trials to run simultaneously in collaboration with world-class medical institutions.
- The Co-op @ HeartWorks: Built a first-of-its-kind database capturing members' medical journeys to inform future clinical innovation and design patient-centered trials. The Co-op will be a cornerstone resource for transforming CHD care.
- The Wanek Circulation Breakthrough: Demonstrated for the first time in 30 years that a precisely placed mechanical pump can improve blood flow to the lungs and circulation in patients with complex CHD, saving lives and redefining what is possible.
- HeartWorks World Headquarters: Opened a new state-of-the-art research and manufacturing facility in Eau Claire, WI, bringing all teams under one roof to accelerate the life-changing work for CHD families. This expansion increases their clinical manufacturing capacity, enabling more clinical trials, personalized treatments, and hope for families affected by CHD.

HeartWorks' trailblazing work is igniting hope for families affected by CHD. Together, we are shaping a brighter, healthier future — one beating heart at a time.

Learn more



Pictured above: Gabrielle Wanek and Dr. Tim Nelson

Hope to Dream®

Because Every Child Deserves a Bed to Dream in

Ashley and independently owned and operated Ashley® retail stores proudly support Hope to Dream®, a charity that believes every child should have a bed to call their own. By helping children sleep well, they are positioned to lead a healthier and more productive life.

Hope to Dream® provides brand new beds, complete with a twin mattress, bedframe, bedding and a pillow to children in need across North America. They achieve this through a combination of individual donations and partnerships with schools, local businesses and other non-profit organizations. Mattress purchases from participating Ashley® stores help Hope to Dream® to fulfill its mission to give every child a good night's sleep.

Learn more

Q1	Q2	Q3	Q4
JAN - MAR	APR - JUNE	JULY - SEPT	OCT - DEC
2,558	3,567	3,643	2,998

CHILDREN GIFTED WITH A BED IN 2025
12,766

BEDS DONATED IN 2025



3,657 beds donated by Hope to Dream®

9,109 beds donated by participating Ashley® stores



SINCE 2010, HOPE TO DREAM® HAS DONATED NEARLY **200,000 BEDS** TO CHILDREN IN NEED.









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Ashley's Angels

Providing Essential Items for Children in Need

Ashley's Angels is an all-volunteer, non-profit organization that provides food, clothing, blankets and special gift requests for children in need. Since 1997, the organization has generated over $4.5 million in donations, benefiting more than 20,000 children in Florida, Mississippi, North Carolina, Pennsylvania and Wisconsin. Ashley's Angels proudly partners with area schools to provide necessities to children who need them the most.

Learn more

IN 2025, ASHLEY'S ANGELS SUPPORTED
953 CHILDREN
AND RAISED OVER **$204,000**









> "Ashley's Angels was created from the passion of one employee wanting to help others in need. This passion has carried on for over 25 years, inspiring others throughout our company and our communities."
>
> — **Todd Wanek** | President and CEO, Ashley Furniture Industries, LLC

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Crisis Response

Supporting Our Communities When They Need It Most

We are dedicated to providing the resources that communities need to not only recover but thrive. By offering support to those affected during challenging times, we help make their journey to recovery a little smoother as they work to rebuild their lives.

In response to the devastating wildfires that swept through Los Angeles in January 2025:

- Ashley provided **250 mattresses** to first responders who lost their homes.
- Several Ashley® stores in the Los Angeles area hosted supply drives to collect essential items and offered special pricing for those affected by the disaster.
- Ashley and Hope to Dream® donated **200 beds** to children in need across the region.

When destructive floods impacted central Texas communities in July 2025:

- Ashley donated **200 mattresses and 100 bed sets** for families displaced by flooding.
- Hope to Dream ® provided **100 complete bed sets** to affected children.









STEM Education

Science, Technology, Engineering & Math

We believe in creating educational partnerships that add value to our communities, and through the power of education, shape our country's future. Through Ashley and the Ronald & Joyce Wanek Foundation's commitment to STEM education, we've supported over 65,000 students, investing not just in their futures, but building the foundation for America's continued leadership and innovation.

Inspiring Our Country's Youth in 2025

15,000+
Students Impacted

50
Schools, Colleges and Non-Profit Organizations Served

8
States Supported in STEM Education

Scholarship Opportunities:

ASHLEY AND THE RONALD & JOYCE WANEK FOUNDATION HAVE AWARDED **OVER $4 MILLION** IN SCHOLARSHIPS SINCE 1997.



Student Engagement

Ashley creates meaningful connections between students and industry through hands-on experiences that showcase real-world career opportunities and technical skills development.





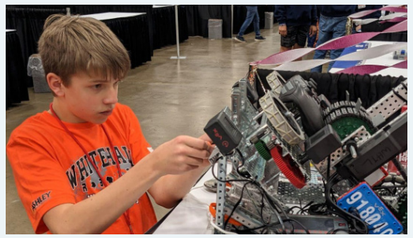


Key Initiatives in 2025:

- **Career Days:** Our Career Days brought **over 100 high school students** face-to-face with professionals in design, transportation, IT, advanced manufacturing and business-related fields, helping them envision and shape their futures while exploring diverse career pathways.
- **SkillsUSA®/TSA:** Our partnerships with organizations like SkillsUSA and the Technology Student Association align with our shared mission to enhance **nearly 500 students'** personal, workplace and technical skills through hands-on learning experiences.
- **STEM 101:** Through STEM 101, we support innovative projects that provide meaningful learning experiences along with teacher professional development, allowing **over 4,600 students** since 2022 to practice newly learned STEM skills with friends and family.
- **National Manufacturing Month:** Each October, we invited nearly **1,000 middle school students** to tour Ashley manufacturing facilities, inspiring them to see the growing opportunities within their own communities and understand how manufacturing creates a positive impact across America.

Robotics

Initiatives like VEX Robotics and FIRST Robotics provide students with hands-on coding, engineering and problem-solving experiences that develop critical thinking skills while fostering teamwork and innovation.



VEX Robotics teams work together on coding and engineering challenges, developing critical thinking and teamwork skills.



FIRST Robotics participants design and build competitive robots, gaining hands-on experience in engineering and innovation.

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Future Ready

We believe in partnering with area schools, technical colleges and universities to enhance educational opportunities for students, supporting educator professional development and providing the necessary resources to make learning meaningful and impactful. Ashley and the Ronald & Joyce Wanek Foundation's commitment extends far beyond traditional classroom learning through cutting-edge facilities and technology partnerships that prepare students to become tomorrow's innovators and leaders.

Key Partnerships & Projects in 2025:

University of Wisconsin-Stout

The collaborative partnership with the University of Wisconsin-Stout has transformed their labs with advanced manufacturing equipment, including production-level 3D printers and fully integrated automated systems. This strategic investment creates opportunities to enhance career pathways and education for our dynamic global economy. Both projects allow students to earn credits while in high school or technical colleges, with potential for nationwide implementation.

The Wanek Center of Innovation

In August 2025, the grand opening of the Wanek Center of Innovation at Western Technical College marked a transformative milestone in advanced manufacturing education for the Midwest. This state-of-the-art facility emphasizes K-12 pathways, enhanced technical programs, and leads in skill development for business and industry training. The center is expected to serve over 1,000 students annually, developing crucial manufacturing skills and improving the local economy.



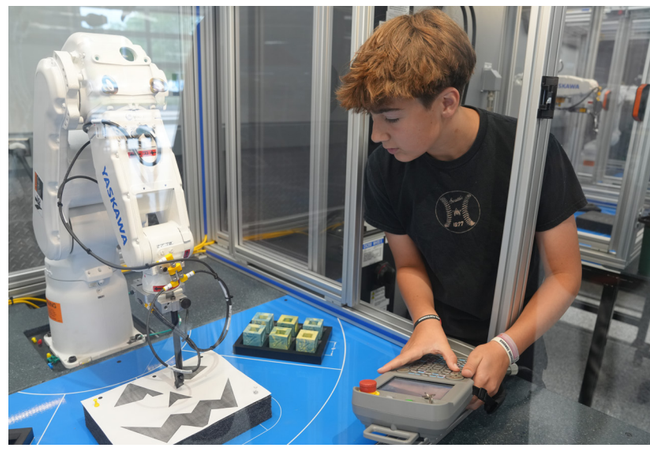
Mobile Skills Laboratory

The Mobile Skills Laboratory, a 900-square-foot mobile classroom equipped with state-of-the-art automation, robotics and Smart Manufacturing technology. It is currently providing opportunities for high school students from both Pontotoc County School District and Pontotoc City School District in the state of Mississippi.









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Ashley for the Arts

Ashley for the Arts is a non-profit 501(c)(3) organization that provides the entire family with world-class entertainment, art, exercise and fun.

2025 marked another significant year of generosity, thanks to the attendees, sponsors and volunteers of Ashley for the Arts. The three-day music and art festival raised **over $715,000** to support nearly **70 area non-profit organizations**, including participating schools, children's charities and medical research. This annual event was hosted on August 7, 8 and 9 at Memorial Park in Arcadia, Wisconsin.

Learn more

SINCE 2009, ASHLEY FOR THE ARTS HAS DONATED MORE THAN **$5 MILLION** TO **OVER 70 NON-PROFIT ORGANIZATIONS.**











Community Cares Grant

Through the Community Cares Grant, Ashley for the Arts proudly supports local educational, civic and non-profit organizations that promote the arts, music and broadening cultural horizons within their community. In 2025, Jackson County Department of Health & Human Services' Behavioral Health Division was selected for the grant for the "Spread Your Wings" project, to support mental health through creating a large-scale angel wings art installation that symbolizes hope and healing.

Cause Container

In partnership with Hub Group, the Ashley for the Arts 53-ft. intermodal container travels the country, giving fans a unique opportunity to support the non-profit. When fans spot the Cause Container, they can earn funds for Ashley for the Arts by posting a photo of it with the tag #CauseContainer. For each post, Hub Group will donate $100 to the charity, plus $1 every time the posted photo is shared.

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Environmental Stewardship

Enhancing the Environment

Ashley is committed to being an environmental steward through energy-use reduction, waste management and recycling and efficient fleet operations. This work is visible in the way we light and power our facilities, limit and reduce waste and enhance the products and tools we use. We are dedicated to improving the environment around us by planting and donating trees for our campuses, communities and employees. We strive to make a meaningful impact by being stewards of the environment for future generations.

01 ENHANCED OPERATIONS

02 RESOURCE PRESERVATION



Energy Usage Reduction

Conservation Through Application of New Technologies

Fuel Efficient Fleets

We take pride in the significant advancements we've achieved in reducing our truck emissions and oil consumption. **Our trucks reduce idle time by 90 percent by utilizing Auxiliary Power Units (APUs)**. An APU consumes only one cup of fuel per hour, while the main engine uses one gallon per hour.

Ashley is a **Registered SmartWay Carrier Partner**. The EPA SmartWay website notes: Registered SmartWay Carrier Partners measure, benchmark, and track their efforts to increase efficiency and fuel economy and have the documentation to prove it, giving them an advantage with prospective and current clients. The SmartWay Program helps carriers demonstrate their efficiency achievements, show continuous improvement and learn best practices to become even better.

Source: epa.gov/smartway/become-smartway-carrier-partner

Variable Frequency Drives

To further showcase our dedication to energy conservation, we have replaced all standard motors on manufacturing machinery with energy-efficient motors and variable frequency drives, **reducing energy usage by more than 25 percent.**

LED Lighting

Since 2015, our commitment to energy conservation has remained strong. Ashley has installed LED lighting in all our newly constructed manufacturing and distribution facilities.

BY UPGRADING TO LED LIGHTING IN JUST ONE OF OUR CURRENT FACILITIES, ASHLEY DECREASED LIGHTING ENERGY CONSUMPTION IN THAT FACILITY BY 49 PERCENT.



White Membrane Roofing

White membrane roofing is made from highly reflective materials that can reflect 60 to 90 percent of sunlight, keeping the roof cooler than darker-colored roofing. This feature means that during warmer weather, less energy is required for cooling. Conversely, in colder weather, the additional insulation beneath the membrane helps retain heat, resulting in reduced energy needs for heating during the winter months.

We have installed over **9 million sq. ft.** of reflective white membrane roofing across our facilities, including **747,000 sq. ft. in 2025.**

Renewable Energy

Solar Panels

The Ashley family of companies has a solar panel installation initiative that includes projects across our manufacturing and distribution facilities around the globe.

ASHLEY'S SOLAR PANEL INSTALLATIONS ARE PREDICTED TO GENERATE ABOUT **25 MILLION KILOWATT-HOURS** OF ELECTRICITY PER YEAR.

This is equivalent to saving energy in over 2,400 homes per year. Source: EPA calculator

What is a Kilowatt-Hour (kWh)?

Residential electricity usage is measured in kilowatt-hours (kWh). One kilowatt-hour (1 kWh) is equal to the amount of energy you would use if you kept a single 1,000-watt appliance running for one hour.



One of the Largest Single Rooftop Solar Installations in the Country
Leesport, PA

Waste Management

We are committed to being an industry leader in waste reduction by enhancing our recycling and upcycling initiatives across our manufacturing facilities, distribution centers and retail environments.

Recycling + Upcycling

The Ashley family of companies is continually exploring innovative methods to utilize materials and minimize waste. Our dedicated team focuses on managing scrap materials across our facilities, ensuring that each site prioritizes reuse, recycling and upcycling to the greatest extent possible.

Environmentally Responsible Packaging Process

In 2025, we significantly advanced our commitment to environmentally responsible packaging. We successfully removed all expanded polyethylene from our domestic upholstery packaging and launched an initiative with a goal of having all domestic upholstery packaging produced after June 2025 be recyclable.

We also reduced the polyethylene in our foam mattress packaging by half a pound per unit. We will build on this momentum in 2026 by extending these efforts to our hybrid mattress packaging and continuing to reduce plastic packaging across our domestic upholstery lines.

2025 Accolades

As an acknowledgment of our dedicated efforts to reduce our environmental impact, we received the following recognitions:





WISCONSIN BUSINESS FRIEND *of the* ENVIRONMENT

Commitment to Sustainability

In 2025, Ashley partnered with Dynamic Lifecycle Innovations and the City of Arcadia to host an e-recycling collection event for various household, hygiene and outdoor electronics and kitchen appliances, which removed 25,318 pounds of electronics from the local community.





In 2025, We Recycled:

90,772*	TONS OF WOOD
14,680*	TONS OF CARDBOARD
14,330*	TONS OF POLY-FOAM
1,141*	TONS OF PLASTIC
472*	TONS OF METAL

**Estimated quantities based on calendar year recycling metrics at our U.S. facilities.*

Enhancing Ecosystems

The Ashley family of companies recognizes the vital role that abundant trees play in delivering environmental benefits and enriching our local communities.

Foundation for the Next Generation

Since 2006, Ashley has hosted annual tree-planting workshops for local high school students. In 2025, students in Arcadia learned essential tree-planting techniques from Ashley team members and Legacy-Trees, LLC experts. By planting donated trees and developing environmental stewardship skills, students gain a sense of responsibility to their community and the environment.



> “By enhancing the habitat today, we ensure our future generations are able to appreciate it tomorrow.”
>
> — **Ron Wanek**
> Founder and Chairman, Ashley Furniture Industries, LLC





Planting a Tree City USA®

Arcadia, Wisconsin was designated as a Tree City USA® by the Arbor Day Foundation in 2025 for a second consecutive year through the efforts of Ashley family of companies, the Ron & Joyce Wanek Foundation, and the City of Arcadia in planting hundreds of trees over the years.

ANNUAL ARBOR DAY TREE DISTRIBUTION

MORE THAN 100,000 TREES HAVE BEEN DONATED IN HONOR OF ARBOR DAY SINCE 1993.

As part of Ashley’s environmental stewardship efforts, employees at manufacturing and distribution facilities across the country were given trees to plant in honor of Arbor Day.



ASHLEY CORPORATE SOCIAL RESPONSIBILITY

2025

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Looking Ahead

At Ashley, we're creating a brighter tomorrow through thoughtful action—one home transformed, one community strengthened, one team member empowered at a time. In our rapidly changing world, we remain committed to embracing evolution, exceeding customer expectations and elevating our workforce. This commitment drives us to anticipate our customers' changing needs while fostering stronger bonds within the communities that we call home.

Our approach at Ashley is grounded in genuine care and heartfelt compassion. Whether we're cultivating tomorrow's leaders or extending support to those facing hardship, our investment in community well-being runs deep.

Understanding our responsibility to the environment, we emphasize waste reduction, thoughtful resource management and energy efficiency. We're dedicated to tackling environmental challenges and preserving a sustainable world for future generations to inherit.

We take immense pride in the strength and commitment demonstrated by our team members and the communities we're privileged to serve. They continually meet challenges head-on, living out our foundational principles of honesty, integrity and accountability. As we look forward, we're energized by the opportunity to continue making meaningful impacts and enhancing lives in the year to come.





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