

The Aaron's Company, Inc.

Our Commitment to ESG

We are committed to evaluating and improving Environmental, Social and Governance (“ESG”) matters. Our ESG program is overseen by our Corporate Affairs Team, a management-level ESG Committee, and the Nominating and Governance Committee of our Board of Directors. Our ESG initiatives drive Company oversight, accountability, ethical actions, and transparency to our stakeholders and the broader public.

<u>Focus</u>	<u>Commitment</u>	<u>Policies & Initiatives</u>
Environmental	Committed to responsible and sustainable environmental conduct	<ul style="list-style-type: none">• Enterprise-level Environmental Policy• Waste-reduction program• Electric vehicle pilot project• Offer Energy Star products to our customers
Social	Committed to a diverse and inclusive culture where all team members can develop meaningful careers and make a positive impact on the community	<ul style="list-style-type: none">• Enterprise-level Human Rights Policy• Aaron's Gives – Goal of donating at least 1% of annual consolidated pre-tax profits• Safety and physical security programs• Six Employee Business Resource Groups and D&I Council with Unconscious Bias training for all officers
Governance	Committed to a strong corporate governance program that helps protect long-term shareholder value	<ul style="list-style-type: none">• Code of Conduct and Team Member Ethics Hotline• Overboarding Policy for Board directors• ESG Training for Board and senior management• Board oversight of ESG, Strategy, Compliance, Risk, and Government Relations and Public Policy