HNI Corporation

2024 CDP Corporate Questionnaire 2024

02/18/2025, 09:33 pm

Contents

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:
☑ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:
☑ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:
☑ Publicly traded organization

(1.3.3) Description of organization

HNI Corporation (NYSE: HNI) has been improving where people live, work, and gather for more than 75 years. HNI is a manufacturer of workplace furnishings and residential building products, operating under two segments. The Workplace Furnishings segment is a leading global designer and provider of commercial furnishings, going to market under multiple unique brands. The Residential Building Products segment is the nation's leading manufacturer and marketer of hearth products, which include a full array of gas, electric, wood, and pellet-burning fireplaces, inserts, stoves, facings, and accessories.
[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/30/2023

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:
☑ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:
☑ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:
☑ 1 year

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:
☑ 1 year

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:
☑ 1 year
[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

2434000000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☑ Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

	Does your organization use this unique identifier?	Provide your unique identifier
CUSIP number	*Select from:* ☑ Yes	*404251100*
Ticker symbol	*Select from:*	*HNI*

	Does your organization use this unique identifier?	Provide your unique identifier
	☑ Yes	

[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☑ China
☑ India
☑ Mexico
☑ Viet Nam
☑ Taiwan, China
☑ United States of America

(1.8) Are you able to provide geolocation data for your facilities?

	Are you able to provide geolocation data for your facilities?
	Select from: ☑ No, this is confidential data

[Fixed row]

(1.22) Provide details on the commodities that you produce and/or source.

Timber products

(1.22.1) Produced and/or sourced

Select from:

☑ Sourced

(1.22.2) Commodity value chain stage

Select all that apply

☑ Manufacturing

(1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

☑ No, the total volume is unknown

(1.22.11) Form of commodity

Select all that apply

☑ Boards, plywood, engineered wood

☑ Paper

☑ Primary packaging

☑ Sawn timber, veneer, chips

☑ Secondary packaging

(1.22.12) % of procurement spend

Select from:

☑ 11-20%

(1.22.13) % of revenue dependent on commodity

Select from:

☑ Unknown

(1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?

Select from:

☑ Yes, disclosing

(1.22.15) Is this commodity considered significant to your business in terms of revenue?

Select from:

☑ Yes

(1.22.19) Please explain

Timber products is one of largest categories of direct material spend for HNI's workplace furnishings business segment.

Cattle products

(1.22.1) Produced and/or sourced

Select from:

☑ Sourced

(1.22.2) Commodity value chain stage

Select all that apply

☑ Manufacturing

(1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

☑ No, the total volume is unknown

(1.22.11) Form of commodity

Select all that apply

☑ Hides/ leather

(1.22.12) % of procurement spend

Select from:

☑ Less than 1%

(1.22.13) % of revenue dependent on commodity

Select from:

☑ Unknown

(1.22.14) In the questionnaire setup did you indicate that you are disclosing on this commodity?

Select from:

☑ Yes, disclosing

(1.22.15) Is this commodity considered significant to your business in terms of revenue?

Select from:

☑ No

(1.22.19) Please explain

Leather furniture is a small portion of our product offerings and sales.
[Fixed row]

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

☑ Upstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

☑ Tier 3 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

☑ Tier 4+ suppliers

(1.24.6) Smallholder inclusion in mapping

Select from:

☑ Smallholders not relevant, and not included

(1.24.7) Description of mapping process and coverage

A partial mapping of our value chain has been performed to collect data as part of our lifecycle assessment work and goal to evaluate 100% of materials and chemical substances in products for human and ecosystem impacts. Information collected included materials/chemical components of product provided and location of operations.

We are required to track wood purchases and throughput primarily for compliance with environmental regulations, such as those related to air quality. Within our HNI controlled wood program, we have mapped tier 2 and tier 3 suppliers.

[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

	Plastics mapping	Value chain stages covered in mapping
	Select from: ☑ Yes, we have mapped or are currently in the process of mapping plastics in our value chain	*Select all that apply* ☑ Upstream value chain

[Fixed row]

(1.24.2) Which commodities has your organization mapped in your upstream value chain (i.e., supply chain)?

Timber products

(1.24.2.1) Value chain mapped for this sourced commodity

Select from:

☑ Yes

(1.24.2.2) Highest supplier tier mapped for this sourced commodity

Select from:
☑ Tier 3 suppliers

(1.24.2.3) % of tier 1 suppliers mapped

Select from:
☑ 76-99%

(1.24.2.4) % of tier 2 suppliers mapped

Select from:
☑ 1-25%

(1.24.2.5) % of tier 3 suppliers mapped

Select from:
☑ 1-25%

(1.24.2.7) Highest supplier tier known but not mapped for this sourced commodity

Select from:
☑ Tier 4+ suppliers

Cattle products

(1.24.2.1) Value chain mapped for this sourced commodity

Select from:
☑ Yes

(1.24.2.2) Highest supplier tier mapped for this sourced commodity

Select from:
☑ Tier 1 suppliers

(1.24.2.3) % of tier 1 suppliers mapped

Select from:
☑ 76-99%

(1.24.2.7) Highest supplier tier known but not mapped for this sourced commodity

Select from:
☑ Tier 2 suppliers
[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

3

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Financial and strategic planning time frames differ based on topic. For the purposes of environmental dependencies, impacts, risks, and opportunities we use 0-3 years to support annual budgeting and short-term goal achievement planning.

Medium-term

(2.1.1) From (years)

4

(2.1.3) To (years)

10

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Financial and strategic planning time frames differ based on topic. For the purposes of environmental dependencies, impacts, risks, and opportunities we use 3-10 years. This time frame aligns with the Science Based Targets Initiative's criteria for near-term targets.

Long-term

(2.1.1) From (years)

11

(2.1.2) Is your long-term time horizon open ended?

Select from:

☑ No

(2.1.3) To (years)

25

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Financial and strategic planning time frames differ based on topic. For the purposes of environmental dependencies, impacts, risks, and opportunities we use 10-25 years. This time frame aligns with the Science Based Targets Initiative's criteria for long-term targets and the time frame used in HNI's scenario analysis. [Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☑ Yes	*Select from:* ☑ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process
	Select from: ☑ Yes	*Select from:* ☑ Both risks and opportunities

[Fixed row]

(2.2.2) Provide details of your organization’s process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

☑ Forests

☑ Water

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Partial

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Annually

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific
☑ Local
☑ Sub-national
☑ National
☑ Not location specific

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ WWF Water Risk Filter

Enterprise Risk Management

☑ Enterprise Risk Management

International methodologies and standards

☑ ISO 14001 Environmental Management Standard
☑ Life Cycle Assessment

Other

☑ Desk-based research
☑ External consultants
☑ Materiality assessment
☑ Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Tornado
☑ Heat waves
☑ Toxic spills
☑ Pollution incident
☑ Cyclones, hurricanes, typhoons
☑ Heavy precipitation (rain, hail, snow/ice)
☑ Flood (coastal, fluvial, pluvial, ground water)
☑ Storm (including blizzards, dust, and sandstorms)

Chronic physical

☑ Increased severity of extreme weather events
☑ Water stress

Policy

☑ Carbon pricing mechanisms
☑ Changes to national legislation
☑ Regulation of discharge quality/volumes
☑ Increased difficulty in obtaining operations permits
☑ Lack of mature certification and sustainability standards
☑ Introduction of regulatory standards for previously unregulated contaminants

☑ Changes to international law and bilateral agreements

Market

☑ Availability and/or increased cost of certified sustainable material

☑ Availability and/or increased cost of raw materials

☑ Changing customer behavior

Reputation

☑ Impact on human health

☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback

☑ Stigmatization of sector

Technology

☑ Transition to lower emissions technology and products

☑ Transition to water efficient and low water intensity technologies and products

☑ Transition to water intensive, low carbon energy sources

Liability

☑ Exposure to litigation

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Investors

☑ Suppliers

☑ Regulators

☑ Local communities

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

Climate-related risks are integrated into our standard, company-wide ERM program. As part of ERM we do quarterly reviews to identify new and potential risks. This process covers production, suppliers, and markets. We also generally look at the end problems and not necessarily the various specific causes. An example would be our critical suppliers. Our risk would be business interruption from a critical supplier going out of business. Our developed response plan is the same regardless if the supplier is out of business due to natural catastrophe, fire, political risk, climate change, or another reason. In addition to business interruption, other climate-related risks we monitor and respond to include: • Weather emergencies such as tornados or floods. We actively monitor storms and floods and have plans in place for the safety of our members. • Snow/hail/wind damage to our buildings. Roofs are inspected and we are currently gathering information on load capacity. • Flood damage. This is a significant natural catastrophe risk for our Muscatine, Iowa campus, so we developed a flood plan that is updated annually. • Environmental outputs. Corporate Safety and Sustainability Director monitors outputs at our facilities to ensure we are in compliance with current requirements and adapt to changes in legislation. • Ventilation and insulation. Our locations monitor heat levels to make sure we are keeping our members safe. In addition, the CSR team monitors and addresses emerging risks on an ongoing basis. Water and biodiversity risks, impacts, and

dependencies are reviewed with the WWF Water Risk and Biodiversity Risk Filters. Biennially, the CSR Team updates HNI's TCFD disclosure and conducts a specific climate-related risk evaluation.
[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:
☑ No

(2.2.7.3) Primary reason for not assessing interconnections between environmental dependencies, impacts, risks and/or opportunities

Select from:
☑ No standardized procedure

(2.2.7.4) Explain why you do not assess the interconnections between environmental dependencies, impacts, risks and/or opportunities

As stated in question 2.2, HNI has not yet developed a process for identifying, assessing, and managing environmental dependencies and/or impacts. Processes for identifying, assessing, and managing dependencies and impacts are still developing.
[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:
☑ Yes, we are currently in the process of identifying priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply
☑ Direct operations

(2.3.3) Types of priority locations identified

Sensitive locations
☑ Areas important for biodiversity
☑ Areas of limited water availability, flooding, and/or poor quality of water

(2.3.4) Description of process to identify priority locations

HNI Reviews our facilities to determine if they are in areas of water stress, limited water availability, flooding, and/or poor quality of water annually using the WWF Water Risk Filter. HNI also reviews facilities to determine if they are in areas important for biodiversity annually using the WWF Biodiversity Risk Filter.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☑ No, we have a list/geospatial map of priority locations, but we will not be disclosing it

[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

☑ Other, please specify **:**Financial impacts are also considered related to the specifics of the event

(2.4.7) Application of definition

When assessing climate-related risks, opportunities, and impacts, HNI does not use a single definition for substantive financial or strategic impact to the business, but assesses and addresses thresholds and specifics of each event including frequency, time horizon, likelihood, financial impact, reputational impact, etc. We understand there could be a potential substantive financial and reputational risk from severe or extreme events of including but not limited to, one percent or greater impact on revenue; however, we also understand that much lower revenue impacts could be substantive (like a fine or compliance issue) if it has the potential to damage the reputation of HNI or one of its brands.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

☑ Other, please specify :Financial impacts are also considered related to the specifics of the event

(2.4.7) Application of definition

When assessing climate-related risks, opportunities, and impacts, HNI does not use a single definition for substantive financial or strategic impact to the business, but assesses and addresses thresholds and specifics of each event including frequency, time horizon, likelihood, financial impact, reputational impact, etc. We understand there could be a potential substantive financial and reputational risk from severe or extreme events of including but not limited to, one percent or greater impact on revenue; however, we also understand that much lower revenue impacts could be substantive (like a fine or compliance issue) if it has the potential to damage the reputation of HNI or one of its brands.
[Add row]

(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

(2.5.1) Identification and classification of potential water pollutants

Select from:
☑ Yes, we identify and classify our potential water pollutants

(2.5.2) How potential water pollutants are identified and classified

Pollutants are identified as part of facility permitting processes. Ongoing identification and classification is achieved through facility process knowledge and third-party testing to ensure water discharge quality is maintained. Metrics / Indicators used include effluent parameters such as oil & grease and heavy metals.
[Fixed row]

(2.5.1) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.

Row 1

(2.5.1.1) Water pollutant category

Select from:
☑ Oil

(2.5.1.2) Description of water pollutant and potential impacts

Oil from equipment can contaminate water discharges. Impact: Used oil can contain toxic heavy metals that contaminate surface and drinking water for wildlife and the local population.

(2.5.1.3) Value chain stage

Select all that apply

☑ Direct operations

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☑ Industrial and chemical accidents prevention, preparedness, and response

(2.5.1.5) Please explain

Facilities with oil from equipment have spill prevention plans, as required by law. Some facilities also use oil separators to remove oil prior to discharge to sewer. Success is measured through third-party testing of water to ensure discharges are within required limits.

Row 2

(2.5.1.1) Water pollutant category

Select from:

☑ Other synthetic organic compounds

(2.5.1.2) Description of water pollutant and potential impacts

Solvents used for cleaning of equipment as well as in paint pretreatment washers can contaminate water discharges, impacting surface and drinking water for wildlife and the local population.

(2.5.1.3) Value chain stage

Select all that apply

☑ Direct operations

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☑ Implementation of integrated solid waste management systems

(2.5.1.5) Please explain

HNI facilities have hazardous waste management plans, which reduce the amounts of pollutants discharged in water. Management of solvents ensure they are captured at point of use instead of released. Success is measured through third-party testing of water to ensure discharges are within required limits.
[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental risks identified
Climate change	*Select from:* ☑ Yes, both in direct operations and upstream/downstream value chain
Forests	*Select from:* ☑ Yes, both in direct operations and upstream/downstream value chain
Water	*Select from:* ☑ Yes, both in direct operations and upstream/downstream value chain
Plastics	*Select from:* ☑ Yes, both in direct operations and upstream/downstream value chain

[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:
☑ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Policy
☑ Carbon pricing mechanisms

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ India

☑ United States of America

(3.1.1.9) Organization-specific description of risk

HNI manufactures office furniture and hearth products, which are sometimes required to meet specific sustainability goals set by customers. If regulation goes into effect, this would increase the compliance costs of HNI's products, which would impact the bottom line. Carbon pricing would also put inflationary pressures on materials and commodity costs.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ More likely than not

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Cost of sales (income statement) could be impacted due to increase in direct costs. The level of measurement uncertainty is high, but estimated as a range of 500,000 - 10,000,000.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

500000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

HNI's compliance team would have to add members, resulting in a small impact to HNI's operating costs. In addition, R&D expenditures to meet regulatory requirements would be required. If carbon pricing goes into effect, the cost impact would be greater depending on the price added to carbon. Material and commodity inflation due to carbon pricing could add moderate cost.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☑ New or tighter supplier performance standards

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

It is difficult to estimate the future cost based on what might happen as there are many variables. Costs would be absorbed into business-as-usual activities.

(3.1.1.29) Description of response

We continuously monitor local, state, and federal regulations in order to respond rapidly to changing rules. Additionally, we monitor the market and incoming customer requests. We have a focus on lower energy and lower embodied carbon materials in order to continuously provide our customers with the best value and to meet our Science-Based Targets. Our efforts could offset the inflationary pressures caused by carbon pricing.

Forests

(3.1.1.1) Risk identifier

Select from:

☑ Risk21

(3.1.1.2) Commodity

Select all that apply

☑ Timber products

(3.1.1.3) Risk types and primary environmental risk driver

Policy

☑ Changes to international law and bilateral agreements

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ Poland

(3.1.1.9) Organization-specific description of risk

HNI sources some wood products from the European Union. The impact of the EU Deforestation Regulation (EUDR), effective 30 December 2025, may impact availability of these wood products or costs of these products may increase as suppliers take steps to comply with the regulation. Additionally, other countries may adopt similar regulations.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Cost of sales (income statement) could be impacted due to increase in direct costs.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Engagement

☑ Engage with suppliers

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Costs would be absorbed into business-as-usual activities.

(3.1.1.29) Description of response

Only a small proportion of HNI's wood is sourced from the EU. HNI is engaging with suppliers to assess their ability to comply with EUDR and address any necessary changes to sourcing.

Water

(3.1.1.1) Risk identifier

Select from:

☑ Risk17

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

☑ Flooding (coastal, fluvial, pluvial, groundwater)

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ United States of America

(3.1.1.7) River basin where the risk occurs

Select all that apply

☑ Mississippi River

(3.1.1.9) Organization-specific description of risk

Natural disasters, acts of God, force majeure events, or other catastrophic events, including severe weather and floods could disrupt operations and likewise, the ability to produce or deliver products. Several of the Corporation's production facilities, members, and key management are located within a small geographic area in eastern Iowa located near the Mississippi River, and a natural disaster or catastrophe in the area, such as flooding or severe storms, could have a significant adverse effect on the results of operations and business conditions. Further,

several of the Corporation's production facilities are single-site manufacturers of certain products, and an adverse event affecting any of those facilities could significantly delay production of certain products and adversely affect operations and business conditions. In the event the Corporation experiences a temporary or permanent interruption in its ability to produce or deliver product, revenues could be reduced, and business could be materially adversely affected.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Disruption in production capacity

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Very likely

(3.1.1.14) Magnitude

Select from:

☑ High

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Increase in capital expenditures in range of 1,000,000 - 10,000,000

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

100000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

1000000

(3.1.1.25) Explanation of financial effect figure

Building damage or building upgrades could result in a medium to large impact on HNI's capital expenses.

(3.1.1.26) Primary response to risk

Policies and plans

☑ Develop flood emergency plans

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

HNI already implemented a flood emergency response team and action plan and works in cooperation with the city.

(3.1.1.29) Description of response

HNI implemented a flood emergency response team and action plan and works in cooperation with the city. Flood gates, levees, and pumps, as well as other flood mitigation measures, protect the factories. Additionally, we have backup and recovery business processes in place, should any of our facilities be impacted.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Policy

☑ Carbon pricing mechanisms

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ India

☑ United States of America

(3.1.1.9) Organization-specific description of risk

It is possible that carbon emission pricing could go into effect in the future. To alleviate some of the future impacts of these pricing schemes, capital investments in more efficient equipment and alternative energy sources would be likely. Additionally, if regulations require companies to off-set their Scope 1 & 2 GHG emissions, it would add operational costs.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ About as likely as not

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Cost of sales (income statement) could be impacted due to increase in direct costs. The level of measurement uncertainty is high, but estimated as a range of 5,000,000 - 20,000,000.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

5000000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

20000000

(3.1.1.25) Explanation of financial effect figure

There are many variables when it comes to manufacturing, future utility cost, equipment, and processes used; however, taking a conservative approach to the cost of carbon and estimating the cost at 10-15 a ton for Scope 1 and 2 emissions can be used to come up with an order of magnitude of the potential impacts. Unbundled REC prices also fluctuate. The variability makes these estimates difficult to calculate, but using the REC prices as they stand today and the continued demand, any additional demand caused by regulation would be significant.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☑ Establish organization-wide targets

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Costs would be absorbed into business-as-usual activities.

(3.1.1.29) Description of response

HNI has organization-wide science-based emissions reduction targets. We continuously monitor local, state, and federal regulations in order to respond rapidly to changing rules including any potential carbon pricing or taxing schemes.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Technology

☑ Transition to lower emissions technology and products

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ India

☑ United States of America

(3.1.1.9) Organization-specific description of risk

Upgrading older equipment with newer, lower-energy models takes time and research to implement. Alternative technologies can sometimes take years of development. The time and resources to evaluate new and alternative technologies would have an impact on HNI's bottom line.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased capital expenditures

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Increase in capital expenditures in range of 1,000,000 - 10,000,000

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

1000000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

Implementing new and emerging technologies that are more efficient and will reduce climate impacts could be costly; however, a push toward circularity as well as R&D related to lower-embodied carbon materials is an investment we will likely make. The estimated financial range provided here is based on materials and technologies currently being researched.

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☑ Improve maintenance of infrastructure

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Costs would be absorbed into business-as-usual activities.

(3.1.1.29) Description of response

We continuously monitor our existing assets and equipment and maintain them for as long as possible before replacement. We have a focus on lower energy content materials and processes in order to continuously provide our customers with the best value.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk4

(3.1.1.3) Risk types and primary environmental risk driver

Market

☑ Lack of availability and/or increased cost of raw materials

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ India

☑ United States of America

(3.1.1.9) Organization-specific description of risk

HNI is primarily a manufacturing company that transforms raw materials into office furniture and hearth products. As a result, we consume electricity, natural gas, and water in the locations where we operate. Price fluctuations for inputs and outputs can have a direct impact on the bottom line. HNI also uses raw materials and experiences increased raw material costs on nearly an annual basis, due to the cost of extraction, modification, and transportation of the materials. Because we operate with a global supply chain and purchase commodity materials (primarily metals, wood, and plastics) fluctuations in material prices can have an effect on the bottom line.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Virtually certain

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

impacted due to increase in direct costs. The level of measurement uncertainty is high, but estimated as a range of 500,000 - 10,000,000.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

500000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

There are too many variables to consider regarding commodity pricing; however, we believe that increases in commodity prices would have a small to medium impact on HNI's operating costs if HNI were to not act. HNI monitors rising inputs and materials costs and evaluates projects to reduce impacts where possible. The estimates here are based on the increase cost of typical commodity materials that end up more expensive to meet market demands around carbon.

(3.1.1.26) Primary response to risk

Engagement

☑ Engage with suppliers

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Costs would be absorbed into business-as-usual activities.

(3.1.1.29) Description of response

HNI continuously monitors the energy, utility, and commodities markets and works with our suppliers to reduce costs and impacts where possible. HNI also evaluates opportunities to reduce supply chain complexity by producing new parts in-house, rather than outsourcing.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk5

(3.1.1.3) Risk types and primary environmental risk driver

Reputation

☑ Increased partner and stakeholder concern or negative partner and stakeholder feedback

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Downstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ India

☑ United States of America

(3.1.1.9) Organization-specific description of risk

Stakeholder feedback is important to HNI. With stakeholder interest in climate-related impacts growing, a negative company perception could potentially impact HNI investor interest and access to equity financing.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased credit risk

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Unlikely

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Access to capital in the range of 100,000 - 1,000,000

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

1000000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

1000000

(3.1.1.25) Explanation of financial effect figure

A reduction in capital available to HNI would impact HNI's ability to improve its buildings and manufacturing processes. It would also impact the workforce, the ability to develop, launch, and manufacture new products, and HNI's entire business. Some of our Hearth brands use natural gas or propane fuels. The consumer push away from these types of fuel sources could impact sales.

(3.1.1.26) Primary response to risk

Engagement

☑ Engage in multi-stakeholder initiatives

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Costs would be absorbed into business-as-usual activities.

(3.1.1.29) Description of response

HNI continuously monitors stakeholder questions and feedback. We pursue initiatives based on what's important to customers, shareholders, and stakeholders.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk6

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

☑ Storm (including blizzards, dust and sandstorm)

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ United States of America

(3.1.1.9) Organization-specific description of risk

HNI's main manufacturing facilities are located in the Midwest, Northeast, and Southeast. The chance of extreme weather is present during all seasons of the year, including severe snowstorms, heavy rainfall, severe rainstorms, tornadoes, and the potential for high winds. These events increase the risk of flooding in our buildings and operating towns, storm damage to buildings, and unsafe travel conditions for employees. In addition, rising temperatures can impact worker health and safety, so capital must be used to add air conditioning to facilities.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased capital expenditures

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ More likely than not

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Increase in capital expenditures in range of 1,000,000 - 10,000,000

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

100000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

1000000

(3.1.1.25) Explanation of financial effect figure

Building damage or building upgrades could result in a medium to large impact on HNI's capital expenses.

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☑ Other infrastructure, technology and spending, please specify **:**Investment in building upgrades

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Costs would be absorbed into business-as-usual activities.

(3.1.1.29) Description of response

HNI monitors severe weather patterns and has been focused on upgrading our manufacturing facilities with new storm shelters to protect our members and keep them safe. We have flood emergency plans in place. Air conditioning and fans have been added to several manufacturing facilities to keep members cooler, and paint line ovens have either been removed or laid out differently so that excess heat is not present in the warmer months. HNI is also working to assess and reduce unnecessary heat loss from ovens. Additionally, we have backup and recovery business processes in place, should any of our facilities be impacted by severe weather.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk7

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

☑ Flooding (coastal, fluvial, pluvial, groundwater)

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ United States of America

(3.1.1.9) Organization-specific description of risk

HNI's main manufacturing facilities are located in the Midwest, Northeast, and Southeast US.. The chance of extreme weather is present during all seasons of the year, including severe snowstorms, heavy rainfall, severe rainstorms, tornadoes, and the potential for high winds. These events increase the risk of flooding in our buildings and operating towns, storm damage to buildings, and unsafe travel conditions for employees, resulting in transportation difficulties and potential supply chain interruptions.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ More likely than not

(3.1.1.14) Magnitude

Select from:

☑ Medium-high

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Increase in operating expenses 100,000 - 500,000

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:
☑ Yes

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

100000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

500000

(3.1.1.25) Explanation of financial effect figure

Increases in insurance premiums are likely as more businesses make climate-related and severe weather claims.

(3.1.1.26) Primary response to risk

Engagement
☑ Engage in multi-stakeholder initiatives

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Costs would be absorbed into business-as-usual activities.

(3.1.1.29) Description of response

HNI assists suppliers with creating their own backup and recovery business processes, should their facilities be impacted by severe weather. We have been working alongside our city governments to improve infrastructure (roads, areas perceptible to flooding) to reduce the risks of severe weather impacting our operations.

Climate change

(3.1.1.1) Risk identifier

Select from:
☑ Risk8

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Changing temperature (air, freshwater, marine water)

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ India

☑ United States of America

(3.1.1.9) Organization-specific description of risk

Rising temperatures can impact worker health and safety, so capital must be used to add air conditioning to facilities. Unsafe working conditions may impact worker absenteeism.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ About as likely as not

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Increase in operating expenses 500,000 - 2,000,000

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

500000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

2000000

(3.1.1.25) Explanation of financial effect figure

Issues arising from unsafe working conditions due to extreme heat or unsafe environments can impact production needs. This could result in financial impacts relating to worker health and safety claims and healthcare costs, as well as the inability to fulfill orders and the potential to lose sales.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☑ Implementation of environmental best practices in direct operations

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Costs would be absorbed into business-as-usual activities.

(3.1.1.29) Description of response

Member safety is top priority at HNI. We ensure our plants are safe for our members through our robust Environmental, Health, and Safety programs. Air conditioning and fans have been added to several manufacturing facilities to keep members cooler, and paint line ovens have either been removed or laid out differently so that excess heat is not present in the warmer months. Additionally, educational materials are provided to production members to keep them aware of safety incidents that may occur in hot environments.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk10

(3.1.1.3) Risk types and primary environmental risk driver

Market

☑ Lack of availability and/or increased cost of raw materials

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ India

☑ United States of America

(3.1.1.9) Organization-specific description of risk

Suppliers to HNI may charge more for their materials and components if new, lower-emitting options are adopted.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ About as likely as not

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Cost of sales (income statement) could be impacted due to increase in direct costs. The level of measurement uncertainty is high, but estimated as a range of 1,000,000 - 10,000,000.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

1000000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

Increases in suppliers' operating costs may be passed onto HNI through material and component costs.

(3.1.1.26) Primary response to risk

Engagement

☑ Engage with suppliers

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Costs would be absorbed into business-as-usual activities.

(3.1.1.29) Description of response

We encourage suppliers to continuously monitor their equipment and maintain for as long as possible before replacement. We have a focus on lower energy content materials and processes in order to continuously provide our customers with the best value.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk12

(3.1.1.3) Risk types and primary environmental risk driver

Market

☑ Lack of availability and/or increased cost of raw materials

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ India

☑ United States of America

(3.1.1.9) Organization-specific description of risk

HNI's supply chain is global, with most suppliers located in North America or Asia. The chance of extreme weather is present during all parts of the year and these events could impact suppliers in their locations, goods being transported long distances, or the ability for HNI to receive supplier shipments. Severe weather can lead to transportation difficulties, supply chain interruptions, and raw material receiving and processing.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Cost of sales (income statement) could be impacted due to increase in direct costs. The level of measurement uncertainty is high, but estimated as a range of 500,000 - 10,000,000.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

500000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

1100000

(3.1.1.25) Explanation of financial effect figure

Increases in suppliers' operating costs may be passed onto HNI through material and component costs. Supply chain disruptions and logistical issues may cause HNI to look for new suppliers in areas that aren't experiencing severe weather due to climate change. This may have an impact on HNI's supply chain costs.

(3.1.1.26) Primary response to risk

Engagement

☑ Engage with suppliers

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Costs would be absorbed into business-as-usual activities.

(3.1.1.29) Description of response

HNI assists suppliers with creating their own backup and recovery business processes, should their facilities be impacted by severe weather.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk13

(3.1.1.3) Risk types and primary environmental risk driver

Market

☑ Lack of availability and/or increased cost of raw materials

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ India

☑ United States of America

(3.1.1.9) Organization-specific description of risk

Rising temperatures can impact worker health and safety for HNI's supply chain. Upgrades to supplier facilities to keep workers safe and healthy may increase the cost of goods sold to HNI, impacting HNI's revenue.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Likely

(3.1.1.14) Magnitude

Select from:

☑ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Cost of sales (income statement) could be impacted due to increase in direct costs. The level of measurement uncertainty is high, but estimated as a range of 1,000,000 - 10,000,000.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

1000000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

Increases in suppliers' operating costs may be passed onto HNI through material and component costs. Supply chain disruptions and logistical issues may cause HNI to look for new suppliers in areas that aren't experiencing severe weather due to climate change. This may have an impact on HNI's supply chain costs.

(3.1.1.26) Primary response to risk

Engagement

☑ Engage with suppliers

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

Costs would be absorbed into business-as-usual activities.

(3.1.1.29) Description of response

Member safety is top priority at HNI. We require that our Suppliers sign HNI's Code of Conduct which states that their members will have a safe working environment. For Asia-based suppliers, HNI has partnered with a third-party auditor to perform supplier audits and assessments to ensure suppliers are operating by the HNI Code of Conduct.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk14

(3.1.1.3) Risk types and primary environmental risk driver

Market

☑ Changing customer behavior

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Downstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ India

☑ United States of America

(3.1.1.9) Organization-specific description of risk

Because HNI ultimately manufactures products for consumers, any changes in consumer behavior will drive a change in HNI's product offering. If a large portion of HNI's consumers want products that HNI cannot or will not offer, revenue will be impacted.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ About as likely as not

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Impacts to sales revenue could be impacted. The level of measurement uncertainty is high, but estimated as a range of 1,000,000 - 10,000,000.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

1000000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

There are many variables to consider regarding customer behaviors and requirements. We believe that HNI may have to spend more on customer outreach, R&D, and sustainability efforts, which would have an impact on HNI's operating costs.

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☑ Increase investment in R&D

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

There are many variables to consider regarding customer behaviors and requirements. We believe that HNI may have to spend more on customer outreach, R&D, and sustainability efforts, which would have an impact on HNI's operating costs. Some cost would be absorbed into business-as-usual activities. Measurement uncertainty of costs above business-as-usual is too high to provide useful information.

(3.1.1.29) Description of response

We are constantly looking at the way people work and where they work, and responding to changing demand with products that have the lowest possible impact, bringing the highest value product to best serve customers wherever they are working.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk15

(3.1.1.3) Risk types and primary environmental risk driver

Reputation

☑ Increased partner and stakeholder concern or negative partner and stakeholder feedback

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Downstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ India

☑ United States of America

(3.1.1.9) Organization-specific description of risk

Because HNI ultimately manufactures products for consumers, any changes in our reputation will drive a change in HNI's business. If a large portion of HNI's consumers want products that HNI cannot or will not offer, revenue will be impacted.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Unlikely

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Impacts to sales revenue could be impacted. The level of measurement uncertainty is high, but estimated as a range of 1,000,000 - 10,000,000.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

1000000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

There are many variables to consider regarding customer behaviors and requirements. We believe that HNI may have to spend more on customer outreach, R&D, and sustainability efforts, which would have an impact on HNI's operating costs.

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☑ Increase investment in R&D

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

There are many variables to consider regarding customer behaviors and requirements. We believe that HNI may have to spend more on customer outreach, R&D, and sustainability efforts, which would have an impact on HNI's operating costs. Some cost would be absorbed into business-as-usual activities. Measurement uncertainty of costs above business-as-usual is too high to provide useful information.

(3.1.1.29) Description of response

HNI continuously monitors all factors that impact the reputations of our operating companies and brands. We invest in research that may impact our attraction/retention rates for our own employees, as well as invest in market research to ensure we are delivering the types of products our customers want to purchase. In addition, we follow all local, state, and federal laws to ensure we comply at all times.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk16

(3.1.1.3) Risk types and primary environmental risk driver

Policy

☑ Changes to regulation of existing products and services

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ United States of America

(3.1.1.9) Organization-specific description of risk

HNI manufactures hearth products, including product lines that use natural gas. Various cities have banned natural gas appliances. If further regulations go into effect, this may reduce demand and sales of our natural gas hearth products.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced demand for products and services

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ More likely than not

(3.1.1.14) Magnitude

Select from:

☑ Medium-high

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Impacts to sales revenue could be impacted. The level of measurement uncertainty is high, but estimated as a range of 1,000,000 - 10,000,000.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

1000000

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

There are many variables to consider regarding customer behaviors and requirements. Revenues from electric fireplace options may increase and offset reduced sales of natural gas products.

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☑ Increase investment in R&D

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

We continuously monitor local, state, and federal regulations in order to respond rapidly to changing rules. HNI currently offers electric fireplace options as an alternative to using fossil fuels and continues to develop new products through R&D and innovation. Some cost would be absorbed into business-as-usual activities. Measurement uncertainty of costs above business-as-usual is too high to provide useful information.

(3.1.1.29) Description of response

We continuously monitor local, state, and federal regulations in order to respond rapidly to changing rules. HNI currently offers electric fireplace options as an alternative to using fossil fuels and continues to develop new products through R&D and innovation.

Water

(3.1.1.1) Risk identifier

Select from:

☑ Risk18

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

☑ Heavy precipitation (rain, hail, snow/ice)

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ United States of America

(3.1.1.7) River basin where the risk occurs

Select all that apply

☑ Other, please specify **:**This risk could affect multiple river basins across the country.

(3.1.1.9) Organization-specific description of risk

Periods of extended inclement weather or associated flooding may inhibit construction activity utilizing the Corporation's products and delay shipments of products to customers.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Disruption to sales

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ More likely than not

(3.1.1.14) Magnitude

Select from:

☑ Medium-high

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Impacts to sales revenue could be impacted. The level of measurement uncertainty is high, but estimated as a range of 1,000,000 - 10,000,000.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

1000000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

Financial impact is based on HNI's residential building products segment sales data.

(3.1.1.26) Primary response to risk

Policies and plans

☑ Develop flood emergency plans

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

We work alongside our city governments to improve infrastructure (roads, areas perceptible to flooding) to reduce the risks of severe weather impacting our operations.

(3.1.1.29) Description of response

We work alongside our city governments to improve infrastructure (roads, areas perceptible to flooding) to reduce the risks of severe weather impacting our operations.

Water

(3.1.1.1) Risk identifier

Select from:

☑ Risk19

(3.1.1.3) Risk types and primary environmental risk driver

Policy

☑ Regulation of discharge quality/volumes

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ United States of America

(3.1.1.7) River basin where the risk occurs

Select all that apply

☑ Mississippi River

(3.1.1.9) Organization-specific description of risk

Through the past and present operation and ownership of manufacturing facilities and real property, the Corporation is subject to extensive and changing federal, state, and local environmental laws and regulations, both domestic and abroad, including those relating to discharges in air, water, and land, the handling and disposal of solid and hazardous waste, and the remediation of contamination associated with releases of hazardous substances. Compliance with environmental regulations has not had a material effect on capital expenditures, earnings, or competitive position to date; however, compliance with current laws or more stringent laws or regulations which may be imposed in the future, stricter interpretation of existing laws or discoveries of contamination at the Corporation's real property sites which occurred prior to ownership, or the advent of environmental regulation may require additional expenditures in the future, some of which may be material.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased compliance costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ About as likely as not

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Increase in operating expenses 500,000 - 10,000,000

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)

500000

(3.1.1.20) Anticipated financial effect figure in the short-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

HNI's compliance team may have to add members, resulting in a small impact to HNI's operating costs. In addition, R&D expenditures to meet regulatory requirements would be required.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☑ Greater compliance with regulatory requirements

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

We continuously monitor local, state, and federal regulations in order to respond rapidly to changing rules. Costs would be absorbed into business-as-usual activities.

(3.1.1.29) Description of response

We continuously monitor local, state, and federal regulations in order to respond rapidly to changing rules.

Water

(3.1.1.1) Risk identifier

Select from:

☑ Risk20

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

☑ Flooding (coastal, fluvial, pluvial, groundwater)

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ United States of America

(3.1.1.7) River basin where the risk occurs

Select all that apply

☑ Other, please specify **:**This risk could affect multiple basins across the country.

(3.1.1.9) Organization-specific description of risk

Fluctuations in the price and availability of commodities, raw materials, components, and finished goods could have an adverse effect on costs of sales, profitability, and ability to meet customers' demand. The Corporation sources commodities, raw materials, components, and finished goods from domestic and international suppliers. From both domestic and international suppliers, the cost and availability of commodities, raw materials, components, and finished goods including steel, have been significantly affected in recent years by, among other things, changes in global supply and demand, changes in laws and regulations (including tariffs and duties), and natural disasters. These factors could lead to price volatility or supply interruptions in the future. Profit margins could be adversely affected if commodity, raw material, component, and finished good costs increase and the Corporation is either unable to offset such costs through strategic sourcing initiatives and continuous improvement programs or, as a result of competitive market dynamics, unable to pass along a portion of the higher costs to customers.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Virtually certain

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Cost of sales (income statement) could be impacted due to increase in direct costs. The level of measurement uncertainty is high, but estimated as a range of 500,000 - 10,000,000.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

500000

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

10000000

(3.1.1.25) Explanation of financial effect figure

There are too many variables to consider regarding commodity pricing; however, we believe that increases in commodity prices would have a small to medium impact on HNI's operating costs if HNI were to not act. HNI monitors rising inputs and materials costs and evaluates projects to reduce impacts where possible.

(3.1.1.26) Primary response to risk

Engagement

☑ Engage with suppliers

(3.1.1.27) Cost of response to risk

0

(3.1.1.28) Explanation of cost calculation

HNI continuously monitors commodities markets and works with our suppliers to reduce costs and impacts where possible. HNI also evaluates opportunities to reduce supply chain complexity by producing new parts in-house, rather than outsourcing. Costs would be absorbed into business-as-usual activities.

(3.1.1.29) Description of response

HNI continuously monitors commodities markets and works with our suppliers to reduce costs and impacts where possible. HNI also evaluates opportunities to reduce supply chain complexity by producing new parts in-house, rather than outsourcing.
[Add row]

(3.2) Within each river basin, how many facilities are exposed to substantive effects of water-related risks, and what percentage of your total number of facilities does this represent?

Row 1

(3.2.1) Country/Area & River basin

United States of America
☑ Mississippi River

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply
☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

1

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:
☑ 1-25%

(3.2.10) % organization's total global revenue that could be affected

Select from:
☑ 11-20%

(3.2.11) Please explain

Facilities located in Muscatine near the Mississippi River are exposed to inherent flood risk. For the purpose of reporting, HNI aggregated offices/factories/distribution exposed to water risks that operate in the same location. To address this risk, HNI implemented a flood emergency response team and action plan and works in cooperation with the city. Flood gates, levees, and pumps, as well as other flood mitigation measures, protect the factories.

Row 2

(3.2.1) Country/Area & River basin

Mexico

☑ Bravo

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

1

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:

☑ 1-25%

(3.2.10) % organization's total global revenue that could be affected

Select from:

☑ 1-10%

(3.2.11) Please explain

Facility in Saltillo, Mexico manufactures seating products.

Row 3

(3.2.1) Country/Area & River basin

India

☑ Godavari

(3.2.2) Value chain stages where facilities at risk have been identified in this river basin

Select all that apply

☑ Direct operations

(3.2.3) Number of facilities within direct operations exposed to water-related risk in this river basin

1

(3.2.4) % of your organization's total facilities within direct operations exposed to water-related risk in this river basin

Select from:
☑ 1-25%

(3.2.10) % organization's total global revenue that could be affected

Select from:
☑ 1-10%

(3.2.11) Please explain

HNI India manufactures workplace furnishings products.
[Add row]

(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations	Comment
	Select from: ☑ No	*No fines or penalties reported for 2023.*

[Fixed row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:
☑ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized

	Environmental opportunities identified
Forests	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized
Water	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:
☑ Opp1

(3.6.1.2) Commodity

Select all that apply
☑ Not applicable

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency
☑ Increased efficiency of production and/or distribution processes

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:
☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply
☑ India
☑ Mexico
☑ United States of America

(3.6.1.8) Organization specific description

HNI's operating costs will continue to rise for energy and other resources. More efficient equipment, processes, and transportation networks may help reduce the operating costs associated with manufacturing products.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced direct costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Virtually certain (99–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

reduction of indirect costs of 100,000-2,000,000

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

100000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

2000000

(3.6.1.23) Explanation of financial effect figures

Increases in input and output prices would have a small to medium impact on HNI's operating costs if HNI were to not act. HNI monitors rising input, output, and materials costs and evaluates projects to reduce increases where possible. Efficiency improvements could offset these costs or even provide a slight benefit.

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Costs would be absorbed into business-as-usual activities.

(3.6.1.26) Strategy to realize opportunity

HNI continuously monitors the energy, utility, and commodities markets and works with our suppliers on reducing costs and impacts where possible. HNI also evaluates opportunities to reduce supply chain complexity by producing new parts in-house, rather than outsourcing.

Forests

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp12

(3.6.1.2) Commodity

Select all that apply

☑ Timber products

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Markets

☑ Increased demand for certified and sustainable materials

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ United States of America

(3.6.1.8) Organization specific description

Consumers interested in more sustainable products are looking for products with lower environmental impacts, including sustainable or deforestation-free timber products or recycled content.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

increase in revenue, increase in direct material cost

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.26) Strategy to realize opportunity

HNI may have increased direct material cost to obtain certified or sustainable materials; however, sustainable product offerings are likely to result in more market share and increased sales. HNI currently offers products that use FSC wood. Wood scrap (local post-industrial waste) is currently used as the structural support beneath the foam in our chairs.

Water

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp10

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☑ Reduced water usage and consumption

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ India

☑ United States of America

(3.6.1.6) River basin where the opportunity occurs

Select all that apply

☑ Godavari

☑ Mississippi River

(3.6.1.8) Organization specific description

Water is reused in various stages of our paint process at multiple facilities.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Virtually certain (99–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium-high

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

reduction on indirect costs

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.26) Strategy to realize opportunity

Water is already reused in various stages of our paint process at multiple facilities.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☑ Increased efficiency of production and/or distribution processes

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Upstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ India

☑ Mexico

☑ United States of America

(3.6.1.8) Organization specific description

Costs and emissions associated with the transportation of materials, components, and finished goods are increasing. Improving fuel efficiency and transportation networks may help reduce the costs associated with transportation.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Virtually certain (99–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

reduction of indirect costs of 100,000-1,000,000

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

100000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

1000000

(3.6.1.23) Explanation of financial effect figures

Increases in input and output prices would have a small to medium impact on HNI's operating costs if HNI were to not act. HNI monitors rising input, output, and materials costs and evaluates projects to reduce increases where possible.

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

HNI continuously monitors the energy, utility, and transportation costs that impact our cost of doing business. A majority of our carriers participate in EPA SmartWay programs to improve fuel efficiency and we work to reduce the number of unnecessary miles travelled by our carriers. Costs would be absorbed into business-as-usual activities.

(3.6.1.26) Strategy to realize opportunity

HNI continuously monitors the energy, utility, and transportation costs that impact our cost of doing business. A majority of our carriers participate in EPA SmartWay programs to improve fuel efficiency and we work to reduce the number of unnecessary miles travelled by our carriers.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp3

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Energy source

☑ Use of low-carbon energy sources

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Upstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ India

☑ Mexico

☑ United States of America

(3.6.1.8) Organization specific description

Identifying ways to use renewable energy or lower-emitting transportation sources may help reduce costs associated with traditional fossil fuel energy sources.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ More likely than not (50–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium-low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

reduction of indirect costs of 1,000,000-10,000,000

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

1000000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

10000000

(3.6.1.23) Explanation of financial effect figures

Financial implications may arise from higher fossil fuel prices. We monitor these prices, along with local, state, and federal incentives for renewable energy systems. Fleet efficiency through programs like the EPA Smartway program, carbon capture technology, electric trucks, and other advanced technologies are likely to offset costs and provide an economic benefit.

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

HNI continuously monitors fuel prices and federal incentives to identify opportunities to reduce reliance on fossil fuels and where possible, take advantage of available incentives pertaining to renewables. Costs would be absorbed into business-as-usual activities.

(3.6.1.26) Strategy to realize opportunity

HNI continuously monitors fuel prices and federal incentives to identify opportunities to reduce reliance on fossil fuels and where possible, take advantage of available incentives pertaining to renewables.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp5

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Energy source

☑ Use of renewable energy sources

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Upstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ India

☑ Mexico

☑ United States of America

(3.6.1.8) Organization specific description

As energy and fuel costs rise, suppliers using renewable energy or adopting energy efficiency measures rise. This will help reduce or steady HNI's operating costs pertaining to its supply chain. This may also improve supply chain reliability in cases where suppliers may not have a reliable energy grid.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ More likely than not (50–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium-low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

reduction of indirect costs of 100,000-1,000,000

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.21) Anticipated financial effect figure in the long-term - minimum (currency)

100000

(3.6.1.22) Anticipated financial effect figure in the long-term – maximum (currency)

1000000

(3.6.1.23) Explanation of financial effect figures

Improvements to suppliers' operating costs may be passed onto HNI through material and component savings. There are too many variables in commodities and manufacturing to accurately estimate the costs/benefits related to this opportunity.

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Costs would be absorbed into business-as-usual activities.

(3.6.1.26) Strategy to realize opportunity

HNI continuously monitors the energy, utility, and commodities markets and works with our suppliers on reducing costs and impacts where possible. HNI also monitors sustainability performance as part of our supplier evaluation process.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp6

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☑ Increased efficiency of production and/or distribution processes

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ India

☑ Mexico

☑ United States of America

(3.6.1.8) Organization specific description

Operating costs for manufacturers will continue to rise for the categories of raw materials, resource inputs and resource outputs. More efficient equipment, processes, and transportation networks may help reduce the operating costs associated with manufacturing products.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Virtually certain (99–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

reduction of indirect costs of 100,000-10,000,000

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

100000

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

1000000

(3.6.1.23) Explanation of financial effect figures

Long term energy management and renewable energy purchase strategies are likely to be low ROI and can offset the cost associated with the financial impacts related to climate change.

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Costs would be absorbed into business-as-usual activities.

(3.6.1.26) Strategy to realize opportunity

HNI continuously monitors the energy, utility, and commodities markets and works with our suppliers to reduce costs and impacts where possible.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp7

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☑ Use of more efficient modes of transport

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Upstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ India

☑ Mexico

☑ United States of America

(3.6.1.8) Organization specific description

Costs and emissions associated with the transportation of materials, components, and finished goods are rising. Improving fuel efficiency and transportation networks may help reduce the costs associated with transportation.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced direct costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Virtually certain (99–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

reduction of direct costs in the range of 100,000-1,000,000

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

100000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

1000000

(3.6.1.23) Explanation of financial effect figures

Increases in suppliers' operating costs may be passed onto HNI through material and component costs. However, using transportation strategies to maximize loads and increase transportation efficiency is likely to have net benefits. There are too many variables in transportation and logistics related to manufacturing to accurately estimate the costs / benefits related to this opportunity.

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

Costs would be absorbed into business-as-usual activities.

(3.6.1.26) Strategy to realize opportunity

HNI continuously monitors the energy, utility, and transportation costs that impact our cost of doing business. A majority of our carriers participate in EPA SmartWay programs to improve fuel efficiency and work to reduce the number of unnecessary miles travelled by our carriers.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp8

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Development of new products or services through R&D and innovation

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ India

☑ Mexico

☑ United States of America

(3.6.1.8) Organization specific description

Consumers interested in more sustainable products are looking for products with lower environmental impacts.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ More likely than not (50–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

increase in revenue in the range of 10,000,000-30,000,000

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.21) Anticipated financial effect figure in the long-term - minimum (currency)

10000000

(3.6.1.22) Anticipated financial effect figure in the long-term – maximum (currency)

30000000

(3.6.1.23) Explanation of financial effect figures

HNI may have to spend more on customer outreach, R&D, and sustainability efforts, which would have an impact on HNI's operating costs; however, sustainable product offerings (electric fireplaces, lower embodied carbon office furniture products) are likely to result in more market share and increased sales. There are too many variables in new product development and manufacturing to accurately estimate the cost/benefits related to this opportunity.

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

There are too many variables in new product development and manufacturing to accurately estimate the cost/benefits related to this opportunity.

(3.6.1.26) Strategy to realize opportunity

We are constantly looking at the way people work, and where they work, and responding to changing demand with products that have the lowest possible impact, bringing the highest value product to serve customers wherever they are working. HNI incorporates designing for environment (Dfe) into our product development process and we perform life cycle assessments to understand embedded carbon of our products and materials.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp9

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Shift in consumer preferences

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ India

☑ Mexico

☑ United States of America

(3.6.1.8) Organization specific description

Consumers who are interested in more sustainable products are looking for products with lower environmental impacts including those that offset carbon impacts through lower embodied carbon, circularity options, and material transparency.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ More likely than not (50–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

increase in revenue in the range of 10,000,000-30,000,000

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.21) Anticipated financial effect figure in the long-term - minimum (currency)

10000000

(3.6.1.22) Anticipated financial effect figure in the long-term – maximum (currency)

30000000

(3.6.1.23) Explanation of financial effect figures

HNI may have to spend more on customer outreach, R&D, and sustainability efforts, which would have an impact on HNI's operating costs; however, sustainable product offerings (electric fireplaces, lower embodied carbon office furniture products) are likely to result in more market share and increased sales. There are too many variables in new product development and manufacturing to accurately estimate the cost / benefits related to this opportunity.

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

There are too many variables in new product development and manufacturing to accurately estimate the cost / benefits related to this opportunity.

(3.6.1.26) Strategy to realize opportunity

We are constantly looking at the way people work, and where they work, and responding to changing demand with products that have the lowest possible impact, bringing the highest value product to serve customers wherever they are working. HNI incorporates designing for environment (Dfe) into our product development process and we perform life cycle assessments to understand embedded carbon of our products and materials.

Water

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp11

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☑ Water recovery from sewage treatment

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ India

(3.6.1.6) River basin where the opportunity occurs

Select all that apply

☑ Godavari

(3.6.1.8) Organization specific description

Water from paint process is treated and then used for sanitary purposes in restrooms. Water from restrooms then goes through on-site sewage treatment, with treated water used for irrigation.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Virtually certain (99–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium-high

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

reduction of indirect costs

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.26) Strategy to realize opportunity

This opportunity has been achieved.
[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:
☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:
☑ Quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply
☑ Executive directors or equivalent
☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:
☑ No
[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes
Forests	*Select from:* ☑ Yes
Water	*Select from:* ☑ Yes
Biodiversity	*Select from:* ☑ Yes

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Executive Officer (CEO)

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify :Public Policy and Corporate Governance Committee Charter

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Reviewing and guiding annual budgets

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Approving and/or overseeing employee incentives

☑ Overseeing and guiding major capital expenditures

☑ Monitoring the implementation of the business strategy

☑ Monitoring the implementation of a climate transition plan

☑ Overseeing and guiding the development of a business strategy

☑ Overseeing and guiding acquisitions, mergers, and divestitures

☑ Monitoring supplier compliance with organizational requirements

(4.1.2.7) Please explain

The Board oversees the Corporation's corporate social responsibility ("CSR") strategy and program, which encompasses the Corporation's publicly announced environmental, social, and governance goals to address

climate change, reduce waste and energy use, evaluate and reduce use of chemicals impacting the ecosystem, source 100 percent renewable electricity, work with our supply chain to achieve ethical and sustainable material sourcing, and invest in the Corporation's communities. The Board has delegated to each Board committee responsibility for overseeing elements of the Corporation's CSR program, and the committees regularly report to the Board regarding these program elements. The Audit Committee is charged with overseeing required regulatory compliance and disclosures and the Public Policy and Corporate Governance Committee is charged with overseeing all other elements of the Corporation's CSR program, including sustainability, and climate change. The Board monitors and evaluates the impact of the Corporation's CSR efforts and strives for continuous improvement in social responsibility benchmarks. The CSR Director briefs the CEO and board quarterly on progress toward HNI's energy and science-based emission targets and CSR strategy.

Forests

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Executive Officer (CEO)

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify :Public Policy and Corporate Governance Committee Charter

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Sporadic – agenda item as important matters arise

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Reviewing and guiding annual budgets

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Approving and/or overseeing employee incentives

☑ Overseeing and guiding major capital expenditures

☑ Monitoring the implementation of the business strategy

☑ Monitoring the implementation of a climate transition plan

☑ Overseeing and guiding the development of a business strategy

☑ Overseeing and guiding acquisitions, mergers, and divestitures

☑ Monitoring supplier compliance with organizational requirements

(4.1.2.7) Please explain

The Board oversees the Corporation's corporate social responsibility ("CSR") strategy and program, which encompasses the Corporation's publicly announced environmental, social, and governance goals to address climate change, reduce waste and energy use, evaluate and reduce use of chemicals impacting the ecosystem, source 100 percent renewable electricity, work with our supply chain to achieve ethical and sustainable material sourcing, and invest in the Corporation's communities. The Board has delegated to each Board committee responsibility for overseeing elements of the Corporation's CSR program, and the committees regularly report to the Board regarding these program elements. The Audit Committee is charged with overseeing required regulatory compliance and disclosures and the Public Policy and Corporate Governance Committee is charged with overseeing all other elements of the Corporation's CSR program, including sustainability, product lifecycle management, and materials sourcing. The Board monitors and evaluates the impact of the Corporation's CSR efforts and strives for continuous improvement in social responsibility benchmarks. The CSR Director briefs the CEO and board as important matters arise.

Water

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Executive Officer (CEO)

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify :Public Policy and Corporate Governance Committee Charter

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Sporadic – agenda item as important matters arise

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Reviewing and guiding annual budgets

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Monitoring the implementation of the business strategy

☑ Monitoring the implementation of a climate transition plan

☑ Overseeing and guiding the development of a business strategy

☑ Approving and/or overseeing employee incentives
☑ Overseeing and guiding acquisitions, mergers, and divestitures
☑ Overseeing and guiding major capital expenditures
☑ Monitoring supplier compliance with organizational requirements

(4.1.2.7) Please explain

The Board oversees the Corporation's corporate social responsibility ("CSR") strategy and program, which encompasses the Corporation's publicly announced environmental, social, and governance goals to address climate change, reduce waste and energy use, evaluate and reduce use of chemicals impacting the ecosystem, source 100 percent renewable electricity, work with our supply chain to achieve ethical and sustainable material sourcing, and invest in the Corporation's communities. The Board has delegated to each Board committee responsibility for overseeing elements of the Corporation's CSR program, and the committees regularly report to the Board regarding these program elements. The Audit Committee is charged with overseeing required regulatory compliance and disclosures and the Public Policy and Corporate Governance Committee is charged with overseeing all other elements of the Corporation's CSR program, including sustainability, and water stewardship. The Board monitors and evaluates the impact of the Corporation's CSR efforts and strives for continuous improvement in social responsibility benchmarks. The CEO and board are also responsible for overseeing water stewardship and all sustainability and environmental compliance issues. The CSR Director briefs the CEO and board as important matters arise.

Biodiversity

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply
☑ Chief Executive Officer (CEO)
☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:
☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply
☑ Other policy applicable to the board, please specify :Public Policy and Corporate Governance Committee Charter

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:
☑ Sporadic – agenda item as important matters arise

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Reviewing and guiding annual budgets
☑ Overseeing the setting of corporate targets
☑ Monitoring progress towards corporate targets
☑ Approving and/or overseeing employee incentives
☑ Overseeing and guiding major capital expenditures
☑ Overseeing and guiding the development of a climate transition plan
☑ Monitoring the implementation of the business strategy
☑ Monitoring the implementation of a climate transition plan
☑ Overseeing and guiding the development of a business strategy
☑ Overseeing and guiding acquisitions, mergers, and divestitures
☑ Monitoring supplier compliance with organizational requirements

(4.1.2.7) Please explain

The Board oversees the Corporation's corporate social responsibility ("CSR") strategy and program, which encompasses the Corporation's publicly announced environmental, social, and governance goals to address climate change, reduce waste and energy use, evaluate and reduce use of chemicals impacting the ecosystem, source 100 percent renewable electricity, work with our supply chain to achieve ethical and sustainable material sourcing, and invest in the Corporation's communities. The Board has delegated to each Board committee responsibility for overseeing elements of the Corporation's CSR program, and the committees regularly report to the Board regarding these program elements. The Audit Committee is charged with overseeing required regulatory compliance and disclosures and the Public Policy and Corporate Governance Committee is charged with overseeing all other elements of the Corporation's CSR program, including sustainability. The Board monitors and evaluates the impact of the Corporation's CSR efforts and strives for continuous improvement in social responsibility benchmarks. The CSR Director briefs the CEO and board as important matters arise.
[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:
☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply
☑ Consulting regularly with an internal, permanent, subject-expert working group
☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Other
☑ Other, please specify **:**Executive-level experience in a role that included environmental issues among other responsibilities.

Forests

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Other

☑ Other, please specify :Executive-level experience in a role that included environmental issues among other responsibilities.

Water

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Other

☑ Other, please specify :Executive-level experience in a role that included environmental issues among other responsibilities.

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	*Select from:* ☑ Yes
Forests	*Select from:*

	Management-level responsibility for this environmental issue
	☑ Yes
Water	*Select from:* ☑ Yes
Biodiversity	*Select from:* ☑ Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Measuring progress towards environmental science-based targets

Strategy and financial planning

☑ Managing acquisitions, mergers, and divestitures related to environmental issues

☑ Managing major capital and/or operational expenditures relating to environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The CEO's annual incentive compensation is tied to implementation and progress of CSR initiatives. The SVP, General Counsel & Secretary, who reports to the CEO, is responsible for managing the HNI Corporate Social Responsibility (CSR) team which consists of the HNI Director of CSR; Manager, CSR; Associate Sustainability Manager; and Sustainability Analyst. Climate change strategies and goals are the responsibility of the CSR team and the functional VPs. With CEO and board oversight, they are required to set reduction and mitigation goals, develop strategies, identify initiatives, and implement action plans. The team members are reviewed against their individual and corporate goals as part of their position's annual performance review.

Forests

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ As important matters arise

(4.3.1.6) Please explain

The CEO's annual incentive compensation is tied to implementation and progress of CSR initiatives. The SVP, General Counsel & Secretary, who reports to the CEO, is responsible for managing the HNI Corporate Social Responsibility (CSR) team which consists of the HNI Director of CSR; Manager, CSR; Associate Sustainability Manager; and Sustainability Analyst. Forest-related strategies and goals are the responsibility of the CSR team and the functional VPs. With board oversight, they are required to set reduction and mitigation goals, develop strategies, identify initiatives, and implement action plans. CSR topics are reported to the board quarterly and forest-related issues are included as important matters arise.

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ As important matters arise

(4.3.1.6) Please explain

The CEO's annual incentive compensation is tied to implementation and progress of CSR initiatives. The SVP, General Counsel & Secretary, who reports to the CEO, is responsible for managing the HNI Corporate Social Responsibility (CSR) team which consists of the HNI Director of CSR; Manager, CSR; Associate Sustainability Manager; and Sustainability Analyst. Climate change strategies and goals are the responsibility of the CSR team and the functional VPs. With board oversight, they are required to set reduction and mitigation goals, develop strategies, identify initiatives, and implement action plans. CSR topics are reported to the board quarterly and water-related issues are included as important matters arise. Risk management is also responsible for reviewing water-related risks and reporting to the board.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ As important matters arise

(4.3.1.6) Please explain

The CEO's annual incentive compensation is tied to implementation and progress of CSR initiatives. The SVP, General Counsel & Secretary, who reports to the CEO, is responsible for managing the HNI Corporate Social Responsibility (CSR) team which consists of the HNI Director of CSR; Manager, CSR; Associate Sustainability Manager; and Sustainability Analyst. Biodiversity strategies and goals are the responsibility of the CSR team and the functional VPs. With board oversight, they are required to set reduction and mitigation goals, develop strategies, identify initiatives, and implement action plans. CSR topics are reported to the board quarterly and biodiversity issues are included as important matters arise.
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

20

(4.5.3) Please explain

In 2023, twenty percent of the CEO's and named executive officers' annual incentives were tied to attainment of individual objectives. In 2023, the CEO's individual objectives were specifically focused on supporting publicly announced CSR goals for diversity, equity and inclusion and sustainability, which included HNI's science-based emissions targets/climate transition plan. Each of the other Named Executive Officers was tasked with and measured against at least one of these initiatives. For example, sustainability initiatives were assigned to four Named Executive Officers, including the CEO, and maximum achievement is supported by significant progress in the areas of chemical transparency, climate change, product sustainability, waste, energy, brand experience, and safety.

Forests

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ No, and we do not plan to introduce them in the next two years

(4.5.3) Please explain

While HNI has ongoing initiatives related to sourcing of timber products, we do not currently have company-wide forest-related targets.

Water

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ No, but we plan to introduce them in the next two years

(4.5.3) Please explain

HNI is evaluating water use, risks, and materiality to determine potential future goals and alignment with incentives.
[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Chief Executive Officer (CEO)

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

Emission reduction

☑ Implementation of an emissions reduction initiative

Resource use and efficiency

☑ Energy efficiency improvement

Pollution

☑ Reduction or phase out of hazardous substances

Policies and commitments

☑ New or tighter environmental requirements applied to purchasing practices

Engagement

☑ Increased engagement with suppliers on environmental issues

☑ Increased value chain visibility (traceability, mapping)

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

In 2023, twenty percent of the CEO's and named executive officers' annual incentives were tied to attainment of individual objectives. In 2023, the CEO's individual objectives were specifically focused on supporting publicly announced CSR goals for diversity, equity and inclusion and sustainability, which included HNI's science-based emissions targets/climate transition plan. Each of the other Named Executive Officers was tasked with and measured against at least one of these initiatives. For example, sustainability initiatives were assigned to four Named Executive Officers, including the CEO, and maximum achievement is supported by significant progress in the areas of chemical transparency, climate change, product sustainability, waste, energy, brand experience, and safety.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Each of the CEO's individual objectives specifically focused on supporting HNI's publicly announced CSR goals, which included HNI's science-based emissions targets/climate transition plan. Each of the other Named Executive Officers was tasked with and measured against at least one of these initiatives. For example, sustainability initiatives were assigned to four Named Executive Officers, including the CEO, and maximum achievement is supported by significant progress in the goal areas of chemical transparency, climate change, product sustainability, waste, energy, brand experience, and safety.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ General Counsel

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

Emission reduction

☑ Implementation of an emissions reduction initiative

Resource use and efficiency

☑ Energy efficiency improvement

Pollution

☑ Reduction or phase out of hazardous substances

Policies and commitments

☑ New or tighter environmental requirements applied to purchasing practices

Engagement

☑ Increased engagement with suppliers on environmental issues

☑ Increased value chain visibility (traceability, mapping)

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

In 2023, twenty percent of the CEO's and named executive officers' annual incentives were tied to attainment of individual objectives. In 2023, the CEO's individual objectives were specifically focused on supporting publicly announced CSR goals for diversity, equity and inclusion and sustainability, which included HNI's science-based emissions targets/climate transition plan. Each of the other Named Executive Officers, including the General Counsel, was tasked with and measured against at least one of these initiatives. For example, sustainability initiatives were assigned to four Named Executive Officers, including the CEO, and maximum achievement is supported by significant progress in the areas of chemical transparency, climate change, product sustainability, waste, energy, brand experience, and safety.

(4.5.1.6) How the position’s incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Each of the CEO's individual objectives specifically focused on supporting HNI's publicly announced CSR goals, which included HNI's science-based emissions targets/climate transition plan. Each of the other Named Executive Officers was tasked with and measured against at least one of these initiatives. For example, sustainability initiatives were assigned to four Named Executive Officers, including the CEO, and maximum achievement is supported by significant progress in the goal areas of chemical transparency, climate change, product sustainability, waste, energy, brand experience, and safety.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ President

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

Emission reduction

☑ Implementation of an emissions reduction initiative

Resource use and efficiency

☑ Energy efficiency improvement

Pollution

☑ Reduction or phase out of hazardous substances

Policies and commitments

☑ New or tighter environmental requirements applied to purchasing practices

Engagement

☑ Increased engagement with suppliers on environmental issues

☑ Increased value chain visibility (traceability, mapping)

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

In 2023, twenty percent of the CEO's and named executive officers' annual incentives were tied to attainment of individual objectives. In 2023, the CEO's individual objectives were specifically focused on supporting publicly announced CSR goals for diversity, equity and inclusion and sustainability, which included HNI's science-based emissions targets/climate transition plan. Each of the other Named Executive Officers was tasked with and measured against at least one of these initiatives. For example, sustainability initiatives were assigned to four Named Executive Officers, including the CEO, and maximum achievement is supported by significant progress in the areas of chemical transparency, climate change, product sustainability, waste, energy, brand experience, and safety.

(4.5.1.6) How the position’s incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Each of the CEO's individual objectives specifically focused on supporting HNI's publicly announced CSR goals, which included HNI's science-based emissions targets/climate transition plan. Each of the other Named Executive Officers was tasked with and measured against at least one of these initiatives. For example, sustainability initiatives were assigned to four Named Executive Officers, including the CEO, and maximum achievement is

supported by significant progress in the goal areas of chemical transparency, climate change, product sustainability, waste, energy, brand experience, and safety.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Senior-mid management

☑ Environment/Sustainability manager

(4.5.1.2) Incentives

Select all that apply

☑ Salary increase

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Organization performance against an environmental sustainability index

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ The incentives are not linked to an incentive plan, or equivalent (e.g. discretionary bonus in the reporting year)

(4.5.1.5) Further details of incentives

The management of climate change, emissions reduction, employee awareness, and sustainability index scores are part of the CSR Director's responsibilities. Annual objectives around these topics are accompanied by individual performance reviews conducted by senior management. Achievement of objectives is tied to salary increases.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Annual objectives focus on supporting HNI's publicly announced CSR goals, which included HNI's science-based emissions targets and climate transition plan.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Facility/Unit/Site management

☑ Facilities manager

(4.5.1.2) Incentives

Select all that apply

☑ Salary increase

☑ Profit share

(4.5.1.3) Performance metrics

Targets

☑ Other targets-related metrics, please specify :reduction in absolute emissions in line with a science-based target

Emission reduction

☑ Implementation of an emissions reduction initiative

☑ Reduction in absolute emissions

Resource use and efficiency

☑ Energy efficiency improvement

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ The incentives are not linked to an incentive plan, or equivalent (e.g. discretionary bonus in the reporting year)

(4.5.1.5) Further details of incentives

The management of climate change is encompassed within each manufacturing facility. Annual objectives around reducing cost (including energy and materials) as well as improving efficiency are established and accompanied by individual performance reviews conducted by senior management. Business unit, facility managers, and sustainability managers have resource utilization, efficiency, and Scope 1 & 2 targets that link directly to business performance and profit-sharing.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

The management of climate change is encompassed within each manufacturing facility. Annual objectives around reducing cost (including energy and materials) as well as improving efficiency are established and accompanied by individual performance reviews conducted by senior management. Business unit, facility managers, and sustainability managers have resource utilization, efficiency, and Scope 1 & 2 targets that support public CSR goals and link directly to business performance and profit-sharing.
[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☑ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

☑ Forests

☑ Water

☑ Biodiversity

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

(4.6.1.4) Explain the coverage

HNI's Conscious Operations and Responsible Environments (CORE) policy summarizes our company-wide vision of corporate social responsibility. It represents the commitment of our members (employees) of zero harm to our fellow members, the environment, and the communities we serve for today and tomorrow. Actions to achieve this commitment include 1) using natural resources sustainably and conducting business in a way that is good for the planet today and tomorrow 2) Minimizing our impact on the environment by continuously improving environmental programs 3) Setting aggressive goals promoting transformative and circular solutions to reduce pollution, conserve resources, and minimize waste 4) Mitigating climate change by setting science based emissions targets 5) Increase environmental awareness by educating our members and those working on our behalf. HNI also commits to fostering ethical and sustainable sourcing through material selection and strategic supplier partnerships.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to a circular economy strategy

☑ Other environmental commitment, please specify :HNI will: Use natural resources sustainably and conduct business in a way that is good for the planet today and tomorrow; Minimize our impact on the environment by continuously improving environmental programs; Increase environmental awareness

Climate-specific commitments

☑ Other climate-related commitment, please specify :HNI will mitigate climate change by setting science based emissions targets.

Forests-specific commitments

☑ Other forests-related commitment, please specify :HNI will use natural resources sustainably and conduct business in a way that is good for the planet today and tomorrow; Foster ethical and sustainable sourcing through material selection and strategic supplier partnerships.

Water-specific commitments

☑ Commitment to control/reduce/eliminate water pollution

☑ Other water-related commitment, please specify :Commitment to use natural resources sustainably and conduct business in a way that is good for the planet, minimize impacts on the environment, and set goals to reduce pollution, conserve resources, and minimize waste.)

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

hni-core_policy_2023-2.pdf

Row 2

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

☑ Forests

☑ Water

☑ Biodiversity

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Upstream value chain

(4.6.1.4) Explain the coverage

The HNI Supplier and Service Provider Code of Conduct sets out the guidelines that govern integrity of our suppliers. All supply agreements, purchase orders and acceptances (each an "agreement") are made subject to the terms of the HNI Supplier and Service Provider Code of Conduct.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to avoidance of negative impacts on threatened and protected species

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to no trade of CITES listed species

Forests-specific commitments

☑ Commitment to the use of the High Conservation Value (HCV) approach

☑ Other forests-related commitment, please specify **:**Avoiding trading/sourcing wood products from unacceptable sources, including: illegally harvested or traded products, IUCN Red List materials, areas of significant conversion, conflict wood, operations in violation of ILO Core Conventions, and more.

Water-specific commitments

☑ Commitment to control/reduce/eliminate water pollution

☑ Commitment to reduce water consumption volumes

Social commitments

☑ Other social commitment, please specify **:**Requirements to not discriminate in hiring and employment practices, not participate in human trafficking or use slave/involuntary/forced labor, not use child labor, and commit to building a culture of diversity and inclusion.

Additional references/Descriptions

☑ Description of commodities covered by the policy

☑ Description of environmental requirements for procurement

☑ Description of grievance/whistleblower mechanism to monitor non-compliance with the environmental policy and raise/address/escalate any other greenwashing concerns

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with another global environmental treaty or policy goal, please specify **:**ILO Core Conventions, as defined in the ILO Declaration on Fundamental Principles and Rights at Work

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

HNI-Supplier Corp-Code-of-Conduct-(4) (1).pdf

Row 3

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

☑ Water

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

(4.6.1.4) Explain the coverage

HNI's Member Code of Integrity outlines the company vision, commitments, and core beliefs. Our Code applies to all members, officers, and directors of HNI, as well as contractors and governs how we do business.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to take environmental action beyond regulatory compliance

☑ Other environmental commitment, please specify **:**Use materials and energy efficiently, recycle, and seek innovative solutions to eliminate waste, reduce energy use, and reduce air emissions - Consider and minimize our environmental impact through changes to process, equipment, or material selection

Climate-specific commitments

☑ Other climate-related commitment, please specify **:-** Significantly increasing renewable energy purchases and reducing emissions - Implementing energy reduction initiatives such as LED lighting and repairing compressed air leaks across our manufacturer facilities

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ No, and we do not plan to align in the next two years

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

member_code_of_integrity.pdf
[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☑ RE100

☑ UN Global Compact

☑ We Mean Business

☑ Other, please specify **:**US Department of Energy (DOE) Better Climate Challenge, US DOE Better Plants Partner, and US EPA SmartWay Transport Partner

(4.10.3) Describe your organization's role within each framework or initiative

RE100: Committed to a target of sourcing 100% renewable electricity annually for global operations by 2030 and report progress annually. UN Global Compact: We are a signatory and report an annual Communication on Progress (CoP) We Mean Business: We have committed to RE100 and SBTi approved targets US DOE Better Climate Challenge: Partner with DOE and committed to reduce GHG emissions 50% in 10 years US Doe Better Plants Partner: Partner with DOE and committed to reducing energy intensity by 25% over 10 years US EPA SmartWay: Transport Partner
[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☑ Yes, we engaged directly with policy makers

☑ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☑ No, and we do not plan to have one in the next two years

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ Yes

(4.11.6) Types of transparency register your organization is registered on

Select all that apply

☑ Mandatory government register

(4.11.7) Disclose the transparency registers on which your organization is registered & the relevant ID numbers for your organization

US Lobby Register (US Senate - 401107305, US House - 55925)

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

To ensure consistency, HNI participates in meetings and activities within the organizations. For example, through participation in Business and Institutional Furniture Manufactures Association (BIFMA) meetings, we are able to express HNI's position related to climate change. We have also participated in development of updates to the BIFMA ANSI/BIFMA e3 Sustainable Furniture Standard. HNI's government affairs manager meets with leadership and subject matter experts within the company to ensure alignment.
[Fixed row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☑ Other global trade association, please specify :Business and Institutional Furniture Manufacturers Association (BIFMA)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

☑ Forests

☑ Water

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ Yes, we publicly promoted their current position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

BIFMA is the not-for-profit trade association for business and institutional furniture manufacturers. level is the multi-attribute, sustainability standard, and third-party certification program for the furniture industry. It was created to deliver the most open and transparent means of evaluating and communicating the environmental and social impacts of furniture products in the built environment. Taking into account a company's social actions, energy usage, material selection and human and ecosystem health impacts, level addresses how a product is sustainable from multiple perspectives. HNI participates in meetings/summits and group activities. Through participation in BIFMA meetings, we are able to express HNI's position related to climate change legislation. We have also provided support in the development of updates to the Business and Institutional Furniture Manufactures Association (BIFMA) ANSI/BIFMA e3 Sustainable Furniture Standard. We support BIFMA level certification and are working toward increasing the number of products that have BIFMA level certification.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

84100

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Our funding supports participation in meetings/summits and group activities. Through participation in BIFMA meetings, we are able to express HNI's position related to climate change legislation.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ No, we have not evaluated

[Add row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☑ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☑ In voluntary communications

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

☑ Forests

☑ Water

☑ Biodiversity

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Strategy

☑ Governance

☑ Emission targets

☑ Emissions figures

☑ Dependencies & Impacts

☑ Biodiversity indicators

☑ Water accounting figures

☑ Content of environmental policies

☑ Value chain engagement ☑ Deforestation- and conversion-free (DCF) status metrics

☑ Other, please specify **:Renewable energy, energy consumption, human rights, labor, anti-corruption**

(4.12.1.6) Page/section reference

Governance: pgs 3-15 Environmental Policies: pgs 34-37 Risks/Impacts: 37-43 Targets: 41-42 Emissions Figures: 43-44 Water accounting: 47-49 Biodiversity and forests: 50-51 Value-chain engagement: 37-39

(4.12.1.7) Attach the relevant publication

2024 HNI UNGC ResponseSummary.pdf

(4.12.1.8) Comment

HNI submitted a Communication on Progress for 2023 as part of membership in the UN Global Compact. The response is publicly available at https://unglobalcompact.org/what-is-gc/participants/139893-HNI-Corporation [Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

☑ Yes

(5.1.2) Frequency of analysis

Select from:

☑ On a per project basis

Forests

(5.1.1) Use of scenario analysis

Select from:

☑ No, but we plan to within the next two years

(5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(5.1.4) Explain why your organization has not used scenario analysis

HNI is in the process of evaluating potential tools to assist in performing quantitative scenario analysis in the future.

Water

(5.1.1) Use of scenario analysis

Select from:

☑ Yes

(5.1.2) Frequency of analysis

Select from:

☑ Annually

[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ Bespoke physical climate scenario

(5.1.1.3) Approach to scenario

Select from:

☑ Quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Other, please specify :Subset of US suppliers based on risk

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 2.0ºC - 2.4ºC

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

During 2023, HNI piloted a tool to perform scenario analysis for physical risk to our supply chain. The analysis included historical trends and SSP scenarios.

(5.1.1.11) Rationale for choice of scenario

HNI is in the process of evaluating potential tools to assist in performing quantitative scenario analysis for both our direct operations and supply chain. HNI piloted a tool that performs scenario analysis of physical risks. Scenarios provided were moderate and worst-case scenarios.

Water

(5.1.1.1) Scenario used

Water scenarios

☑ WWF Water Risk Filter

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Chronic physical

☑ Policy

☑ Reputation

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Relevant technology and science

☑ Other relevant technology and science driving forces, please specify :technological developments

Macro and microeconomy

☑ Domestic growth

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The analysis uses three pathways, optimistic, current trend, and pessimistic. The review covers direct operations only.

(5.1.1.11) Rationale for choice of scenario

HNI has facilities in areas of flood risk and water stress. The WWF tool uses a range of scenarios to facilitate review of how our facilities may be impacted over time to provide input to our strategy for these sites and as a company.
[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply
☑ Risk and opportunities identification, assessment and management
☑ Strategy and financial planning
☑ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:
☑ Other, please specify **:**U.S. Supply chain

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

The analysis provides input into risk and opportunity identification as well as future strategy and target setting.

Water

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply
☑ Risk and opportunities identification, assessment and management
☑ Strategy and financial planning
☑ Resilience of business model and strategy
☑ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:
☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

The analysis provides input into risk and opportunity identification as well as future strategy and target setting.
[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:
☑ No, but we are developing a climate transition plan within the next two years

(5.2.15) Primary reason for not having a climate transition plan that aligns with a 1.5°C world

Select from:
☑ Other, please specify **:**Plan is in development.

(5.2.16) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world

HNI has developing approved 1.5-aligned SBTI goals and is working toward a plan to achieve these goals. HNI also completed a third-party materiality assessment during 2022 to help enhance our strategy and create a comprehensive transition plan.
[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:
☑ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply
☑ Products and services
☑ Upstream/downstream value chain
☑ Investment in R&D
☑ Operations
[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Forests

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

To avoid loss of revenue from changing customer behavior, shifting preferences, and potential regulation and address the opportunity to provide customers with products that have lower environmental impacts and embodied carbon, HNI has included the following as part of our global strategy over the short and medium terms: - Goal: Evaluate 100% of materials and chemical substances in products for human health and ecosystem impacts and minimize impacts through Design for Environment (DfE) practices - Goal: Source 100% renewable electricity across global operations annually - Goal: Reduce absolute combined Scope 1 and 2 GHG emissions by 35% by 2025 from a 2018 baseline - Goal: Reduce Scope 3 GHG emissions by 40% per ton of goods sold by 2035 - Goal: Achieve a 50% energy intensity reduction by 2035 - Use DfE practices and lifecycle assessments in product development, generate more Environmental Product Declarations to understand the embodied carbon in our products, research sustainable and carbon negative materials - Increase sustainable product offerings, such as lower embodied carbon office furniture, electric fireplaces, products with FSC wood - Achieve third-party product certifications

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Forests

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

To mitigate risks in HNI's value chain, such as acute physical risks and potential reputational risks and address the opportunity for further engagement with suppliers to meet sustainability goals, HNI has implemented the following into our global strategy: - Goal: 100% Tier 1 supplier compliance with HNI Code of Conduct (achieved) - Goal: Evaluate 100% of materials and chemical substances in products for human health and ecosystem impacts and minimize impacts through Design for Environment (DfE) practices - Goal: Reduce Scope 3 GHG emissions by 40% per ton of goods sold by 2035 - Continue to achieve FSC certification for responsibly sourced wood under a multi-site certificate - Incorporated physical and ESG risks into supplier evaluations and developing a plan for further engagement with suppliers on ESG risks, goals and strategies, and the collection of primary data. - Use DfE practices and lifecycle assessments in product development, generate more Environmental Product Declarations to understand the embodied carbon in our products, research sustainable and carbon negative materials - Increase sustainable product offerings, such as lower embodied carbon office furniture, electric fireplaces, products with FSC wood

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

To avoid loss of revenue from changing customer behavior, shifting preferences, and potential regulation and address the opportunity to provide customers with products that have lower environmental impacts and embodied carbon, HNI has included the following as part of our global strategy over the short and medium terms, which have affected R&D: - Goal: Evaluate 100% of materials and chemical substances in products for human health and ecosystem impacts and minimize impacts through Design for Environment (DfE) practices - Use DfE practices and lifecycle assessments in product development, generate more Environmental Product Declarations to understand the embodied carbon in our products, research sustainable and carbon negative materials - Increase sustainable product offerings, such as lower embodied carbon office furniture, electric fireplaces, products with FSC wood - Achieve third-party product certifications

Operations

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

☑ Water

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

To address the physical and chronic risks of climate change and potential carbon regulation on our operations, HNI has included the following in our global strategy: - Goal: Source 100% renewable electricity across global operations annually - Goal: Reduce absolute combined Scope 1 and 2 GHG emissions by 35% by 2025 from a 2018 baseline - Goal: Achieve a 50% energy intensity reduction by 2035 - Goal: Achieve zero waste to landfill for all manufacturing facilities by 2030 - Implementation of water reduction and reuse in water stressed areas - Upgraded facilities to mitigate effects of increased risk of flood, extreme weather, and changing temperatures - Worked with city governments to improve infrastructure (roads, areas perceptible to flooding) to reduce the risks of severe weather impacting our operations - We are focused on continuous improvement and have implemented energy efficiency measures in our facilities and continue to hold treasure hunts and look for additional opportunities for improved efficiency - Partnerships/Memberships: Partnered with local utility to build renewable electricity infrastructure, Department of Energy (DOE) Better Climate Challenge, Better Plants Program, EPA SmartWay, RE100
[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☑ Indirect costs

☑ Capital expenditures

(5.3.2.2) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☑ Climate change

☑ Water

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

To address the physical and chronic risks of climate change and potential carbon regulation on our operations, HNI has included the following goals in our global strategy, as well as other emissions and energy/water efficiency activities. To achieve these goals, financial planning was affected in terms of providing investment in renewable energy and energy efficiency measures, including efficient LED lighting, more efficient process or building equipment, such as HVAC equipment. - Goal: Source 100% renewable electricity across global operations annually - Goal: Reduce absolute combined Scope 1 and 2 GHG emissions by 35% by 2025 from a 2018 baseline - Goal: Achieve a 50% energy intensity reduction by 2035 - Goal: Achieve zero waste to landfill for all manufacturing facilities by 2030

Row 2

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☑ Direct costs

(5.3.2.2) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☑ Climate change

☑ Forests

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Risks of loss of revenue from changing customer behavior, shifting preferences, and potential regulation and the opportunity to provide customers with products that have lower environmental impacts and embodied carbon have affected financial planning. Impacts include providing resources and systems necessary to: - meet material transparency goals - perform lifecycle assessments - perform additional R&D to design products with lower environmental impacts and embodied carbon - source sustainable materials
[Add row]

(5.4) In your organization’s financial accounting, do you identify spending/revenue that is aligned with your organization’s climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	Select from: ☑ No, and we do not plan to in the next two years

[Fixed row]

(5.9) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

(5.9.3) Water-related OPEX (+/- % change)

3

(5.9.4) Anticipated forward trend for OPEX (+/- % change)

0

(5.9.5) Please explain

Water-related operating expenditures from supply increased 3% compared to prior year, due to changes in consumption and small rate increases. The anticipated forward trend is for no change to water-related operating expenditures. Data on water-related CAPEX is not available.
[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

(5.10.1) Use of internal pricing of environmental externalities

Select from:
☑ No, and we do not plan to in the next two years

(5.10.3) Primary reason for not pricing environmental externalities

Select from:
☑ Not an immediate strategic priority

(5.10.4) Explain why your organization does not price environmental externalities

HNI does not use water or carbon pricing mechanisms. Water use is relatively small and water is not required in the product use phase. We are currently focusing on achieving our external CSR goals, which include science-based targets and we are incorporating life cycle analysis into our Design for Environment (DfE) process to better understand and reduce product impacts.
[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

Suppliers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:
☑ Yes

(5.11.2) Environmental issues covered

Select all that apply
☑ Climate change
☑ Forests
☑ Water

Smallholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:
☑ No, and we do not plan to within the next two years

(5.11.3) Primary reason for not engaging with this stakeholder on environmental issues

Select from:
☑ Other, please specify **:**We are not aware of any significant sourcing from suppliers that would qualify as smallholders.

(5.11.4) Explain why you do not engage with this stakeholder on environmental issues

We are not aware of any significant sourcing from suppliers that would qualify as smallholders.

Customers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:
☑ Yes

(5.11.2) Environmental issues covered

Select all that apply
☑ Climate change
☑ Water

Investors and shareholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:
☑ No, and we do not plan to within the next two years

(5.11.3) Primary reason for not engaging with this stakeholder on environmental issues

Select from:
☑ Not an immediate strategic priority

(5.11.4) Explain why you do not engage with this stakeholder on environmental issues

We engage indirectly with investors through investor rating mechanisms and questionnaires. We engage directly as needed or requested.

Other value chain stakeholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:
☑ Yes

(5.11.2) Environmental issues covered

Select all that apply
☑ Climate change
[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

	Assessment of supplier dependencies and/or impacts on the environment
Climate change	*Select from:* ☑ No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years
Forests	*Select from:* ☑ No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years
Water	*Select from:*

	Assessment of supplier dependencies and/or impacts on the environment
	☑ No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Material sourcing

☑ Procurement spend improvement

☑ Reputation management

☑ Business risk mitigation

☑ Vulnerability of suppliers

☑ Strategic status of suppliers

☑ Supplier performance

(5.11.2.4) Please explain

We engage with suppliers on climate change through our HNI Supplier and Service Provider Code of Conduct, which requires suppliers to use reasonable efforts to measure and reduce waste, water and energy within its operations. We require tier 1 direct material suppliers covering at least 80% of direct material spend to acknowledge compliance with this code. Based on assessment of vulnerability and risk, HNI has also prioritized suppliers located in Asia, for which we have a targeted and robust corporate social responsibility auditing process run by a third party to ensure suppliers follow appropriate labor, safety, environmental, and other CSR requirements. The program is based on SA8000 standards, with additional requirements, including review of efforts and goals to minimize energy consumption and greenhouse gas emissions. Audits are conducted on an annual basis. HNI implemented a third-party ESG risk evaluation tool, which will be incorporated into our supplier evaluation process in 2024 to help prioritize future engagement with our suppliers.

Forests

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Material sourcing
☑ Procurement spend
☑ Reputation management
☑ Business risk mitigation
☑ Vulnerability of suppliers
☑ Strategic status of suppliers

(5.11.2.4) Please explain

We engage with suppliers on forests through our HNI Supplier and Service Provider Code of Conduct, which requires suppliers to avoid trading and sourcing wood, wood fiber, or wood products from unacceptable sources. We require tier 1 direct material suppliers covering at least 80% of direct material spend to acknowledge compliance with this code. HNI also has an internal HNI Controlled Wood program for suppliers that do not participate in FSC, through which we engage with suppliers to ensure wood is sourced from acceptable forests based on the FSC National Risk Assessment. Suppliers are certified annually. Based on assessment of vulnerability and risk, HNI has also prioritized suppliers located in Asia, for which we have a targeted and robust corporate social responsibility auditing process run by a third party to ensure suppliers follow appropriate labor, safety, environmental, and other CSR requirements. The program is based on SA8000 standards, with additional requirements, including review of processes in place to avoid sourcing wood from unacceptable sources. Audits are conducted on an annual basis.

Water

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Business risk mitigation
☑ Procurement spend
☑ Reputation management
☑ Vulnerability of suppliers

(5.11.2.4) Please explain

We engage with suppliers on water through our HNI Supplier and Service Provider Code of Conduct, which requires suppliers to use reasonable efforts to measure and reduce water within its operations. We require tier 1 direct material suppliers covering at least 80% of direct material spend to acknowledge compliance with this code. Based on assessment of vulnerability and risk, HNI has also prioritized suppliers located in Asia, for which we have a targeted and robust corporate social responsibility auditing process run by a third party to ensure suppliers follow appropriate labor, safety, environmental, and other CSR requirements. The program is based on SA8000 standards, with additional requirements, including employee access to potable water sanitary facilities, proper

wastewater treatment, and water consumption records. Our third-party auditor is engaged on a continuous basis to monitor, provide suggestions, evolve our standards, and certify our program, with audits conducted on an annual basis.
[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:
☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:
☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

HNI's supplier contracts require suppliers to be in compliance with all applicable laws and regulations as well as HNI's Supplier and Service Provider Code of Conduct, which includes requirements related to climate change, forest, and water topics. Tier 1 direct material suppliers must also separately acknowledge compliance with HNI's Supplier and Service Provider Code of Conduct. Failure by a supplier to comply with this Code of Conduct is grounds for immediate termination for cause by the Company of any agreement in effect between the Company and supplier, without liability on the part of the Company.

Forests

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:
☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:
☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

HNI's supplier contracts require suppliers to be in compliance with all applicable laws and regulations as well as HNI's Supplier and Service Provider Code of Conduct, which includes requirements related to climate change, forest, and water topics. Tier 1 direct material suppliers must also separately acknowledge compliance with HNI's Supplier and Service Provider Code of Conduct. Failure by a supplier to comply with this Code of Conduct is grounds for immediate termination for cause by the Company of any agreement in effect between the Company and supplier, without liability on the part of the Company.

Water

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

HNI's supplier contracts require suppliers to be in compliance with all applicable laws and regulations as well as HNI's Supplier and Service Provider Code of Conduct, which includes requirements related to climate change, forest, and water topics. Tier 1 direct material suppliers must also separately acknowledge compliance with HNI's Supplier and Service Provider Code of Conduct. Failure by a supplier to comply with this Code of Conduct is grounds for immediate termination for cause by the Company of any agreement in effect between the Company and supplier, without liability on the part of the Company.
[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Other, please specify **:**Acknowledge compliance with HNI Supplier and Service Provider Code of Conduct, which requires suppliers to use reasonable efforts to measure and reduce waste and energy within their operations and comply with all applicable laws and regulations.

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Grievance mechanism/ Whistleblowing hotline

☑ Off-site third-party audit

☑ On-site third-party audit

☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 51-75%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:
☑ 100%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:
☑ 51-75%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:
☑ 100%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:
☑ Exclude

(5.11.6.12) Comment

We engage with suppliers on climate change through our HNI Supplier and Service Provider Code of Conduct, which requires suppliers to use reasonable efforts to measure and reduce waste, water and energy within its operations. We require tier 1 direct material suppliers covering at least 80% of direct material spend to acknowledge compliance with this code. Note, the % in column 4 was calculated based on total (direct and indirect) spend. In 2022, HNI's workplace furnishings and residential building products segments reached 100% compliance of Tier 1 direct material suppliers representing at least 80% of direct material spend in signing the HNI Supplier Code of Conduct. New suppliers are required to review and sign the Supplier Code of Conduct. HNI acquired KII during 2023 and is in the process of implementing the HNI Code of Conduct with KII suppliers. Based on assessment of vulnerability and risk, HNI has also prioritized suppliers located in Asia, for which we have a targeted and robust corporate social responsibility auditing process run by a third party to ensure suppliers follow appropriate labor, safety, environmental, and other CSR and code of conduct requirements. The program is based on SA8000 standards, with additional requirements, including review of efforts and goals to minimize energy consumption and greenhouse gas emissions. Audits are conducted on an annual basis.

Forests

(5.11.6.1) Environmental requirement

Select from:
☑ Other, please specify **:**Acknowledge compliance with HNI Supplier and Service Provider Code of Conduct, which requires suppliers to avoid sourcing wood from unacceptable sources.

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Grievance mechanism/ Whistleblowing hotline

☑ Off-site third-party audit

☑ On-site third-party audit

☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 51-75%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 100%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Exclude

(5.11.6.12) Comment

We engage with suppliers through the HNI Supplier and Service Provider Code of Conduct, which requires suppliers to avoid sourcing wood from unacceptable sources. We require tier 1 direct material suppliers covering at least 80% of direct material spend to acknowledge compliance with this code. Note, the % in column 4 was calculated based on total (direct and indirect) spend. In 2022, HNI's workplace furnishings and residential building products segments reached 100% compliance of Tier 1 direct material suppliers representing at least 80% of direct material spend in signing the HNI Supplier Code of Conduct. New suppliers are required to review and sign the Supplier Code of Conduct. HNI acquired Kimball International (KII) during 2023 and is in the process of implementing the HNI Code of Conduct with KII suppliers. Based on assessment of vulnerability and risk, HNI has also prioritized suppliers in Asia, for which we have a targeted and robust corporate social responsibility auditing process run by a third party to ensure suppliers follow appropriate labor, safety, environmental, and other CSR and code of conduct requirements. The program is based on SA8000 standards, with additional requirements, including review of processes in place to avoid sourcing wood from unacceptable sources. Audits are conducted on an annual basis.

Water

(5.11.6.1) Environmental requirement

Select from:

☑ Other, please specify **:**Acknowledge compliance with HNI Supplier and Service Provider Code of Conduct, which requires they to provide access to potable water and sanitary facilities, use reasonable efforts to measure and reduce water use, and comply with all laws/regulation

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Grievance mechanism/ Whistleblowing hotline

☑ Off-site third-party audit

☑ On-site third-party audit

☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 51-75%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 100%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Exclude

(5.11.6.12) Comment

We engage with suppliers through the HNI Supplier and Service Provider Code of Conduct, which requires suppliers to use reasonable efforts to measure and reduce waste, water and energy within its operations. We require tier 1 direct material suppliers covering at least 80% of direct material spend to acknowledge compliance with this code. Note, the % in column 4 was calculated based on total (direct and indirect) spend. In 2022, HNI's workplace furnishings and residential building products segments reached 100% compliance of Tier 1 direct material suppliers representing at least 80% of direct material spend in signing the HNI Supplier Code of Conduct. New suppliers are required to review and sign the Supplier Code of Conduct. HNI acquired KII during 2023 and is in the process of implementing the HNI Code of Conduct with KII suppliers. Based on assessment of vulnerability and risk, HNI has also prioritized suppliers located in Asia, for which we have a targeted and robust corporate social responsibility auditing process run by a third party to ensure suppliers follow appropriate labor, safety, environmental, and other CSR and code of conduct requirements. The program is based on SA8000 standards, with additional requirements, including employee access to potable water sanitary facilities, proper wastewater treatment, and water consumption records. Audits are conducted on an annual basis.

Forests

(5.11.6.1) Environmental requirement

Select from:

☑ Compliance with an environmental certification, please specify **:**HNI has an internal HNI Controlled Wood program. This program evaluates the timber source, based on the FSC National Risk assessment, and ensures only eligible wood is mixed with our FSC certified wood products.

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ First-party verification

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 1-25%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 100%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Suspend and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ None

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Re-integrating suppliers back into upstream value chain based on the successful and verifiable completion of activities

(5.11.6.12) Comment

HNI has an internal HNI Controlled Wood program for suppliers that do not offer FSC certified or FSC controlled wood products. This program evaluates the timber source, based on the FSC National Risk assessment, and ensures only eligible wood is mixed with our FSC certified wood products.
[Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:
☑ No other supplier engagement

Forests

(5.11.7.1) Commodity

Select from:
☑ Timber products

(5.11.7.2) Action driven by supplier engagement

Select from:
☑ No other supplier engagement

Water

(5.11.7.2) Action driven by supplier engagement

Select from:
☑ No other supplier engagement
[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:
☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing
☑ Share information about your products and relevant certification schemes

(5.11.9.3) % of stakeholder type engaged

Select from:
☑ 1-25%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:
☑ Less than 1%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

HNI is committed to supporting our customers in meeting their sustainability and green building goals. Within our portfolio, we have products that have achieved Cradle to Cradle, Bronze and Business and Institutional Furniture Manufacturers Association (BIFMA) Level 2 and 3 certifications. We are also incorporating life cycle analysis into our Design for Environment (DfE) process and sharing this information with customers through Environmental Product Declarations (EPDs). EPDs include the average greenhouse gas emissions by life cycle stage, energy usage by life cycle stage, global warming potential, and global climate change impact associated with a particular product.

(5.11.9.6) Effect of engagement and measures of success

Through the DfE process, we are able to minimize the ecosystem and human health impacts of our products. Sharing company and product impacts through product certifications and EPDs allows customers to make informed choices and meet their sustainability and green building goals. Success is measured through achievement of product certification and achievement of customer sustainability goals.

Water

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information about your products and relevant certification schemes

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 1-25%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

HNI is committed to supporting our customers in meeting their sustainability and green building goals. Within our portfolio, we have products that have achieved Cradle to Cradle, Bronze and Business and Institutional Furniture Manufacturers Association (BIFMA) Level 2 and 3 certifications. We are also incorporating life cycle analysis into our Design for Environment (DfE) process and sharing this information with customers through Environmental Product Declarations (EPDs). EPDs include the average water usage and water emissions by life cycle stage associated with a particular product. HNI also sources materials from suppliers that help to reduce ocean bound plastics and reduce negative impacts to our oceans (i.e. Sequal).

(5.11.9.6) Effect of engagement and measures of success

Through the DfE process, we are able to minimize the ecosystem and human health impacts of our products. Sharing company and product impacts through EPDs and product certifications allows customers to make informed choices and meet their sustainability and green building goals. Success is measured through achievement of product certification and achievement of customer sustainability goals.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Other value chain stakeholder, please specify :distribution partners

(5.11.9.2) Type and details of engagement

Innovation and collaboration

☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 1-25%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ 1-25%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Through our distribution partners and regional distribution network, we are able to work together to increase load efficiency and cube utilization. Efficient transportation and distribution will help reduce emissions. HNI is a SmartWay Transport Partner with U.S. Environmental Protection Agency.

(5.11.9.6) Effect of engagement and measures of success

This engagement increases the efficiency with which HNI transports goods and helps to reduce scope 3 transportation and distribution emissions. Success is measured by the proportion of transportation completed with SmartWay partners.
[Add row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

This approach allows HNI to track and report on facilities over which we have the ability to influence greenhouse gas emissions.

Forests

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

This approach allows HNI to track and report on facilities over which we have the ability to influence policies and procedures related to forests.

Water

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

This approach allows HNI to track and report on facilities over which we have the ability to implement policies and procedures related to water.

Plastics

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

This approach allows HNI to track and report on facilities over which we have the ability to implement policies and procedures related to plastics.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

This approach allows HNI to track and report on facilities over which we have the ability to implement policies and procedures related to biodiversity.
[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:
☑ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

(7.1.1.1) Has there been a structural change?

Select all that apply
☑ Yes, an acquisition

(7.1.1.2) Name of organization(s) acquired, divested from, or merged with

Kimball International, Inc.

(7.1.1.3) Details of structural change(s), including completion dates

Acquisition of Kimball International, Inc. (NASDAQ: KBAL), a leading commercial furnishings company with expertise in workplace, health, and hospitality, was completed on June 1, 2023.
[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply
☑ Yes, a change in methodology

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

Emissions factors used for calculation of location-based scope 2 for US facilities have changed from US EPA eGRID state factors to US EPA eGRID subregion factors to align with best practice and due to the availability of factors in HNI's newly implemented carbon accounting system.
[Fixed row]

(7.1.3) Have your organization’s base year emissions and past years’ emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

☑ Yes

(7.1.3.2) Scope(s) recalculated

Select all that apply

☑ Scope 1

☑ Scope 2, location-based

☑ Scope 2, market-based

☑ Scope 3

(7.1.3.3) Base year emissions recalculation policy, including significance threshold

Base Year Adjustments / Recalculations: The base year will be retroactively adjusted for the following items: Structural Changes: Mergers & acquisitions: For example, if a company is acquired by HNI, HNI will include the emissions of that company in its emissions inventory back to the base year of 2018 for any years the acquired company was in existence. Actual data should be used where possible, and estimates used where historical data is unavailable. All mergers and acquisitions will be documented in the HNI Facility Key Master File.xlsx Estimated data will be documented within this inventory management plan. Mergers and acquisitions should be included in the emissions inventory and base year calculations no later than the end of the year following acquisition. Divestitures: recalculations should occur in the year of divestment. Divestitures will be documented in the HNI Facility Key Master File.xlsx Outsourcing and insourcing of activities: Only adjust base year for outsourcing or insourcing of activities if the activity is not already reported within another scope – these types of adjustments should be rare. Changes in calculation methodology: Includes improvements in accuracy of emissions factors or activity data Methodology change recalculations are subject to a significance threshold of 5% of base year emissions to be calculated at the scope level. Error correction Error correction recalculations are subject to a significance threshold of 5% of base year emissions to be calculated at the scope level.

(7.1.3.4) Past years’ recalculation

Select from:

☑ Yes

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

☑ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

☑ The Greenhouse Gas Protocol: Scope 2 Guidance

☑ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

	Scope 2, location-based	Scope 2, market-based	Comment
	Select from: ☑ We are reporting a Scope 2, location-based figure	*Select from:* ☑ We are reporting a Scope 2, market-based figure	*We report both market and location based emissions.*

[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:
☑ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

64627

(7.5.3) Methodological details

Emissions calculated per the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) using EPA v5.0 emissions factors, data provided by utility and fleet vendors

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

123156

(7.5.3) Methodological details

Emissions calculated per the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) using EPA v5.0 egrid emissions factors and supplier specific factors as available, data provided by utility vendors

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

165594

(7.5.3) Methodological details

Emissions calculated per the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and Scope 2 Guidance using supplier specific factors as available.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

693799

(7.5.3) Methodological details

PG&S is calculated using the spend-based method with US EEIO factors

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

15465

(7.5.3) Methodological details

Capital goods was calculated using the spend based method and US EEIO factors

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

9978

(7.5.3) Methodological details

FERA was calculated using the average-data method

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

144215

(7.5.3) Methodological details

Transportation is calculated using spend-based, fuel-based and distance-based methods, depending on the data available.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

4253

(7.5.3) Methodological details

Waste is calculated using waste-type-specific method

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

7629

(7.5.3) Methodological details

Business travel is calculated using the distance-based method

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

45350

(7.5.3) Methodological details

Commuting is calculated using the distance-based method

Scope 3 category 8: Upstream leased assets

(7.5.3) Methodological details

Not applicable

Scope 3 category 9: Downstream transportation and distribution

(7.5.3) Methodological details

Not applicable

Scope 3 category 10: Processing of sold products

(7.5.3) Methodological details

Not applicable

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

2070995

(7.5.3) Methodological details

Direct use-phase emissions

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

6518

(7.5.3) Methodological details

Disposal is calculated using waste-type.

Scope 3 category 13: Downstream leased assets

(7.5.3) Methodological details

Not applicable

Scope 3 category 14: Franchises

(7.5.3) Methodological details

Not applicable

Scope 3 category 15: Investments

(7.5.3) Methodological details

Not applicable

Scope 3: Other (upstream)

(7.5.3) Methodological details

Not applicable

Scope 3: Other (downstream)

(7.5.3) Methodological details

Not applicable
[Fixed row]

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

49344

(7.6.3) Methodological details

Emissions calculated per the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) using EPA v5.0 emissions factors, data provided by utility and fleet vendors

Past year 1

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

57412

(7.6.2) End date

12/31/2022

(7.6.3) Methodological details

Emissions calculated per the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) using EPA v5.0 emissions factors, data provided by utility and fleet vendors Revised from prior report to include emissions from 2023 acquisition of Kimball International, Inc.
[Fixed row]

(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

78108

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

0

(7.7.4) Methodological details

Emissions calculated per the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) using EPA egrid emissions factors and supplier specific factors as available, data provided by utility vendors

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

87063

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

9057

(7.7.3) End date

12/31/2022

(7.7.4) Methodological details

Emissions calculated per the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) using EPA egrid emissions factors and supplier specific factors as available, data provided by utility vendors Revised from prior year report to include 2023 acquisition of Kimball International, Inc.
[Fixed row]

(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

381418

(7.8.3) Emissions calculation methodology

Select all that apply
☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Supply management spend data obtained by material type and multiplied by US EEIO emission factors (cradle-to-gate) adjusted for inflation.

Capital goods

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

16640

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

We currently use internal purchase data to calculate spend-based emissions.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

33339

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

95

(7.8.5) Please explain

95% of activity data from electricity or fuel invoices.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

88786

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Supplier-specific method

☑ Spend-based method

☑ Fuel-based method

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

Both inbound and outbound logistics are considered upstream transport. The distance-based method is used for a majority of upstream transportation emissions. Emission factors are from US EPA and represent combustion only. Actual data on shipment type, mileage, and weight was obtained from logistics partners.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

13661

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

Actual data on waste type, amounts, and disposal or recycling method was used.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

3780

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

81

(7.8.5) Please explain

Car passenger miles and flights were included. EPA Business Travel factors were used in calculations and represent combustion emissions only.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

22365

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Based on the number of employees and average commuting miles by commute method. EPA Business Travel/Employee Commuting factors were used in calculations and represent combustion emissions only.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

HNI's leased assets are facilities over which we have operational control. Emissions for these facilities are included in our Scope 1 & 2 inventory.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

HNI pays for the transportation of sold products and therefore reports transportation emissions in Category 4: Upstream Transportation and Distribution.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

HNI primarily produces finished goods. Sales of intermediate products is estimated to have de minimis potential CO2e emissions.

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

1688308

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Methodology for direct use phase emissions, please specify

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions are calculated for Hearth products based on number of units sold in the reporting year by product and fuel type multiplied by lifetime expected energy consumption per unit and EPA emission factor for the fuel used.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

6607

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions from waste were calculated using the EPA's Waste Reduction Model (WARM), version 15, November 2020. Weight of products sold are broken down using average percent material composition. All waste was assumed to be sent to landfill.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

HNI's leased assets are facilities over which we have operational control. Emissions for these facilities are included in our Scope 1 & 2 inventory.

Franchises

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

HNI does not have franchises

Investments

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

HNI does not have investments

Other (upstream)

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

Not relevant

Other (downstream)

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

Not relevant
[Fixed row]

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/31/2022

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

451975

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

14419

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

38799

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

140469

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

16946

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

3732

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

24879

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

2295015

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

8871

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

Scope 3 emissions calculations.
[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:* ☑ No third-party verification or assurance
Scope 2 (location-based or market-based)	*Select from:* ☑ No third-party verification or assurance
Scope 3	*Select from:* ☑ No third-party verification or assurance

[Fixed row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:
☑ Decreased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

9057

(7.10.1.2) Direction of change in emissions

Select from:
☑ Decreased

(7.10.1.3) Emissions value (percentage)

14

(7.10.1.4) Please explain calculation

Scope 2 emissions related to Kimball International in 2022 total 9,057 MT CO2e. In 2023, Renewable energy certificates were purchased to cover all Scope 2 emissions.

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

1426

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

2

(7.10.1.4) Please explain calculation

HNI completed reduction activities impacting scope 1 emissions including - phasing out of propane fueled lifts at select facilities, facility treasure hunt projects which have led to process improvements, reduced A/C, automated heat recovery and updated air curtains in some facilities.

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

NA

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

HNI acquired Kimball International in 2023; however, there is no change to total emissions as we have re-reported the 2022 emissions to include Kimball.

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

NA

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

6647

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

10

(7.10.1.4) Please explain calculation

HNI attributes the remaining changes to decreased production, site closures, and changes in HDD and CDD caused by unseasonably mild weather.

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

NA

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

NA

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

NA

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

NA

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

NA
[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:
☑ Market-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:
☑ Yes

(7.12.1) Provide the emissions from biogenic carbon relevant to your organization in metric tons CO2.

	CO2 emissions from biogenic carbon (metric tons CO2)	Comment
	5865	*Biogenic emissions from renewable wood fuel.*

[Fixed row]

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:
☑ Yes

(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:
☑ CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

48977.162

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:

☑ CH4

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

44.8

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:
☑ N2O

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

107.787

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Fifth Assessment Report (AR5 – 100 year)

Row 4

(7.15.1.1) Greenhouse gas

Select from:
☑ HFCs

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

214

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Fifth Assessment Report (AR5 – 100 year)
[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
China	*6.75*	*70.7*	*0*
India	*665*	*1902*	*0*
Mexico	*173*	*1421*	*0*
Taiwan, China	*3.67*	*35.8*	*0*
United States of America	*48495*	*74677*	*0*
Viet Nam	*0.12*	*1.18*	*0*

[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply

☑ By business division

☑ By activity

(7.17.1) Break down your total gross global Scope 1 emissions by business division.

	Business division	Scope 1 emissions (metric ton CO2e)
Row 1	*Kimball International, Inc.*	*10393*
Row 2	*Corporate*	*275*
Row 3	*Residential Building Products*	*14240*
Row 4	*Workplace Furnishings*	*23771*
Row 5	*HNI India*	*665*

[Add row]

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*Fleet*	*5939*

	Activity	Scope 1 emissions (metric tons CO2e)
Row 3	*Wood Burning*	*72.3*
Row 4	*Natural Gas Use*	*38449*
Row 6	*Fugitive Emissions*	*214*
Row 7	*Propane Use*	*4654*
Row 8	*Diesel*	*15*

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☑ By business division

☑ By activity

(7.20.1) Break down your total gross global Scope 2 emissions by business division.

	Business division	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	*Kimball International, Inc.*	*17832*	*0*
Row 2	*Corporate*	*814*	*0*
Row 3	*Residential Building Products*	*15780*	*0*
Row 4	*Workplace Furnishings*	*41780*	*0*
Row 5	*HNI India*	*1902*	*0*

[Add row]

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	*Purchased Electricity*	*78108*	*0*

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

49344

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

78108

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

HNI Corporation operates as one consolidated accounting group.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

HNI Corporation operates as one consolidated accounting group.
[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:
☑ No

(7.26) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

Row 1

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 1

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on mass of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Metric tons

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

457.04

(7.26.9) Emissions in metric tonnes of CO2e

114.75

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

Natural gas process equipment, heaters, boilers

(7.26.12) Allocation verified by a third party?

Select from:
☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Emissions were allocated based on the ratio of mass of products purchased to total mass of products produced by HNI corporation. The ratio was applied to HNI Corporation's company-wide emissions.

(7.26.14) Where published information has been used, please provide a reference

https://www.hnicorp.com/social-responsibility

Row 2

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 1

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on mass of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Metric tons

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

127.56

(7.26.9) Emissions in metric tonnes of CO2e

32.03

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

Natural gas process equipment, heaters, boilers

(7.26.12) Allocation verified by a third party?

Select from:
☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Emissions were allocated based on the ratio of mass of products purchased to total mass of products produced by HNI corporation. The ratio was applied to HNI Corporation's company-wide emissions.

(7.26.14) Where published information has been used, please provide a reference

https://www.hnicorp.com/social-responsibility

Row 3

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 1

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on mass of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Metric tons

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

No purchases in reporting year.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Emissions were allocated based on the ratio of mass of products purchased to total mass of products produced by HNI corporation. The ratio was applied to HNI Corporation's company-wide emissions.

(7.26.14) Where published information has been used, please provide a reference

https://www.hnicorp.com/social-responsibility

Row 4

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on mass of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Metric tons

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

No purchases in reporting year.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Emissions were allocated based on the ratio of mass of products purchased to total mass of products produced by HNI corporation. The ratio was applied to HNI Corporation's company-wide emissions.

(7.26.14) Where published information has been used, please provide a reference

https://www.hnicorp.com/social-responsibility

Row 5

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on mass of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Metric tons

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

457.04

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

Purchased renewable electricity certificates

(7.26.12) Allocation verified by a third party?

Select from:
☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

HNI corporation purchases certified renewable energy certificates for all electricity consumption.

(7.26.14) Where published information has been used, please provide a reference

https://www.hnicorp.com/social-responsibility

Row 6

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on mass of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Metric tons

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

127.56

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

Purchased renewable electricity certificates

(7.26.12) Allocation verified by a third party?

Select from:
☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

HNI corporation purchases certified renewable energy certificates for all electricity consumption.

(7.26.14) Where published information has been used, please provide a reference

https://www.hnicorp.com/social-responsibility

Row 7

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply
☑ Category 2: Capital goods
☑ Category 6: Business travel
☑ Category 12: End-of-life treatment of sold products
☑ Category 4: Upstream transportation and distribution

☑ Category 7: Employee commuting
☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)
☑ Category 1: Purchased goods and services
☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on mass of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Metric tons

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

457.04

(7.26.9) Emissions in metric tonnes of CO2e

1317.61

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

Emissions from purchased goods and services and upstream transportation and distribution are the largest sources.

(7.26.12) Allocation verified by a third party?

Select from:
☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Emissions were allocated based on the ratio of mass of BOA's furniture products purchased to total mass of products produced by HNI corporation. The ratio was applied to HNI Corporation's company-wide scope 3 emissions. Category 11 Use of Sold Products was excluded, since it is calculated for our Residential Building Products segment (hearth products) only.

(7.26.14) Where published information has been used, please provide a reference

https://www.hnicorp.com/social-responsibility

Row 8

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods

☑ Category 12: End-of-life treatment of sold products

☑ Category 6: Business travel

☑ Category 4: Upstream transportation and distribution

☑ Category 7: Employee commuting

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

☑ Category 1: Purchased goods and services

☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on mass of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Metric tons

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

127.56

(7.26.9) Emissions in metric tonnes of CO2e

367.75

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

Emissions from purchased goods and services and upstream transportation and distribution are the largest sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Emissions were allocated based on the ratio of mass of LA Department of Water & Power furniture products purchased to total mass of products produced by HNI corporation. The ratio was applied to HNI Corporation's company-wide scope 3 emissions. Category 11 Use of Sold Products was excluded, since it is calculated for our Residential Building Products segment (hearth products) only.

(7.26.14) Where published information has been used, please provide a reference

https://www.hnicorp.com/social-responsibility

Row 9

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on mass of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Metric tons

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

Electric power is covered by purchased renewable electricity certificates.

(7.26.12) Allocation verified by a third party?

Select from:
☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

HNI corporation purchases certified renewable energy certificates for all electricity consumption.

(7.26.14) Where published information has been used, please provide a reference

https://www.hnicorp.com/social-responsibility

Row 10

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on mass of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Metric tons

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

Electric power is covered by purchased renewable electricity certificates.

(7.26.12) Allocation verified by a third party?

Select from:
☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

HNI corporation purchases certified renewable energy certificates for all electricity consumption.

(7.26.14) Where published information has been used, please provide a reference

https://www.hnicorp.com/social-responsibility

Row 11

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 2: Capital goods
☑ Category 12: End-of-life treatment of sold products
☑ Category 6: Business travel
☑ Category 4: Upstream transportation and distribution
☑ Category 7: Employee commuting
☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)
☑ Category 1: Purchased goods and services
☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on mass of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Metric tons

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

Emissions from purchased goods and services and upstream transportation and distribution are the largest sources.

(7.26.12) Allocation verified by a third party?

Select from:
☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Emissions were allocated based on the ratio of mass of furniture products purchased to total mass of products produced by HNI corporation. The ratio was applied to HNI Corporation's company-wide scope 3 emissions. Category 11 Use of Sold Products was excluded, since it is calculated for our Residential Building Products segment (hearth products) only.

(7.26.14) Where published information has been used, please provide a reference

https://www.hnicorp.com/social-responsibility

Row 12

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply
☑ Category 2: Capital goods
☑ Category 6: Business travel
☑ Category 7: Employee commuting
☑ Category 1: Purchased goods and services
☑ Category 5: Waste generated in operations
☑ Category 12: End-of-life treatment of sold products
☑ Category 4: Upstream transportation and distribution
☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on mass of products purchased

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Metric tons

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

0

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

Emissions from purchased goods and services and upstream transportation and distribution are the largest sources.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Emissions were allocated based on the ratio of mass of furniture products purchased to total mass of products produced by HNI corporation. The ratio was applied to HNI Corporation's company-wide scope 3 emissions. Category 11 Use of Sold Products was excluded, since it is calculated for our Residential Building Products segment (hearth products) only.

(7.26.14) Where published information has been used, please provide a reference

https://www.hnicorp.com/social-responsibility
[Add row]

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Row 1

(7.27.1) Allocation challenges

Select from:

☑ Diversity of product lines makes accurately accounting for each product/product line cost ineffective

(7.27.2) Please explain what would help you overcome these challenges

Our current business systems make allocation a manual and difficult process. We can process company level information, but product level information would be time-consuming and is not currently available.
[Add row]

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

	Do you plan to develop your capabilities to allocate emissions to your customers in the future?	Describe how you plan to develop your capabilities
	Select from: ☑ Yes	*We are working toward completing lifecycle assessments for our products.*

[Fixed row]

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:
☑ More than 0% but less than or equal to 5%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	*Select from:* ☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes
Consumption of purchased or acquired heat	*Select from:* ☑ No
Consumption of purchased or acquired steam	*Select from:* ☑ No
Consumption of purchased or acquired cooling	*Select from:* ☑ No
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ Yes

[Fixed row]

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

12256

(7.30.1.3) MWh from non-renewable sources

256232

(7.30.1.4) Total (renewable and non-renewable) MWh

268488

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

183147

(7.30.1.3) MWh from non-renewable sources

0

(7.30.1.4) Total (renewable and non-renewable) MWh

183147

Consumption of self-generated non-fuel renewable energy

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.4) Total (renewable and non-renewable) MWh

0

Total energy consumption

(7.30.1.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

195403

(7.30.1.3) MWh from non-renewable sources

256232

(7.30.1.4) Total (renewable and non-renewable) MWh

451635
[Fixed row]

(7.30.6) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	*Select from:* ☑ No
Consumption of fuel for the generation of heat	*Select from:* ☑ Yes
Consumption of fuel for the generation of steam	*Select from:* ☑ Yes
Consumption of fuel for the generation of cooling	*Select from:* ☑ No
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.5) MWh fuel consumed for self-generation of steam

0

(7.30.7.8) Comment

NA

Other biomass

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

12256

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.5) MWh fuel consumed for self-generation of steam

12256

(7.30.7.8) Comment

Wood waste - 100% for steam that can be used in process equipment or steam heating units.

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.5) MWh fuel consumed for self-generation of steam

0

(7.30.7.8) Comment

NA

Coal

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.5) MWh fuel consumed for self-generation of steam

0

(7.30.7.8) Comment

NA

Oil

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

22601

(7.30.7.4) MWh fuel consumed for self-generation of heat

22601

(7.30.7.5) MWh fuel consumed for self-generation of steam

0

(7.30.7.8) Comment

Includes diesel, gasoline and jet fuel.

Gas

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

233631

(7.30.7.4) MWh fuel consumed for self-generation of heat

210268

(7.30.7.5) MWh fuel consumed for self-generation of steam

23363.1

(7.30.7.8) Comment

Estimated 50/40/10 Split of Natural Gas MWH. 50% heat, 40% process heat, 10% steam; Includes propane and natural gas.

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.5) MWh fuel consumed for self-generation of steam

0

(7.30.7.8) Comment

NA

Total fuel

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

268488

(7.30.7.4) MWh fuel consumed for self-generation of heat

232869

(7.30.7.5) MWh fuel consumed for self-generation of steam

35619

(7.30.7.8) Comment

NA
[Fixed row]

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Heat

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Steam

(7.30.9.1) Total Gross generation (MWh)

12256

(7.30.9.2) Generation that is consumed by the organization (MWh)

12256

(7.30.9.3) Gross generation from renewable sources (MWh)

12256

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

12256

Cooling

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0
[Fixed row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

China

(7.30.16.1) Consumption of purchased electricity (MWh)

115

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

115.00

(7.30.16.7) Provide details of the electricity consumption excluded

China consumption

India

(7.30.16.1) Consumption of purchased electricity (MWh)

2655

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2655.00

(7.30.16.7) Provide details of the electricity consumption excluded

India consumption.

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

3485

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3485.00

(7.30.16.7) Provide details of the electricity consumption excluded

Mexico consumption.

Taiwan, China

(7.30.16.1) Consumption of purchased electricity (MWh)

63

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

63.00

(7.30.16.7) Provide details of the electricity consumption excluded

Taiwan consumption.

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

176827

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

12256

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

189083.00

(7.30.16.7) Provide details of the electricity consumption excluded

US Consumption.

Viet Nam

(7.30.16.1) Consumption of purchased electricity (MWh)

2.09

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.3) Is some or all of this electricity consumption excluded from your RE100 commitment?

Select from:
☑ No

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2.09

(7.30.16.7) Provide details of the electricity consumption excluded

Viet nam consumption.
[Fixed row]

(7.30.17) Provide details of your organization’s renewable electricity purchases in the reporting year by country/area.

Row 1

(7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:
☑ United States of America

(7.30.17.2) Sourcing method

Select from:

☑ Unbundled procurement of Energy Attribute Certificates (EACs)

(7.30.17.3) Renewable electricity technology type

Select from:
☑ Renewable electricity mix, please specify :Wind/Solar

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

161111

(7.30.17.5) Tracking instrument used

Select from:
☑ Contract

(7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:
☑ United States of America

(7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:
☑ 2023

(7.30.17.10) Supply arrangement start year

2023

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ Green-e Certified(R) Renewable Energy

Row 2

(7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:
☑ United States of America

(7.30.17.2) Sourcing method

Select from:

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.17.3) Renewable electricity technology type

Select from:

☑ Renewable electricity mix, please specify **:**Wind/Solar

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

17050

(7.30.17.5) Tracking instrument used

Select from:

☑ Contract

(7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:

☑ United States of America

(7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ No

(7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:

☑ 2023

(7.30.17.10) Supply arrangement start year

2023

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:

☑ Other, please specify **:**Jasper Green Power Program

Row 3

(7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:

☑ China

(7.30.17.2) Sourcing method

Select from:
☑ Unbundled procurement of Energy Attribute Certificates (EACs)

(7.30.17.3) Renewable electricity technology type

Select from:
☑ Solar

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

253

(7.30.17.5) Tracking instrument used

Select from:
☑ I-REC

(7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:
☑ China

(7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:
☑ 2023

(7.30.17.10) Supply arrangement start year

2023

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ Other, please specify :I-REC

Row 4

(7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:
☑ India

(7.30.17.2) Sourcing method

Select from:
☑ Unbundled procurement of Energy Attribute Certificates (EACs)

(7.30.17.3) Renewable electricity technology type

Select from:
☑ Wind

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

3100

(7.30.17.5) Tracking instrument used

Select from:
☑ I-REC

(7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:
☑ India

(7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:
☑ 2023

(7.30.17.10) Supply arrangement start year

2023

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ Other, please specify :I-REC

Row 5

(7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:
☑ Mexico

(7.30.17.2) Sourcing method

Select from:
☑ Unbundled procurement of Energy Attribute Certificates (EACs)

(7.30.17.3) Renewable electricity technology type

Select from:
☑ Wind

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

3699

(7.30.17.5) Tracking instrument used

Select from:
☑ I-REC

(7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:
☑ Mexico

(7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:
☑ 2023

(7.30.17.10) Supply arrangement start year

2023

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ Other, please specify :I-REC

Row 6

(7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:
☑ Viet Nam

(7.30.17.2) Sourcing method

Select from:
☑ Unbundled procurement of Energy Attribute Certificates (EACs)

(7.30.17.3) Renewable electricity technology type

Select from:
☑ Wind

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

2

(7.30.17.5) Tracking instrument used

Select from:
☑ I-REC

(7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:
☑ Viet Nam

(7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:
☑ 2023

(7.30.17.10) Supply arrangement start year

2023

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ Other, please specify :I-REC

Row 7

(7.30.17.1) Country/area of consumption of purchased renewable electricity

Select from:
☑ Taiwan, China

(7.30.17.2) Sourcing method

Select from:
☑ Unbundled procurement of Energy Attribute Certificates (EACs)

(7.30.17.3) Renewable electricity technology type

Select from:
☑ Solar

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

73

(7.30.17.5) Tracking instrument used

Select from:
☑ TIGR

(7.30.17.6) Country/area of origin (generation) of purchased renewable electricity

Select from:
☑ Taiwan, China

(7.30.17.7) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:
☑ No

(7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:
☑ 2023

(7.30.17.10) Supply arrangement start year

2023

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ Other, please specify :TIGR
[Add row]

(7.30.19) Provide details of your organization’s renewable electricity generation by country/area in the reporting year.

	Facility capacity (MW)
Row 1	*0*

[Add row]

(7.30.20) Describe how your organization’s renewable electricity sourcing strategy directly or indirectly contributes to bringing new capacity into the grid in the countries/areas in which you operate.

In November 2022, HNI made an initial commitment to a Power Purchase Agreement with Muscatine Power and Water through the Choose Green Muscatine Business program, then in June 2023 HNI increased the original commitment of support to ensure the success of the project. HNI's financial support will fund a total of 17% of the new solar installation project located in Muscatine, Iowa which will yield a total annual electrical output of 52 million kWh/year beginning in 2025. HNI continues to seek ways to invest in renewable energy directly within our facilities, such as the recent installation of solar at our Mexico facility and has plans to expand solar to our other US facilities.

(7.30.21) In the reporting year, has your organization faced barriers or challenges to sourcing renewable electricity?

	Challenges to sourcing renewable electricity
	Select from: ☑ No

[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.0000203

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

49344

(7.45.3) Metric denominator

Select from:
☑ unit total revenue

(7.45.4) Metric denominator: Unit total

2434000000

(7.45.5) Scope 2 figure used

Select from:
☑ Market-based

(7.45.6) % change from previous year

28

(7.45.7) Direction of change

Select from:
☑ Decreased

(7.45.8) Reasons for change

Select all that apply
☑ Change in renewable energy consumption
☑ Other emissions reduction activities
☑ Change in revenue

(7.45.9) Please explain

Most of this change is attributed to purchasing RECs to cover all scope 2 emissions for the new acquisition (Kimball International). The remainder is attributed to slightly higher overall revenue and slightly lower emissions due to successful energy reduction projects.
[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:
☑ Energy usage

(7.52.2) Metric value

7.84

(7.52.3) Metric numerator

Total energy (MMBtu)

(7.52.4) Metric denominator (intensity metric only)

Production (Metric Tons)

(7.52.5) % change from previous year

1.1

(7.52.6) Direction of change

Select from:
☑ Decreased

(7.52.7) Please explain

Decrease driven by emissions reductions efforts that led to decrease in total energy consumption. Production tons also decreased from the previous reporting year.
[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply
☑ Absolute target
☑ Intensity target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:
☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:
☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Decision Letter - HNI Corporation.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

07/23/2020

(7.53.1.6) Target coverage

Select from:
☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply
☑ Carbon dioxide (CO2)
☑ Methane (CH4)
☑ Nitrous oxide (N2O)
☑ Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

Select all that apply
☑ Scope 1
☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:
☑ Market-based

(7.53.1.11) End date of base year

12/31/2018

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

64627

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

165594

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

230221.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/31/2025

(7.53.1.55) Targeted reduction from base year (%)

35

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

149643.650

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

49344

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

0

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

49344.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

224.48

(7.53.1.80) Target status in reporting year

Select from:
☑ Achieved and maintained

(7.53.1.82) Explain target coverage and identify any exclusions

Company-wide, no exclusions.

(7.53.1.83) Target objective

1.5C aligned approved by the Science Based Targets initiative

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:
☑ Yes

(7.53.1.86) List the emissions reduction initiatives which contributed most to achieving this target

The target was achieved through the purchase of 100% renewable energy credits covering 100% of our global electricity use.
[Add row]

(7.53.2) Provide details of your emissions intensity targets and progress made against those targets.

Row 1

(7.53.2.1) Target reference number

Select from:
☑ Int 1

(7.53.2.2) Is this a science-based target?

Select from:
☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.2.3) Science Based Targets initiative official validation letter

Decision Letter - HNI Corporation.pdf

(7.53.2.4) Target ambition

Select from:
☑ Other, please specify **:**Minimum 2% reduction in physical emissions intensity.

(7.53.2.5) Date target was set

07/23/2020

(7.53.2.6) Target coverage

Select from:

☑ Organization-wide

(7.53.2.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Hydrofluorocarbons (HFCs)

(7.53.2.8) Scopes

Select all that apply

☑ Scope 3

(7.53.2.10) Scope 3 categories

Select all that apply

☑ Category 2: Capital goods

☑ Category 5: Waste generated in operations

☑ Category 6: Business travel

☑ Category 12: End-of-life treatment of sold products

☑ Category 7: Employee commuting

☑ Category 4: Upstream transportation and distribution

☑ Category 11: Use of sold products

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

☑ Category 1: Purchased goods and services

(7.53.2.11) Intensity metric

Select from:

☑ Metric tons CO2e per metric ton of product

(7.53.2.12) End date of base year

12/31/2018

(7.53.2.15) Intensity figure in base year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

2.12

(7.53.2.16) Intensity figure in base year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)

0.05

(7.53.2.17) Intensity figure in base year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)

0.03

(7.53.2.18) Intensity figure in base year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)

0.44

(7.53.2.19) Intensity figure in base year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)

0.01

(7.53.2.20) Intensity figure in base year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)

0.02

(7.53.2.21) Intensity figure in base year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)

0.14

(7.53.2.25) Intensity figure in base year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)

6.32

(7.53.2.26) Intensity figure in base year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)

0.02

(7.53.2.32) Intensity figure in base year for total Scope 3 (metric tons CO2e per unit of activity)

9.1500000000

(7.53.2.33) Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)

9.1500000000

(7.53.2.36) % of total base year emissions in Scope 3, Category 1: Purchased goods and services covered by this Scope 3, Category 1: Purchased goods and services intensity figure

100

(7.53.2.37) % of total base year emissions in Scope 3, Category 2: Capital goods covered by this Scope 3, Category 2: Capital goods intensity figure

100

(7.53.2.38) % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) covered by this Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) intensity figure

100

(7.53.2.39) % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution covered by this Scope 3, Category 4: Upstream transportation and distribution intensity figure

100

(7.53.2.40) % of total base year emissions in Scope 3, Category 5: Waste generated in operations covered by this Scope 3, Category 5: Waste generated in operations intensity figure

100

(7.53.2.41) % of total base year emissions in Scope 3, Category 6: Business travel covered by this Scope 3, Category 6: Business travel intensity figure

100

(7.53.2.42) % of total base year emissions in Scope 3, Category 7: Employee commuting covered by this Scope 3, Category 7: Employee commuting intensity figure

100

(7.53.2.46) % of total base year emissions in Scope 3, Category 11: Use of sold products covered by this Scope 3, Category 11: Use of sold products intensity figure

100

(7.53.2.47) % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products covered by this Scope 3, Category 12: End-of-life treatment of sold products intensity figure

100

(7.53.2.53) % of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this total Scope 3 intensity figure

100

(7.53.2.54) % of total base year emissions in all selected Scopes covered by this intensity figure

100

(7.53.2.55) End date of target

12/31/2035

(7.53.2.56) Targeted reduction from base year (%)

40

(7.53.2.57) Intensity figure at end date of target for all selected Scopes (metric tons CO2e per unit of activity)

5.4900000000

(7.53.2.59) % change anticipated in absolute Scope 3 emissions

5

(7.53.2.62) Intensity figure in reporting year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

1.63

(7.53.2.63) Intensity figure in reporting year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)

0.07

(7.53.2.64) Intensity figure in reporting year for Scope 3, Category 3: Fuel- and energy-related activities (metric tons CO2e per unit of activity)

0.14

(7.53.2.65) Intensity figure in reporting year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)

0.38

(7.53.2.66) Intensity figure in reporting year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)

0.06

(7.53.2.67) Intensity figure in reporting year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)

0.02

(7.53.2.68) Intensity figure in reporting year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)

0.1

(7.53.2.72) Intensity figure in reporting year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)

7.21

(7.53.2.73) Intensity figure in reporting year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)

0.03

(7.53.2.79) Intensity figure in reporting year for total Scope 3 (metric tons CO2e per unit of activity)

9.6400000000

(7.53.2.80) Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)

9.6400000000

(7.53.2.81) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.2.82) % of target achieved relative to base year

-13.39

(7.53.2.83) Target status in reporting year

Select from:

☑ Underway

(7.53.2.85) Explain target coverage and identify any exclusions

Covers all company-wide scope 3 emissions.

(7.53.2.86) Target objective

Reduce scope 3 emissions

(7.53.2.87) Plan for achieving target, and progress made to the end of the reporting year

Progress made to the end of the reporting year: Intensity increased due to higher hearth product sales volumes (use of sold products emissions). We plan to achieve our target through leading in innovative electric fireplace development, conducting life cycle assessments of our products, and looking beyond our operations to our suppliers and partners' emissions practices.

(7.53.2.88) Target derived using a sectoral decarbonization approach

Select from:

☑ No

[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

☑ Targets to increase or maintain low-carbon energy consumption or production

(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

Row 1

(7.54.1.1) Target reference number

Select from:

☑ Low 1

(7.54.1.2) Date target was set

01/01/2020

(7.54.1.3) Target coverage

Select from:

☑ Organization-wide

(7.54.1.4) Target type: energy carrier

Select from:

☑ Electricity

(7.54.1.5) Target type: activity

Select from:
☑ Consumption

(7.54.1.6) Target type: energy source

Select from:
☑ Renewable energy source(s) only

(7.54.1.7) End date of base year

12/31/2020

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

205504

(7.54.1.9) % share of low-carbon or renewable energy in base year

84

(7.54.1.10) End date of target

12/31/2030

(7.54.1.11) % share of low-carbon or renewable energy at end date of target

100

(7.54.1.12) % share of low-carbon or renewable energy in reporting year

100

(7.54.1.13) % of target achieved relative to base year

100.00

(7.54.1.14) Target status in reporting year

Select from:
☑ Achieved

(7.54.1.16) Is this target part of an emissions target?

HNI Corporation has set a 100% renewable electricity target for its entire global operations by 2030. This target will help achieve HNI's emissions target to reduce absolute combined Scope 1 and 2 greenhouse gas emissions 35% by 2025 from a 2018 baseline (goal Abs 1 above).

(7.54.1.17) Is this target part of an overarching initiative?

Select all that apply

☑ RE100

(7.54.1.19) Explain target coverage and identify any exclusions

HNI Corporation has set a 100% renewable electricity target for its entire global operations by 2030.

(7.54.1.20) Target objective

HNI Corporation has set a 100% renewable electricity target for its entire global operations by 2030.

(7.54.1.22) List the actions which contributed most to achieving this target

HNI achieved this target through the purchase of renewable energy certificates and a green power purchase agreement with Jasper utilities.
[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Select from:

☑ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	*69*	*`Numeric input*
To be implemented	*7*	*490*
Implementation commenced	*20*	*3178*
Implemented	*37*	*7968*
Not to be implemented	*2*	*`Numeric input*

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☑ Automation

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

4006

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

☑ Scope 3 category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

286436

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

571891

(7.55.2.7) Payback period

Select from:

☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 3-5 years

(7.55.2.9) Comment

Automated motion sensors for start up/shut off.

Row 2

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Lighting

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

223.43

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

☑ Scope 3 category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

28505

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

195429

(7.55.2.7) Payback period

Select from:

☑ 4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 11-15 years

(7.55.2.9) Comment

LED projects throughout facilities.

Row 3

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☑ Machine/equipment replacement

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

507.03

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)
☑ Scope 3 category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.55.2.4) Voluntary/Mandatory

Select from:
☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

10412

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

973041

(7.55.2.7) Payback period

Select from:
☑ 21-25 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ 21-30 years

(7.55.2.9) Comment

Carrier Trailer Upgrade VFD Compressors/Motors, VFD Chiller Pumps, Replaced compressors with VFD, MAU 12 burner fix

Row 4

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes
☑ Process optimization

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

2376

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply
☑ Scope 1
☑ Scope 2 (location-based)
☑ Scope 2 (market-based)
☑ Scope 3 category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.55.2.4) Voluntary/Mandatory

Select from:
☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

258566

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

30000

(7.55.2.7) Payback period

Select from:
☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ 6-10 years

(7.55.2.9) Comment

Energy treasure hunts yielded redesigned production schedule and automated shutdowns.

Row 5

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings
☑ Insulation

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

10.6

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply
☑ Scope 1
☑ Scope 3 category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.55.2.4) Voluntary/Mandatory

Select from:
☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

7600

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

34500

(7.55.2.7) Payback period

Select from:
☑ 4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ 6-10 years

(7.55.2.9) Comment

Insulate burner box, Heat Enclosure Line 4 Paint line Exit conveyor, Burner Box Heat Containment

Row 6

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings
☑ Maintenance program

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

845

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply
☑ Scope 2 (location-based)
☑ Scope 2 (market-based)
☑ Scope 3 category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.55.2.4) Voluntary/Mandatory

Select from:
☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

9500

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

43047

(7.55.2.7) Payback period

Select from:
☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ Ongoing

(7.55.2.9) Comment

Compressed air leak assessments, regular economizer calibration
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:
☑ Internal incentives/recognition programs

(7.55.3.2) Comment

Through our LEAN manufacturing, MI Ideas program, and support of our Zero Waste to Landfill efforts we have internal incentives and member recognition programs for driving out waste.

Row 2

(7.55.3.1) Method

Select from:
☑ Dedicated budget for other emissions reduction activities

(7.55.3.2) Comment

We have a dedicated budget for Renewable Energy purchases, even if not cost justified.

Row 3

(7.55.3.1) Method

Select from:
☑ Financial optimization calculations

(7.55.3.2) Comment

Projects have to business case justified with all factors considered or be required for regulatory compliance.

Row 4

(7.55.3.1) Method

Select from:

☑ Dedicated budget for low-carbon product R&D

(7.55.3.2) Comment

We have a dedicated budget for meeting our sustainability goals including researching lower embodied carbon materials and using them in our products.

Row 5

(7.55.3.1) Method

Select from:

☑ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

Projects have to be business case justified with all factors considered or be required for regulatory compliance.

Row 6

(7.55.3.1) Method

Select from:

☑ Dedicated budget for energy efficiency

(7.55.3.2) Comment

We have a dedicated budget for meeting our sustainability goals including energy efficiency.
[Add row]

(7.73) Are you providing product level data for your organization's goods or services?

Select from:

☑ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☑ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:
☑ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:
☑ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Heating and cooling
☑ Other, please specify **:**Electric fireplaces

(7.74.1.4) Description of product(s) or service(s)

We offer electric fireplace options as an alternative to using fossil fuels.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:
☑ No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

0
[Add row]

(7.79) Has your organization canceled any project-based carbon credits within the reporting year?

Select from:
☑ No

C8. Environmental performance - Forests

(8.1) Are there any exclusions from your disclosure of forests-related data?

	Exclusion from disclosure
Timber products	*Select from:* ☑ Yes
Cattle products	*Select from:* ☑ Yes

[Fixed row]

(8.1.1) Provide details on these exclusions.

Timber products

(8.1.1.1) Exclusion

Select from:
☑ Other, please specify :finished goods purchased for resale

(8.1.1.2) Description of exclusion

Finished goods purchased for resale

(8.1.1.3) Value chain stage

Select from:
☑ Upstream value chain

(8.1.1.4) Reason for exclusion

Select from:
☑ Data is not available

(8.1.1.5) Primary reason why data is not available for your disclosed commodity

Select from:
☑ Challenges associated with data collection and/or quality

(8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data

Select from:

☑ No, the volume excluded is unknown

(8.1.1.10) Please explain

Mass data is currently not available.

Cattle products

(8.1.1.1) Exclusion

Select from:
☑ Specific product lines

(8.1.1.2) Description of exclusion

Finished goods purchased for resale

(8.1.1.3) Value chain stage

Select from:
☑ Upstream value chain

(8.1.1.4) Reason for exclusion

Select from:
☑ Data is not available

(8.1.1.5) Primary reason why data is not available for your disclosed commodity

Select from:
☑ Challenges associated with data collection and/or quality

(8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data

Select from:
☑ No, the volume excluded is unknown

(8.1.1.10) Please explain

Mass data is currently not available.

Timber products

(8.1.1.1) Exclusion

Select from:
☑ Specific suppliers

(8.1.1.2) Description of exclusion

HNI has volume data from are largest packaging supplier by spend and one pallet supplier. All other packaging and pallet suppliers are excluded.

(8.1.1.3) Value chain stage

Select from:

☑ Direct operations

(8.1.1.4) Reason for exclusion

Select from:

☑ Data is not available

(8.1.1.5) Primary reason why data is not available for your disclosed commodity

Select from:

☑ Challenges associated with data collection and/or quality

(8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data

Select from:

☑ No, the volume excluded is unknown

(8.1.1.10) Please explain

Mass data is currently not available.

Timber products

(8.1.1.1) Exclusion

Select from:

☑ Other, please specify :non-FSC direct material (non-Kimball International)

(8.1.1.2) Description of exclusion

Non-FSC direct material (except Kimball International)

(8.1.1.3) Value chain stage

Select from:

☑ Direct operations

(8.1.1.4) Reason for exclusion

Select from:

☑ Data is not available

(8.1.1.5) Primary reason why data is not available for your disclosed commodity

Select from:

☑ Challenges associated with data collection and/or quality

(8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data

Select from:

☑ No, the volume excluded is unknown

(8.1.1.10) Please explain

Mass data is currently not available.
[Add row]

(8.2) Provide a breakdown of your disclosure volume per commodity.

	Disclosure volume (metric tons)	Volume type	Sourced volume (metric tons)
Timber products	*107503*	*Select all that apply* ☑ Sourced	*107503*
Cattle products	*29.21*	*Select all that apply* ☑ Sourced	*17.56*

[Fixed row]

(8.5) Provide details on the origins of your sourced volumes.

Timber products

(8.5.1) Country/area of origin

Select from:

☑ United States of America

(8.5.2) First level administrative division

Select from:

☑ States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Based on tier 1 supplier location: South Carolina, Texas, California, Indiana

(8.5.4) Volume sourced from country/area of origin (metric tons)

54591

(8.5.5) Source

Select all that apply

☑ Trader/broker/commodity market

(8.5.7) Please explain

Reported volume sourced from the USA and Canada.

Cattle products

(8.5.1) Country/area of origin

Select from:

☑ United States of America

(8.5.2) First level administrative division

Select from:

☑ States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Based on tier 1 supplier location: Ohio, Pennsylvania, North Carolina

(8.5.4) Volume sourced from country/area of origin (metric tons)

29.21

(8.5.5) Source

Select all that apply

☑ Trader/broker/commodity market

(8.5.7) Please explain

Reported volume sourced from the USA.

Timber products

(8.5.1) Country/area of origin

Select from:

☑ Thailand

(8.5.2) First level administrative division

Select from:

☑ States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Songkhla, Trang, Phattalung, Nakhon Si Thammarat and Satun provinces

(8.5.4) Volume sourced from country/area of origin (metric tons)

1192

(8.5.5) Source

Select all that apply

☑ Trader/broker/commodity market

(8.5.7) Please explain

Origin based on producer.

Timber products

(8.5.1) Country/area of origin

Select from:

☑ India

(8.5.2) First level administrative division

Select from:

☑ States/equivalent jurisdictions

(8.5.3) Specify the states or equivalent jurisdictions

Uttarakhand and Uttar Pradesh

(8.5.4) Volume sourced from country/area of origin (metric tons)

11490

(8.5.5) Source

Select all that apply

☑ Trader/broker/commodity market

(8.5.7) Please explain

HNI India wood sourced from India.

Timber products

(8.5.1) Country/area of origin

Select from:

☑ Unknown origin

(8.5.4) Volume sourced from country/area of origin (metric tons)

40230

(8.5.5) Source

Select all that apply
☑ Trader/broker/commodity market

(8.5.7) Please explain

Source data not currently available.
[Add row]

(8.7) Did your organization have a no-deforestation or no-conversion target, or any other targets for sustainable production/ sourcing of your disclosed commodities, active in the reporting year?

Timber products

(8.7.1) Active no-deforestation or no-conversion target

Select from:
☑ No, and we do not plan to have a no-deforestation or no-conversion target in the next two years

(8.7.3) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

Select from:
☑ Other, please specify **:**The majority of wood sourced by HNI for manufacturing is from FSC certified or controlled sources.

(8.7.4) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year

HNI sources many wood products for manufacturing from FSC certified or controlled sources. FSC's Principles and Criteria contain strict standards and procedures regarding conversion and deforestation.

(8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

Select from:
☑ No, and we do not plan to have other targets related to this commodity in the next two years

(8.7.6) Primary reason for not having other active targets in the reporting year

Select from:
☑ Not an immediate strategic priority

(8.7.7) Explain why you did not have other active targets in the reporting year

While HNI does not have targets specifically related to the timber product commodity, we do have a goal to evaluate 100% of materials and chemical substances in products for human and ecosystem impacts and attempt to minimize those impacts through Design for the Environment (DfE). Our DfE product development process includes lifecycle assessments and focuses on 1) using responsible materials, such as FSC controlled wood and recycled content, 2) reusing waste, such as wood scrap used as structural support in our chairs, 3) end of life, and 4) transparency through certification.

Cattle products

(8.7.1) Active no-deforestation or no-conversion target

Select from:

☑ No, and we do not plan to have a no-deforestation or no-conversion target in the next two years

(8.7.3) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

Select from:

☑ Not an immediate strategic priority

(8.7.4) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year

Leather products are not a significant part of HNI's product offerings or sales.

(8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

Select from:

☑ No, and we do not plan to have other targets related to this commodity in the next two years

(8.7.6) Primary reason for not having other active targets in the reporting year

Select from:

☑ Not an immediate strategic priority

(8.7.7) Explain why you did not have other active targets in the reporting year

While HNI does not have targets specifically related to the cattle product commodity, we do have a goal to evaluate 100% of materials and chemical substances in products for human and ecosystem impacts and attempt to minimize those impacts through Design for the Environment (DfE). Our DfE product development process includes lifecycle assessments and focuses on 1) using responsible materials, 2) reusing waste, 3) end of life, and 4) transparency through certification.
[Fixed row]

(8.8) Indicate if your organization has a traceability system to determine the origins of your sourced volumes and provide details of the methods and tools used.

Timber products

(8.8.1) Traceability system

Select from:

☑ Yes

(8.8.2) Methods/tools used in traceability system

Select all that apply

☑ Chain-of-custody certification

☑ Internal traceability system

(8.8.3) Description of methods/tools used in traceability system

Many of the timber products purchased by HNI for manufacturing have FSC Mix certification or are FSC controlled, for which FSC certifies the chain of custody from forest to consumer. HNI also has an internal HNI Controlled Wood program for suppliers that do not participate in FSC, through which we ensure wood is sourced from acceptable forests based on the FSC National Risk Assessment. Suppliers are certified annually.

Cattle products

(8.8.1) Traceability system

Select from:

☑ No, and we do not plan to establish one within the next two years

(8.8.4) Primary reason your organization does not have a traceability system

Select from:

☑ Not an immediate strategic priority

(8.8.5) Explain why your organization does not have a traceability system

Leather products are not a significant part of HNI's product offerings or sales.
[Fixed row]

(8.8.1) Provide details of the point to which your organization can trace its sourced volumes.

Timber products

(8.8.1.1) % of sourced volume traceable to production unit

1

(8.8.1.2) % of sourced volume traceable to sourcing area and not to production unit

0

(8.8.1.3) % sourced volume traceable to country/area of origin and not to sourcing area or production unit

62

(8.8.1.4) % of sourced volume traceable to other point (i.e., processing facility/first importer) not in the country/area of origin

0

(8.8.1.5) % of sourced volume from unknown origin

37

(8.8.1.6) % of sourced volume reported

100.00
[Fixed row]

(8.9) Provide details of your organization's assessment of the deforestation-free (DF) or deforestation- and conversion-free (DCF) status of its disclosed commodities.

Timber products

(8.9.1) DF/DCF status assessed for this commodity

Select from:
☑ Yes, deforestation-free (DF) status assessed

(8.9.2) % of disclosure volume determined as DF/DCF in the reporting year

52

(8.9.3) % of disclosure volume determined as DF/DCF through a third-party certification scheme providing full DF/DCF assurance

52

(8.9.4) % of disclosure volume determined as DF/DCF through monitoring of production unit

0

(8.9.5) % of disclosure volume determined as DF/DCF through monitoring of sourcing area

0

(8.9.6) Is a proportion of your disclosure volume certified through a scheme not providing full DF/DCF assurance?

Select from:
☑ No

Cattle products

(8.9.1) DF/DCF status assessed for this commodity

Select from:
☑ No, and we do not plan to do so within the next two years

(8.9.6) Is a proportion of your disclosure volume certified through a scheme not providing full DF/DCF assurance?

Select from:
☑ No

(8.9.7) Primary reason for not assessing DF/DCF status

Select from:
☑ Not an immediate strategic priority

(8.9.8) Explain why you have not assessed DF/DCF status

Leather products are not a significant part of HNI's product offerings or sales.
[Fixed row]

(8.9.1) Provide details of third-party certification schemes used to determine the deforestation-free (DF) or deforestation- and conversion-free (DCF) status of the disclosure volume, since specified cutoff date.

Timber products

(8.9.1.1) Third-party certification scheme providing full DF/DCF assurance

Chain-of-custody certification
☑ FSC Chain-of-Custody certification (any type)

(8.9.1.2) % of disclosure volume determined as DF/DCF through certification scheme providing full DF/DCF assurance

51

(8.9.1.3) Comment

HNI obtains FSC chain of custody certification under a multi-site certificate and is audited annually.

(8.9.1.4) Certification documentation

COC_CRT_HNICorporation_092723 (002).pdf

Timber products

(8.9.1.1) Third-party certification scheme providing full DF/DCF assurance

Forest management unit/Producer certification

☑ FSC Forest Management certification

(8.9.1.2) % of disclosure volume determined as DF/DCF through certification scheme providing full DF/DCF assurance

1

(8.9.1.3) Comment

FSC Forest Management certification received for portion of wood sourced.
[Add row]

(8.10) Indicate whether you have monitored or estimated the deforestation and conversion of other natural ecosystems footprint for your disclosed commodities.

	Monitoring or estimating your deforestation and conversion footprint	Primary reason for not monitoring or estimating deforestation and conversion footprint	Explain why you do not monitor or estimate your deforestation and conversion footprint
Timber products	*Select from:* ☑ No, and we do not plan to monitor or estimate our deforestation and conversion footprint in the next two years	*Select from:* ☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)	*HNI does not currently have the resources or expertise to perform this type of monitoring or estimation.*
Cattle products	*Select from:* ☑ No, and we do not plan to monitor or estimate our deforestation and conversion footprint in the next two years	*Select from:* ☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)	*HNI does not currently have the resources or expertise to perform this type of monitoring or estimation.*

[Fixed row]

(8.11) For volumes not assessed and determined as deforestation- and conversion-free (DCF), indicate if you have taken actions in the reporting year to increase production or sourcing of DCF volumes.

	Actions taken to increase production or sourcing of DCF volumes
Timber products	*Select from:* ☑ No, but we plan to within the next two years
Cattle products	*Select from:* ☑ No, but we plan to within the next two years

[Fixed row]

(8.12) Indicate if certification details are available for the commodity volumes sold to requesting CDP Supply Chain members.

Timber products

(8.12.1) Third-party certification scheme adopted

Select from:
☑ Yes

(8.12.2) Certification details are available for the volumes sold to any requesting CDP Supply Chain members

Select from:
☑ No

(8.12.3) Primary reason certification details are not available for the volumes sold to any requesting CDP Supply Chain members

Select from:
☑ Insufficient data on what is sold to requesting member

(8.12.4) Explain why certification details are not available for the volumes sold to any requesting CDP Supply Chain members

Customers must specifically order FSC wood as an option on particular products. This level of detail is not available on current reports of sales and the portion of product volume specific to timber products is also not available.

Cattle products

(8.12.1) Third-party certification scheme adopted

Select from:
☑ No, and we do not plan to adopt third-party certification within the next two years

(8.12.5) Primary reason that third-party certification has not been adopted

Select from:

☑ Not an immediate strategic priority

(8.12.6) Explain why third-party certification has not been adopted

Leather products are not a significant part of HNI's product offerings or sales
[Fixed row]

(8.13) Does your organization calculate the GHG emission reductions and/or removals from land use management and land use change that have occurred in your direct operations and/or upstream value chain?

Timber products

(8.13.1) GHG emissions reductions and removals from land use management and land use change calculated

Select from:

☑ No, and do not plan to do so in the next two years

(8.13.2) Primary reason your organization does not calculate GHG emissions reductions and removals from land use management and land use change

Select from:

☑ No standardized procedure

(8.13.3) Explain why your organization does not calculate GHG emissions reductions and removals from land use management and land use change

The GHG Protocol Land Sector and Removals Guidance is not yet final, so currently there is no approved standardized procedure for these calculations. Additionally, our third-party GHG emission calculation software does not yet have the capability to perform these calculations.

Cattle products

(8.13.1) GHG emissions reductions and removals from land use management and land use change calculated

Select from:

☑ No, and do not plan to do so in the next two years

(8.13.2) Primary reason your organization does not calculate GHG emissions reductions and removals from land use management and land use change

Select from:

☑ No standardized procedure

(8.13.3) Explain why your organization does not calculate GHG emissions reductions and removals from land use management and land use change

The GHG Protocol Land Sector and Removals Guidance is not yet final, so currently there is no approved standardized procedure for these calculations. Additionally, our third-party GHG emission calculation software does not yet have the capability to perform these calculations.
[Fixed row]

(8.14) Indicate if you assess your own compliance and/or the compliance of your suppliers with forest regulations and/or mandatory standards, and provide details.

(8.14.1) Assess legal compliance with forest regulations

Select from:
☑ Yes, from suppliers

(8.14.2) Aspects of legislation considered

Select all that apply
☑ Labor rights
☑ Land use rights
☑ Third parties' rights
☑ Environmental protection
☑ Human rights protected under international law
☑ Tax, anti-corruption, trade and customs regulations
☑ Forest-related rules, including forest management and biodiversity conservation, where directly related to wood harvesting
☑ The principle of free, prior and informed consent (FPIC), including as set out in the UN Declaration on the Rights of Indigenous Peoples

(8.14.3) Procedure to ensure legal compliance

Select all that apply
☑ Certification

(8.14.5) Please explain

Many of the timber products purchased by HNI for manufacturing are FSC certified or from FSC controlled sources. FSC certification ensures forests adhere to FSC's Principles and Criteria, which include compliance with all applicable laws, tenure and use rights and responsibilities, indigenous peoples' rights, community relations and workers; rights, benefits form the forest, environmental impact, management plan, and more.
[Fixed row]

(8.15) Do you engage in landscape (including jurisdictional) initiatives to progress shared sustainable land use goals?

(8.15.1) Engagement in landscape/jurisdictional initiatives

Select from:

☑ No, we do not engage in landscape/jurisdictional initiatives, and we do not plan to within the next two years

(8.15.2) Primary reason for not engaging in landscape/jurisdictional initiatives

Select from:

☑ Not an immediate strategic priority

(8.15.3) Explain why your organization does not engage in landscape/jurisdictional initiatives

HNI is engaging in FSC certification rather than specific landscape initiatives.
[Fixed row]

(8.16) Do you participate in any other external activities to support the implementation of policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains?

Select from:

☑ Yes

(8.16.1) Provide details of the external activities to support the implementation of your policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains

Row 1

(8.16.1.1) Commodity

Select all that apply

☑ Timber products

☑ Cattle products

(8.16.1.2) Activities

Select all that apply

☑ Involved in industry platforms

(8.16.1.3) Country/area

Select from:

☑ Worldwide

(8.16.1.4) Subnational area

Select from:

☑ Not applicable

(8.16.1.5) Provide further details of the activity

HNI is a member of the Business and Institutional Furniture Manufacturer's Association (BIFMA), and has participated in setting furniture sustainability standards, such as the ANSI/BIFMA Furniture Sustainability Standard, which support the use of sustainable materials and human rights in commodity value chains.

Row 2

(8.16.1.1) Commodity

Select all that apply

☑ Timber products

(8.16.1.2) Activities

Select all that apply

☑ Other, please specify **:**FSC certification, and sourcing of FSC wood

(8.16.1.3) Country/area

Select from:

☑ Worldwide

(8.16.1.4) Subnational area

Select from:

☑ Not applicable

(8.16.1.5) Provide further details of the activity

HNI purchases FSC wood and obtains FSC Chain of Custody certification, which supports deforestation-free value chains.
[Add row]

(8.17) Is your organization supporting or implementing project(s) focused on ecosystem restoration and long-term protection?

Select from:

☑ No, and we do not plan to implement project(s) within the next two years

C9. Environmental performance - Water security

(9.1) Are there any exclusions from your disclosure of water-related data?

Select from:
☑ Yes

(9.1.1) Provide details on these exclusions.

Row 1

(9.1.1.1) Exclusion

Select from:
☑ Facilities

(9.1.1.2) Description of exclusion

small offices, leased warehouses, and showrooms

(9.1.1.3) Reason for exclusion

Select from:
☑ Data is not available

(9.1.1.4) Primary reason why data is not available

Select from:
☑ Challenges associated with data collection and/or quality

(9.1.1.7) Percentage of water volume the exclusion represents

Select from:
☑ 1-5%

(9.1.1.8) Please explain

Water use at very small offices and leased facilities, such as showroom locations, is mainly for sanitary and drinking water purposes and is immaterial compared to water use at manufacturing facilities and corporate offices. [Add row]

(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

Water withdrawals – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

HNI measures water withdrawals based on invoiced quantities on a monthly basis. Data is tracked in a utility database.

(9.2.4) Please explain

HNI measures and monitors water withdrawals at all manufacturing facilities and corporate offices. Leased offices, warehouses and showrooms are excluded as water use is estimated to be low.

Water withdrawals – volumes by source

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

HNI measures water withdrawals based on invoiced quantities on a monthly basis. Data is tracked in a utility database.

(9.2.4) Please explain

Most tracked water withdrawals come from third-party municipal sources.

Water withdrawals quality

(9.2.1) % of sites/facilities/operations

Select from:

☑ 1-25

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

Testing is performed by third-parties to monitor and determine quality.

(9.2.4) Please explain

Where well water is used, the water quality is tested for drinking water purposes.

Water discharges – total volumes

(9.2.1) % of sites/facilities/operations

Select from:
☑ 1-25

(9.2.2) Frequency of measurement

Select from:
☑ Monthly

(9.2.3) Method of measurement

HNI measures discharges at facilities where discharge meters are in place and required by local permits.

(9.2.4) Please explain

HNI measures discharges at facilities where discharge meters are in place and required by local permits.

Water discharges – volumes by destination

(9.2.1) % of sites/facilities/operations

Select from:
☑ 1-25

(9.2.2) Frequency of measurement

Select from:
☑ Monthly

(9.2.3) Method of measurement

HNI measures discharges at facilities where discharge meters are in place and required by local permits.

(9.2.4) Please explain

HNI measures discharges at facilities where discharge meters are in place and required by local permits.

Water discharges – volumes by treatment method

(9.2.1) % of sites/facilities/operations

Select from:
☑ 1-25

(9.2.2) Frequency of measurement

Select from:
☑ Monthly

(9.2.3) Method of measurement

HNI measures discharges at facilities where discharge meters are in place and required by local permits.

(9.2.4) Please explain

HNI measures discharges at facilities where discharge meters are in place and required by local permits.

Water discharge quality – by standard effluent parameters

(9.2.1) % of sites/facilities/operations

Select from:
☑ 1-25

(9.2.2) Frequency of measurement

Select from:
☑ Monthly

(9.2.3) Method of measurement

Testing is performed by third-parties to monitor and determine emissions to water.

(9.2.4) Please explain

Testing is performed by third-parties to monitor and determine emissions to water.

Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

(9.2.1) % of sites/facilities/operations

Select from:
☑ 1-25

(9.2.2) Frequency of measurement

Select from:
☑ Monthly

(9.2.3) Method of measurement

Testing is performed by third-parties to monitor and determine emissions to water.

(9.2.4) Please explain

Testing is performed by third-parties to monitor and determine emissions to water.

Water discharge quality – temperature

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not relevant

(9.2.4) Please explain

Temperature monitoring not relevant due to discharge to third-party and no processes resulting in extreme temperature changes

Water consumption – total volume

(9.2.1) % of sites/facilities/operations

Select from:

☑ 1-25

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

Water consumption is available for facilities where discharges are tracked.

(9.2.4) Please explain

Water consumption is available for facilities where discharges are tracked.

Water recycled/reused

(9.2.1) % of sites/facilities/operations

Select from:

☑ 1-25

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

HNI measures reuse of treated water at facilities where meters are in place.

(9.2.4) Please explain

HNI measures reuse of treated water at facilities where meters are in place.

The provision of fully-functioning, safely managed WASH services to all workers

(9.2.1) % of sites/facilities/operations

Select from:
☑ 100%

(9.2.2) Frequency of measurement

Select from:
☑ Continuously

(9.2.3) Method of measurement

All facilities are monitored to ensure fully-functioning WASH services are available to all workers.

(9.2.4) Please explain

All facilities are monitored to ensure fully-functioning WASH services are available to all workers.
[Fixed row]

(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

Total withdrawals

(9.2.2.1) Volume (megaliters/year)

296

(9.2.2.2) Comparison with previous reporting year

Select from:
☑ Lower

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:
☑ Increase/decrease in business activity

(9.2.2.4) Five-year forecast

Select from:
☑ Unknown

(9.2.2.5) Primary reason for forecast

Select from:

☑ Unknown

(9.2.2.6) Please explain

Water withdrawals decreased 7% from prior year due to water shut off sensor in one facility and overall reduced production.

Total discharges

(9.2.2.6) Please explain

Water discharges are not monitored at an enterprise level.

Total consumption

(9.2.2.6) Please explain

Water discharges are not monitored at an enterprise level, therefore consumption cannot be calculated.
[Fixed row]

(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.

(9.2.4.1) Withdrawals are from areas with water stress

Select from:

☑ Yes

(9.2.4.2) Volume withdrawn from areas with water stress (megaliters)

14.2

(9.2.4.3) Comparison with previous reporting year

Select from:

☑ Much higher

(9.2.4.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.4.5) Five-year forecast

Select from:

☑ Unknown

(9.2.4.6) Primary reason for forecast

Select from:
☑ Unknown

(9.2.4.7) % of total withdrawals that are withdrawn from areas with water stress

4.80

(9.2.4.8) Identification tool

Select all that apply
☑ WWF Water Risk Filter

(9.2.4.9) Please explain

Withdrawals from areas with water stress are determined annually using the WWF Water Risk Filter and the location of HNI facilities.
[Fixed row]

(9.2.7) Provide total water withdrawal data by source.

Fresh surface water, including rainwater, water from wetlands, rivers, and lakes

(9.2.7.1) Relevance

Select from:
☑ Not relevant

(9.2.7.5) Please explain

HNI does not use fresh surface water.

Brackish surface water/Seawater

(9.2.7.1) Relevance

Select from:
☑ Not relevant

(9.2.7.5) Please explain

HNI does not use brackish surface water/seawater.

Groundwater – renewable

(9.2.7.1) Relevance

Select from:
☑ Relevant

(9.2.7.2) Volume (megaliters/year)

1.19

(9.2.7.3) Comparison with previous reporting year

Select from:

☑ Much lower

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.7.5) Please explain

HNI withdraws water from groundwater - renewable sources where third-party municipal sources are not available. HNI definitions: Much higher: 10%, Higher: 5%, About the same: -5%, Much lower: -10%

Groundwater – non-renewable

(9.2.7.1) Relevance

Select from:

☑ Not relevant

(9.2.7.5) Please explain

HNI does not use groundwater - non-renewable.

Produced/Entrained water

(9.2.7.1) Relevance

Select from:

☑ Not relevant

(9.2.7.5) Please explain

HNI does not use produced/entrained water.

Third party sources

(9.2.7.1) Relevance

Select from:

☑ Relevant

(9.2.7.2) Volume (megaliters/year)

295

(9.2.7.3) Comparison with previous reporting year

Select from:

☑ Lower

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.7.5) Please explain

Most of HNI's water comes from third party sources. The decrease in water consumption was mainly attributed to lower production, with some limited efficiency improvements. HNI definitions: Much higher: 10%, Higher: 5%, About the same: -5%, Much lower: -10%
[Fixed row]

(9.2.8) Provide total water discharge data by destination.

Fresh surface water

(9.2.8.1) Relevance

Select from:

☑ Relevant

(9.2.8.2) Volume (megaliters/year)

5.02

(9.2.8.3) Comparison with previous reporting year

Select from:

☑ Lower

(9.2.8.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.8.5) Please explain

Treated water at one facility is discharged for irrigation use. HNI definitions: Much higher: 10%, Higher: 5%, About the same: -5%, Much lower: -10%

Brackish surface water/seawater

(9.2.8.1) Relevance

Select from:

☑ Not relevant

(9.2.8.5) Please explain

HNI does not discharge water to brackish surface water/seawater.

Groundwater

(9.2.8.1) Relevance

Select from:
☑ Relevant but volume unknown

(9.2.8.5) Please explain

One facility uses a septic system to discharge wastewater. Discharge volumes are not tracked.

Third-party destinations

(9.2.8.1) Relevance

Select from:
☑ Relevant but volume unknown

(9.2.8.5) Please explain

A majority of HNI's water discharges are to third-party municipal destinations, however total discharges are not tracked at a company level.
[Fixed row]

(9.2.9) Within your direct operations, indicate the highest level(s) to which you treat your discharge.

Tertiary treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:
☑ Relevant

(9.2.9.2) Volume (megaliters/year)

5.02

(9.2.9.3) Comparison of treated volume with previous reporting year

Select from:
☑ Lower

(9.2.9.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.9.5) % of your sites/facilities/operations this volume applies to

Select from:
☑ 1-10

(9.2.9.6) Please explain

On-site sewage treatment plant treats wastewater to a tertiary level before discharge.

Secondary treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:
☑ Not relevant

(9.2.9.6) Please explain

HNI does not perform treatment at a secondary level.

Primary treatment only

(9.2.9.1) Relevance of treatment level to discharge

Select from:
☑ Relevant but volume unknown

(9.2.9.6) Please explain

Manufacturing discharge is pre-treated to primary level before discharge to local treatment facilities under municipal discharge permits. Primary treatment of manufacturing discharge may include pH adjustment, use of Oil and grease separators, and/or filtration. Monitoring occurs through third-party sampling and analysis. Volumes are not tracked at a company level.

Discharge to the natural environment without treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:
☑ Not relevant

(9.2.9.6) Please explain

Only treated water is discharged to locations other than third-party destinations.

Discharge to a third party without treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:

☑ Relevant but volume unknown

(9.2.9.6) Please explain

Water discharges to third-party destinations are not tracked at a company level. Level of treatment applied by third-parties is unknown.

Other

(9.2.9.1) Relevance of treatment level to discharge

Select from:
☑ Not relevant

(9.2.9.6) Please explain

N/A
[Fixed row]

(9.2.10) Provide details of your organization's emissions of nitrates, phosphates, pesticides, and other priority substances to water in the reporting year.

	Emissions to water in the reporting year (metric tons)	Categories of substances included	Please explain
	0	*Select all that apply* ☑ Phosphates	*Amount is estimated based on measurement that occurs prior to water reuse and further treatment.*

[Fixed row]

(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?

Direct operations

(9.3.1) Identification of facilities in the value chain stage

Select from:
☑ Yes, we have assessed this value chain stage and identified facilities with water-related dependencies, impacts, risks, and opportunities

(9.3.2) Total number of facilities identified

3

(9.3.3) % of facilities in direct operations that this represents

Select from:
☑ 26-50

(9.3.4) Please explain

Three facilities are exposed to inherent water risks due to locations adjacent to a major waterway or water scarcity with the potential to have a substantive impact on HNI's business, as identified through our Enterprise Risk Management process. For the purpose of risk reporting, HNI aggregated offices/factories/distribution exposed to water risks that operate in the same location.

Upstream value chain

(9.3.1) Identification of facilities in the value chain stage

Select from:
☑ No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, but we are planning to do so in the next 2 years

(9.3.4) Please explain

HNI is implementing a third-party tool to assess ESG risk, including performance and risks related to water management.
[Fixed row]

(9.3.1) For each facility referenced in 9.3, provide coordinates, water accounting data, and a comparison with the previous reporting year.

Row 1

(9.3.1.1) Facility reference number

Select from:
☑ Facility 1

(9.3.1.2) Facility name (optional)

Muscatine, IA

(9.3.1.3) Value chain stage

Select from:
☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply
☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals only

(9.3.1.6) Reason for no withdrawals and/or discharges

Data not tracked for discharges.

(9.3.1.7) Country/Area & River basin

United States of America

☑ Mississippi River

(9.3.1.8) Latitude

41.4245

(9.3.1.9) Longitude

91.0432

(9.3.1.10) Located in area with water stress

Select from:

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

70

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ About the same

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

70

(9.3.1.27) Total water consumption at this facility (megaliters)

70

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ About the same

(9.3.1.29) Please explain

Facilities located in Muscatine near the Mississippi River are exposed to inherent flood risk. For the purpose of reporting, HNI aggregated offices/factories/distribution exposed to water risks that operate in the same location. To address this risk, HNI implemented a flood emergency response team and action plan and works in cooperation with the city. Flood gates, levees, and pumps, as well as other flood mitigation measures, protect the factories.

Row 3

(9.3.1.1) Facility reference number

Select from:

☑ Facility 3

(9.3.1.2) Facility name (optional)

India

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals and discharges

(9.3.1.7) Country/Area & River basin

India

☑ Godavari

(9.3.1.8) Latitude

21.089993

(9.3.1.9) Longitude

79.023095

(9.3.1.10) Located in area with water stress

Select from:

☑ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

10.7

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ About the same

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

10.7

(9.3.1.21) Total water discharges at this facility (megaliters)

5.02

(9.3.1.22) Comparison of total discharges with previous reporting year

Select from:

☑ Lower

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

0

(9.3.1.27) Total water consumption at this facility (megaliters)

10.7

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:

☑ About the same

(9.3.1.29) Please explain

Facility in India manufactures workplace furnishings products.

Row 4

(9.3.1.1) Facility reference number

Select from:

☑ Facility 2

(9.3.1.2) Facility name (optional)

Mexico

(9.3.1.3) Value chain stage

Select from:

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

Select all that apply

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

Select from:

☑ Yes, withdrawals only

(9.3.1.6) Reason for no withdrawals and/or discharges

Data not tracked for discharges.

(9.3.1.7) Country/Area & River basin

Mexico

☑ Bravo

(9.3.1.8) Latitude

25.431654

(9.3.1.9) Longitude

-100.93866

(9.3.1.10) Located in area with water stress

Select from:

☑ Yes

(9.3.1.13) Total water withdrawals at this facility (megaliters)

3.53

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:

☑ Much higher

(9.3.1.15) Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

0

(9.3.1.16) Withdrawals from brackish surface water/seawater

0

(9.3.1.17) Withdrawals from groundwater - renewable

0

(9.3.1.18) Withdrawals from groundwater - non-renewable

0

(9.3.1.19) Withdrawals from produced/entrained water

0

(9.3.1.20) Withdrawals from third party sources

3.53

(9.3.1.27) Total water consumption at this facility (megaliters)

3.53

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:
☑ Much higher

(9.3.1.29) Please explain

New facility in Mexico with increased production.
[Add row]

(9.3.2) For the facilities in your direct operations referenced in 9.3.1, what proportion of water accounting data has been third party verified?

Water withdrawals – total volumes

(9.3.2.1) % verified

Select from:
☑ Not verified

(9.3.2.3) Please explain

Verification of data planned for future reporting.

Water withdrawals – volume by source

(9.3.2.1) % verified

Select from:
☑ Not verified

(9.3.2.3) Please explain

Verification of data planned for future reporting.

Water withdrawals – quality by standard water quality parameters

(9.3.2.1) % verified

Select from:
☑ Not verified

(9.3.2.3) Please explain

Verification of data planned for future reporting.

Water discharges – total volumes

(9.3.2.1) % verified

Select from:
☑ Not verified

(9.3.2.3) Please explain

Verification of data planned for future reporting.

Water discharges – volume by destination

(9.3.2.1) % verified

Select from:
☑ Not verified

(9.3.2.3) Please explain

Verification of data planned for future reporting.

Water discharges – volume by final treatment level

(9.3.2.1) % verified

Select from:
☑ Not verified

(9.3.2.3) Please explain

Verification of data planned for future reporting.

Water discharges – quality by standard water quality parameters

(9.3.2.1) % verified

Select from:
☑ Not verified

(9.3.2.3) Please explain

Verification of data planned for future reporting.

Water consumption – total volume

(9.3.2.1) % verified

Select from:
☑ Not verified

(9.3.2.3) Please explain

Verification of data planned for future reporting.
[Fixed row]

(9.4) Could any of your facilities reported in 9.3.1 have an impact on a requesting CDP supply chain member?

Select from:
☑ Yes, CDP supply chain members buy goods or services from facilities listed in 9.3.1

(9.4.1) Indicate which of the facilities referenced in 9.3.1 could impact a requesting CDP supply chain member.

Row 1

(9.4.1.1) Facility reference number

Select from:
☑ Facility 1

(9.4.1.2) Facility name

Muscatine, IA

(9.4.1.3) Requesting member

Select from:

(9.4.1.4) Description of potential impact on member

Reduction or disruption in production capacity due to flooding.

(9.4.1.5) Comment

To address this risk, HNI implemented a flood emergency response team and action plan and works in cooperation with the city. Flood gates, levees, and pumps, as well as other flood mitigation measures, protect the factories.

Row 2

(9.4.1.1) Facility reference number

Select from:

☑ Facility 1

(9.4.1.2) Facility name

Muscatine, IA

(9.4.1.3) Requesting member

Select from:

(9.4.1.4) Description of potential impact on member

Reduction or disruption in production capacity due to flooding.

(9.4.1.5) Comment

To address this risk, HNI implemented a flood emergency response team and action plan and works in cooperation with the city. Flood gates, levees, and pumps, as well as other flood mitigation measures, protect the factories.
[Add row]

(9.5) Provide a figure for your organization's total water withdrawal efficiency.

	Revenue (currency)	Total water withdrawal efficiency	Anticipated forward trend
	2434000000	*8222972.97*	*The anticipated forward trend is unknown.*

[Fixed row]

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances
	Select from: ☑ Yes

[Fixed row]

(9.13.1) What percentage of your company's revenue is associated with products containing substances classified as hazardous by a regulatory authority?

Row 1

(9.13.1.1) Regulatory classification of hazardous substances

Select from:

☑ Federal Water Pollution Control Act / Clean Water Act (United States Regulation)

(9.13.1.2) % of revenue associated with products containing substances in this list

Select from:

☑ Don't know

(9.13.1.3) Please explain

Formaldehyde is present in some wood products purchased through our supply chain and is identified as a hazardous substance by the CWA. HNI does not discharge formaldehyde and has worked to reduce it within our wood products. We are currently unable to provide the % revenue from products containing these substances, but are working toward a goal of evaluating 100% of materials and chemical substances in products for human and ecosystem impacts by the end of 2025.

Row 3

(9.13.1.1) Regulatory classification of hazardous substances

Select from:

☑ Other, please specify **:**Several US states regulate PFAS and the US EPA issued a new rule to designate certain PFAS as hazardous substances under the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA)

(9.13.1.2) % of revenue associated with products containing substances in this list

Select from:

☑ Don't know

(9.13.1.3) Please explain

Per- and polyfluoroalkyl substances (PFAS) are included in some products purchased through our supply chain and we are working toward eliminating PFAS from our products. We are currently unable to provide the %

revenue from products containing these substances, but are working toward eliminating PFAS from our products. HNI also has a goal of evaluating 100% of materials and chemical substances in products for human and ecosystem impacts by the end of 2025.
[Add row]

(9.14) Do you classify any of your current products and/or services as low water impact?

(9.14.1) Products and/or services classified as low water impact

Select from:
☑ No, and we do not plan to address this within the next two years

(9.14.3) Primary reason for not classifying any of your current products and/or services as low water impact

Select from:
☑ Important but not an immediate business priority

(9.14.4) Please explain

HNI's water use is relatively small and water is not required in the product use phase. We are incorporating life cycle analysis into our Design for Environment (DfE) process to better understand and reduce product impacts.
[Fixed row]

(9.15) Do you have any water-related targets?

Select from:
☑ No, and we do not plan to within the next two years

(9.15.3) Why do you not have water-related target(s) and what are your plans to develop these in the future?

(9.15.3.1) Primary reason

Select from:
☑ Important but not an immediate business priority

(9.15.3.2) Please explain

Water is an important resource at HNI. While most of our manufacturing processes are not water-intensive, HNI is committed to reducing our environmental impacts and using natural resources sustainably. We monitor water use and pursue improvements in use and efficiency as part our overall CSR policy.
[Fixed row]

C10. Environmental performance - Plastics

(10.1) Do you have plastics-related targets, and if so what type?

(10.1.1) Targets in place

Select from:

☑ Yes

(10.1.2) Target type and metric

Plastic packaging

☑ Eliminate problematic and unnecessary plastic packaging

Other

☑ Other, please specify **:**- All facilities achieve zero waste to landfill by 2030. - Evaluate 100% of materials and chemical substances in products for human and ecosystem impacts and attempt to minimize those impacts through design for the Environment by 2025

(10.1.3) Please explain

Goals: 1) Eliminate non-recyclable foam in HNI product packaging and move toward 100% recyclable packaging 2) All facilities achieve zero waste to landfill by 2030. 3) Evaluate 100% of materials and chemical substances in products for human and ecosystem impacts and attempt to minimize those impacts through design for the Environment by 2025
[Fixed row]

(10.2) Indicate whether your organization engages in the following activities.

Production/commercialization of plastic polymers (including plastic converters)

(10.2.1) Activity applies

Select from:

☑ No

Production/commercialization of durable plastic goods and/or components (including mixed materials)

(10.2.1) Activity applies

Select from:

☑ Yes

Production/commercialization of plastic packaging

(10.2.1) Activity applies

Select from:
☑ No

Production/commercialization of goods/products packaged in plastics

(10.2.1) Activity applies

Select from:
☑ Yes

Provision/commercialization of services that use plastic packaging (e.g., food services)

(10.2.1) Activity applies

Select from:
☑ No

Provision of waste management and/or water management services

(10.2.1) Activity applies

Select from:
☑ No

Provision of financial products and/or services for plastics-related activities

(10.2.1) Activity applies

Select from:
☑ No

Other activities not specified

(10.2.1) Activity applies

Select from:
☑ No
[Fixed row]

(10.4) Provide the total weight of plastic durable goods and durable components produced, sold and/or used, and indicate the raw material content.

Durable goods and durable components sold

(10.4.1) Total weight during the reporting year (Metric tons)

13100

(10.4.2) Raw material content percentages available to report

Select all that apply

☑ % virgin fossil-based content

☑ % post-consumer recycled content

(10.4.3) % virgin fossil-based content

30

(10.4.6) % post-consumer recycled content

50

(10.4.7) Please explain

Weight was calculated using an average weight of plastic components. Percentages were estimated based on known attributes of parts sold.
[Fixed row]

(10.5.1) Indicate the circularity potential of the plastic packaging you sold and/or used.

Plastic packaging used

(10.5.1.1) Percentages available to report for circularity potential

Select all that apply

☑ None

(10.5.1.5) Please explain

HNI owns and uses reusable/returnable containers with most suppliers for both our Workplace Furnishings and Residential Building Products segments. While we do use some recyclable materials, such as cardboard, as outbound packaging, we are not tracking percentages of circularity potential. HNI has a goal to eliminate non-recyclable foam in HNI product packaging and move toward 100% recyclable packaging.
[Fixed row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

☑ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

☑ Other, please specify :Use of FSC wood in products

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	Select from: ☑ No, we do not use indicators, but plan to within the next two years

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity
Legally protected areas	*Select from:* ☑ Not assessed
UNESCO World Heritage sites	*Select from:* ☑ Not assessed

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity
UNESCO Man and the Biosphere Reserves	*Select from:* ☑ Not assessed
Ramsar sites	*Select from:* ☑ Not assessed
Key Biodiversity Areas	*Select from:* ☑ Not assessed
Other areas important for biodiversity	*Select from:* ☑ Not assessed

[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party	Primary reason why other environmental information included in your CDP response is	Explain why other environmental information included in your CDP response is not verified and/or assured by a third party
	Select from: ☑ No, and we do not plan to obtain third-party verification/assurance of other environmental information in our CDP response within the next two years	*Select from:* ☑ Not an immediate strategic priority	*HNI is prioritizing the verification of greenhouse gas emissions and water data as well as FSC certification.*

[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Corporate Social Responsibility Manager

(13.3.2) Corresponding job category

Select from:
☑ Environment/Sustainability manager
[Fixed row]

(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

Select from:
☑ No