

EXHIBIT A: CBRE PEP (Partnership Excellence Program)		
HNI Global - Products		
Products	Combined List Per Order (USD)	Discount From List, Product Only
Allsteel		
Systems: Further, Optimize, Stride & Terrace Non-Metal Storage: Approach	\$1-\$100,000	78.2%
	\$100,001-\$750,000	82.4%
	\$750,001+	Negotiable
Further Adaptive	\$1-\$100,000	77.1%
	\$100,001-\$750,000	80.1%
	\$750,001+	Negotiable
Altitude - HAT	\$1-\$100,000	77.1%
	\$100,001-\$750,000	82.4%
	\$750,001+	Negotiable
Involve	\$1-\$100,000	75.9%
	\$100,001-\$750,000	78.4%
	\$750,001+	Negotiable
Gallery, FIT, A8 Screen, Universal Screens, Daybook, Mural, Stride Desking	\$1-\$100,000	75.9%
	\$100,001-\$750,000	78.4%
	\$750,001+	Negotiable
Storage: Align Credenza & Lockers	\$1-\$100,000	75.9%
	\$100,001-\$750,000	78.4%
	\$750,001+	Negotiable
Metal Storage: Essentials Storage & Radii	\$1-\$100,000	68.8%
	\$100,001-\$750,000	72.7%
	\$750,001+	Negotiable
Tables: Aware & Structure	\$1-\$100,000	67.6%
	\$100,001-\$750,000	72.2%
	\$750,001+	Negotiable
Seating: Acuity, Evo, Inspire, Lyric, Mimeo, Nimble, O6, Pli, Quip, Relate, Seek, Svelte, Tolleson Side	\$1-\$100,000	66.5%
	\$100,001-\$750,000	70.5%
	\$750,001+	Negotiable
Social Collaborative	\$1-\$100,000	53.5%
	\$100,001-\$750,000	56.8%
	\$750,001+	Negotiable
Beyond Walls (Framed, Frameless & Solid)	\$1-\$100,000	61.8%
	\$100,001-\$750,000	64.8%
	\$750,001+	Negotiable
Aspect	\$1-\$100,000	64.7%
	\$100,001-\$750,000	67.0%
	\$750,001+	0.0%
Gunlocke		
Gunlocke	\$1-\$100,000	58.2%
	\$100,001-\$750,000	60.2%
	\$750,001+	Negotiable

GP%	Dealer Discount
15.0%	81.5%
12.0%	84.5%
15.0%	80.5%
12.0%	82.5%
15.0%	80.5%
12.0%	84.5%
15.0%	79.5%
12.0%	81.0%
15.0%	79.5%
12.0%	81.0%
15.0%	79.5%
12.0%	81.0%
15.0%	73.5%
12.0%	76.0%
15.0%	72.5%
12.0%	75.5%
15.0%	71.5%
12.0%	74.0%
15.0%	60.5%
12.0%	62.0%
15.0%	67.5%
12.0%	69.0%
15.0%	70.0%
12.0%	71.0%
15.0%	64.5%
12.0%	65.0%

HON		
HON Systems: Abode Desking, Abound, Accelerate, Brigade, Empower, Gallery & Universal Screens	\$1-\$100,000	71.2%
	\$100,001-\$750,000	76.7%
	\$750,001+	Negotiable
Accessories: Monitor Arms	\$1-\$100,000	71.2%
	\$100,001-\$750,000	75.6%
	\$750,001+	Negotiable
Metal Storage: Contain Storage	\$1-\$100,000	64.1%
	\$100,001-\$750,000	73.3%
	\$750,001+	Negotiable
Tables: Height Adjustable Non-Metal Storage: Voi Metal Storage: Fuse	\$1-\$100,000	65.3%
	\$100,001-\$750,000	68.2%
	\$750,001+	Negotiable
Metal Storage: Brigade & Flagship Laterals, Storage & Islands Metal Legs & Tops	\$1-\$100,000	64.1%
	\$100,001-\$750,000	69.9%
	\$750,001+	Negotiable
Laminate Caseworks: Concinnity, Workwall & 10500 Series	\$1-\$100,000	64.1%
	\$100,001-\$750,000	68.2%
	\$750,001+	Negotiable
Tables	\$1-\$100,000	64.1%
	\$100,001-\$750,000	68.2%
	\$750,001+	Negotiable
Seating: Cofi, Ignition, Ignition 2, Nucleus & Solve	\$1-\$100,000	61.8%
	\$100,001-\$750,000	66.5%
	\$750,001+	Negotiable
Steel Seating: All	\$1-\$100,000	61.8%
	\$100,001-\$750,000	66.5%
	\$750,001+	Negotiable
Education: SmartLink	\$1-\$100,000	60.6%
	\$100,001-\$750,000	64.2%
	\$750,001+	Negotiable
Seating: Flock, Grove, Ruck & West Hill	\$1-\$100,000	60.0%
	\$100,001-\$750,000	64.2%
	\$750,001+	Negotiable
Metal Storage: Vertical File Accessories	\$1-\$100,000	59.4%
	\$100,001-\$750,000	63.1%
	\$750,001+	Negotiable
Seating: Mav Soft	\$1-\$100,000	58.2%
	\$100,001-\$750,000	61.9%
	\$750,001+	Negotiable
Seating: Astir	\$1-\$100,000	57.1%
	\$100,001-\$750,000	59.1%
	\$750,001+	Negotiable
Desking: MOD Acoustics: Unika Vaev	\$1-\$100,000	55.3%
	\$100,001-\$750,000	56.8%
	\$750,001+	Negotiable
HON NOW	Systems	Available
	All Other Products	Available

15.0%	75.5%
12.0%	79.5%
15.0%	75.5%
12.0%	78.5%
15.0%	69.5%
12.0%	76.5%
15.0%	70.5%
12.0%	72.0%
15.0%	69.5%
12.0%	73.5%
15.0%	69.5%
12.0%	72.0%
15.0%	69.5%
12.0%	72.0%
15.0%	67.5%
12.0%	70.5%
15.0%	67.5%
12.0%	70.5%
15.0%	66.5%
12.0%	68.5%
15.0%	66.0%
12.0%	68.5%
15.0%	65.5%
12.0%	67.5%
15.0%	64.5%
12.0%	66.5%
15.0%	63.5%
12.0%	64.0%
15.0%	62.0%
12.0%	62.0%
	76.0%
	59.0%

PARTNERSHIP PRODUCTS - Dealer Discounts		
Products		Discount From List, Product Only
NCPH		58.0%
		Negotiable
Fritz Hansen*		38.0%
		Negotiable
Corral		54.0%
		Negotiable
Zilenzio - Pro Products**		55.0%
		Negotiable
Zilenzio - Studio Products**		52.0%
		Negotiable
Zilenzio - Focus**		49.0%
		Negotiable
Zilenzio - All other Products**		55.0%
		Negotiable
*Contact DPG if order is above \$50K list, or the order contains 10 Lounge chairs or 50 Dining chairs		
**Contact DPG if orders is above \$50K net		
<ul style="list-style-type: none"> - Products introduced after implementation of agreement will be priced and discounted on a case-by-case basis. - Freight, Duties, Tariffs, Surcharges and Taxes are not included and will be quoted on a project by project basis. - Current list at time of order entry applies, unless otherwise expressly agreed. Must be shipped within 90 days of order. List prices, surcharges and fees are subject to change without notice. - Delivery and install to be negotiated on a case-by-case basis. - List prices and discounting apply to standard products for US and Canada delivery. Additional charges may apply for planning services, design services, freight, demurrage, storage, installation, packaging and other non-standard services and qualifying programs. - Tiered discounts based on individual purchase orders unless otherwise agreed. - Discounts apply to customer and its current affiliates. Any new affiliates (through merger, acquisition or otherwise) shall be eligible for discounts at HNI Global's discretion. - Foregoing discounts are based upon purchases of the listed product mix. Substantial deviations from the listed mix will result in modifications to discounting. - Information in this Exhibit is strictly confidential. 		

Updated 4/18/2024