HNI Corporation

2025 CDP Corporate Questionnaire 2025

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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

(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?

2526400000

(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.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

404251100

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ Yes

(1.6.2) Provide your unique identifier

HNI

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ Yes

(1.6.2) Provide your unique identifier

005269709

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

[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?	Comment
	Select from: ☑ No, this is confidential data	*No, this data is confidential.*

[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 4-10 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 11-25 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:	*Select from:*

	Process in place	Dependencies and/or impacts evaluated in this process
	☑ Yes	☑ 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	Is this process informed by the dependencies and/or impacts process?
	Select from: ☑ Yes	*Select from:* ☑ Both risks and opportunities	*Select from:* ☑ Yes

[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
☑ Changes to international law and bilateral agreements
☑ Lack of mature certification and sustainability standards
☑ Introduction of regulatory standards for previously unregulated contaminants

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, water, forest, and other environmental 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 and opportunities on an ongoing basis. Water and biodiversity risks, impacts, and dependencies are reviewed using the WWF Water Risk and Biodiversity Risk Filters. Biennially, the CSR Team updates HNI's TCFD disclosure and conducts a specific climate-related risk and opportunity evaluation. Partial coverage is selected due to critical/strategic suppliers being reviewed, rather than the fully supply chain. Substantive impact is determined using qualitative information and quantifiable information reviewed with the finance team and against materiality thresholds.
[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:
☑ Yes

(2.2.7.2) Description of how interconnections are assessed

HNI assesses interconnections between environmental dependencies, impacts, risks, and opportunities as part of our material strategy, which includes 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) by 2025. By the end of 2025, we plan to have analyzed all materials. To further progress our material and chemical evaluation efforts to reduce the human and ecosystem impact of HNI’s manufactured products by 2032, we've announced the following new goals: Carbon: Evaluate and reduce carbon impact of products from previous generations by 15% for highest volume products. Circularity: Design 100% of new products for longevity and circularity. Increase end-of-life program utilization and expand beyond furniture. Chemical: Complete chemical disclosure on products. Eliminate PFAS in HNI products by 2032. Develop plan to eliminate targeted chemicals of concern. Risks and opportunities associated with the impacts of materials are assessed by cross functional teams, including HNI"s CSR team, product development, marketing, and supply chain. For example, in evaluating a potential new material, the environmental impacts of the material and circularity were also assessed in terms of opportunity for product embodied carbon reduction and reduction of climate risk. HNI maintains FSC certification and as part of what we analyze in the sourcing of our wood materials. HNI also uses third-party environmental, social, and governance assessments to review supplier performance, risk, and sustainability impacts.
[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 high ecosystem integrity

☑ Areas of rapid decline in ecosystem integrity

☑ 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, and flooding annually using the WWF Water Risk Filter. HNI also reviews facilities to determine if they are in areas important for biodiversity, areas of high ecosystem integrity; areas of rapid decline in ecosystem integrity, areas of limited water availability, flooding, and/or poor quality of water, and areas of importance for ecosystem service provision 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

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Other, please specify :Net income, revenues, operating costs, and capital expenditures.

(2.4.3) Change to indicator

Select from:

☑ Absolute decrease

(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

We define substantive effect consistent with the materiality thresholds used for our financial filings. When assessing climate-related risks, opportunities, and impacts, HNI assesses and addresses the specifics of each event including frequency, time horizon, likelihood, reputational impact, and financial impact. Indicators for financial impact are determined based on the impacts of the risk, and can include revenues, net income, and capital expenditure.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Other, please specify :Net income, revenues, operating costs, and capital expenditures.

(2.4.3) Change to indicator

Select from:

☑ Absolute increase

(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

We define substantive effect consistent with the materiality thresholds used for our financial filings. When assessing climate-related risks, opportunities, and impacts, HNI assesses and addresses the specifics of each event including frequency, time horizon, likelihood, reputational impact, and financial impact. Indicators for financial impact are determined based on the impacts of the risk, and can include revenues, net income, and capital expenditure.

[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, and stormwater management 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 and stormwater management plans as required by law, 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?

Climate change

(3.1.1) Environmental risks identified

Select from:

☑ Yes, only within our direct operations

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

Climate-related, water, forest, and other environmental risks are integrated into our standard, company-wide ERM program. As part of ERM we do quarterly reviews to identify new and potential risks. In addition, the CSR team monitors and addresses emerging risks on an ongoing basis. Biennially, the CSR Team updates HNI's TCFD disclosure and conducts a specific climate-related risk evaluation. Through these processes, we assess and addresses the specifics of each risk, including frequency, time horizon, likelihood, reputational impact, and financial impact. We assess the indicators specific to each risk using the same materiality thresholds used for our financial filings. While these processes have identified several risks, none of the risks in our upstream or downstream value chain were identified as having a substantial effect per our definition in question 2.4.

Forests

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

Climate-related, water, forest, and other environmental risks are integrated into our standard, company-wide ERM program. As part of ERM we do quarterly reviews to identify new and potential risks. In addition, the CSR team monitors and addresses emerging risks on an ongoing basis. Biennially, the CSR Team updates HNI's TCFD disclosure and conducts a specific climate-related risk evaluation. Through these processes, we assess and addresses the specifics of each risk, including frequency, time horizon, likelihood, reputational impact, and financial impact. We assess the indicators specific to each risk using the same materiality thresholds used for our financial filings. While these processes have identified several risks, none of the risks were identified as having a substantial effect per our definition in question 2.4.

Water

(3.1.1) Environmental risks identified

Select from:

☑ Yes, only within our direct operations

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

Climate-related, water, forest, and other environmental risks are integrated into our standard, company-wide ERM program. As part of ERM we do quarterly reviews to identify new and potential risks. In addition, the CSR team monitors and addresses emerging risks on an ongoing basis. Biennially, the CSR Team updates HNI's TCFD disclosure and conducts a specific climate-related risk evaluation. Through these processes, we assess and addresses the specifics of each risk, including frequency, time horizon, likelihood, reputational impact, and financial impact. We assess the indicators specific to each risk using the same materiality thresholds *used for our financial filings. While these processes have identified several risks, none of the risks in our upstream or downstream value chain were identified as having a substantial effect per our definition in question 2.4.*

Plastics

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

Climate-related, water, forest, and other environmental risks are integrated into our standard, company-wide ERM program. As part of ERM we do quarterly reviews to identify new and potential risks. In addition, the CSR team monitors and addresses emerging risks on an ongoing basis. Biennially, the CSR Team updates HNI's TCFD disclosure and conducts a specific climate-related risk evaluation. Through these processes, we assess and addresses the specifics of each risk, including frequency, time horizon, likelihood, reputational impact, and financial impact. We assess the indicators specific to each risk using the same materiality thresholds used for our financial filings. No risks were identified as having a substantial effect per our definition in question 2.4.
[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

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

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 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 impacted.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced 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

☑ Medium-term

☑ 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:
☑ 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

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 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 and delivery of certain products, resulting in reduced revenues and cash flows. Facilities located near the Mississippi River primarily produce products for our Workplace Furnishing business segment. If any of these facilities was impacted by an adverse flooding or storm event, a portion of Workplace Furnishings revenue would be affected.

(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)

0

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

120000000

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

0

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

120000000

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

0

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

120000000

(3.1.1.25) Explanation of financial effect figure

Facilities located near the Mississippi River primarily produce Workplace Furnishings products. If any of these facilities was impacted by an adverse flooding or storm event, a portion of that revenue would be affected. The amount of financial effect is estimated using six months of revenue from facilities in close proximity to the river plus costs to repair facility damage. The total of these amounts is $120M. We estimate the same financial impact regardless of when the event occurs.

(3.1.1.26) Primary response to risk

Policies and plans

☑ Develop flood emergency plans

(3.1.1.27) Cost of response to risk

2400000

(3.1.1.28) Explanation of cost calculation

HNI and the City of Muscatine have implemented flood mitigation measures, such as flood gates, levees, pumps, and monitoring systems. Cost of response is based on cost of pumps and other flood control assets, totaling $2.4M. Ongoing maintenance of these measures would be minimal and absorbed into business-as-usual activities.

(3.1.1.29) Description of response

HNI implemented a flood emergency response team and action plan with backup and recovery business processes to mitigate flood risk and ensure minimal facility impact and business disruption. HNI worked alongside our city governments to improve infrastructure, such as roads, to reduce the risks of floods and severe weather impacting our operations. Flood gates, levees, pumps, an automated water monitoring and warning system, and other flood mitigation measure protect our facilities.

Water

(3.1.1.1) Risk identifier

Select from:

☑ Risk2

(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 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 impacted.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Decreased revenues due to reduced 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

☑ Medium-term

☑ 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:

☑ 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

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 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 and delivery of certain products, resulting in reduced revenues and cash flows. Facilities located near the Mississippi River primarily produce products for our Workplace Furnishing business segment. If any of these facilities was impacted by an adverse flooding or storm event, a portion of Workplace Furnishings revenue would be affected.

(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)

0

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

120000000

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

0

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

120000000

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

0

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

120000000

(3.1.1.25) Explanation of financial effect figure

Facilities located near the Mississippi River primarily produce Workplace Furnishings products. If any of these facilities was impacted by an adverse flooding or storm event, a portion of that revenue would be affected. The amount of financial effect is estimated using six months of revenue from facilities in close proximity to the river plus costs to repair facility damage. The total of these amounts is $120M. We estimate the same financial impact regardless of when the event occurs.

(3.1.1.26) Primary response to risk

Policies and plans

☑ Develop flood emergency plans

(3.1.1.27) Cost of response to risk

2400000

(3.1.1.28) Explanation of cost calculation

HNI and the City of Muscatine have implemented flood mitigation measures, such as flood gates, levees, pumps, and monitoring systems. Cost of response is based on cost of pumps and other flood control assets, totaling $2.4M. Ongoing maintenance of these measures would be minimal and absorbed into business-as-usual activities.

(3.1.1.29) Description of response

HNI implemented a flood emergency response team and action plan with backup and recovery business processes to mitigate flood risk and ensure minimal facility impact and business disruption. HNI worked alongside our city governments to improve infrastructure, such as roads, to reduce the risks of floods and severe weather impacting our operations. Flood gates, levees, pumps, an automated water monitoring and warning system, and other flood mitigation measure protect our facilities.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk3

(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 and states have restricted natural gas hookups or appliances. If further regulations are adopted, this may reduce our ability to sell natural gas products.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Change in revenue mix and sources

(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:

☑ 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

The anticipated effect of this risk is reduced revenue and cash flows. HNI's Residential Building Products business segment manufactures hearth products, including fireplaces, stoves, and other product lines that use natural gas. If regulations on natural gas appliances go into effect, this may reduce units of natural gas hearth products sold and negatively impact revenue.

(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)

0

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

260000000

(3.1.1.25) Explanation of financial effect figure

HNI's Residential Building Products business segment manufactures hearth products, including fireplaces, stoves, and other product lines that use natural gas. If regulations on natural gas appliances go into effect, this may reduce sales of our natural gas hearth products, and a portion of this revenue would be affected. Revenues from electric and non-fossil fuel fireplace options may increase and offset reduced sales of natural gas products. The financial effect reported was calculated using revenues from gas hearth products, adjusted for long-term gas to electric sales mix change assumptions to arrive at $260M.

(3.1.1.26) Primary response to risk

Diversification

☑ Develop new products, services and/or markets

(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 and other non-fossil fuel fireplace and stove options, such as Inception by Simplifire, 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, so estimate zero additional cost of response.

(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 and non-fossil fuel fireplace and stove options, such as Inception by Simplifire, as an alternative to using fossil fuels and continues to develop new products through R&D and innovation.
[Add row]

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

Climate change

(3.1.2.1) Financial metric

Select from:
☑ Revenue

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

260000000

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:
☑ 1-10%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

120000000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:
☑ 1-10%

(3.1.2.7) Explanation of financial figures

Revenue amounts reported in 3.1 were divided by 2024 total revenue ($2526.4M) to arrive at % vulnerable, regardless of timeframe.

Water

(3.1.2.1) Financial metric

Select from:
☑ Revenue

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

0

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:
☑ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

120000000

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☑ 1-10%

(3.1.2.7) Explanation of financial figures

Revenue amounts reported in 3.1 were divided by 2024 total revenue ($2526.4M) to arrive at % vulnerable, regardless of timeframe.
[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:
☑ 1-10%

(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.
[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 2024.*

[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?

Climate change

(3.6.1) Environmental opportunities identified

Select from:

☑ Yes, we have identified opportunities, and some/all are being realized

Forests

(3.6.1) Environmental opportunities identified

Select from:

☑ No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

☑ Opportunities exist, but none anticipated to have a substantive effect on organization

(3.6.3) Please explain

Biennially, the CSR Team updates HNI's TCFD disclosure and conducts a specific climate-related risk and opportunity evaluation. Opportunities are assessed by cross functional teams, including HNI"s CSR team, product development, marketing, and supply chain. Through these processes, we assess and addresses the specifics of each opportunity, including frequency, time horizon, likelihood, and financial impact. We assess the indicators specific to each opportunity using the same materiality thresholds used for our financial filings. While these processes have identified several opportunities, none of the opportunities were identified as having a substantial effect per our definition in question 2.4.

Water

(3.6.1) Environmental opportunities identified

Select from:

☑ No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

☑ Opportunities exist, but none anticipated to have a substantive effect on organization

(3.6.3) Please explain

Biennially, the CSR Team updates HNI's TCFD disclosure and conducts a specific climate-related risk and opportunity evaluation. Opportunities are assessed by cross functional teams, including HNI"s CSR team, product development, marketing, and supply chain. Through these processes, we assess and addresses the specifics of each opportunity, including frequency, time horizon, likelihood, and financial impact. We assess the indicators specific to each opportunity using the same materiality thresholds used for our financial filings. While these processes have identified several opportunities, none of the opportunities were identified as having a substantial effect per our definition in question 2.4.

[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

(3.6.1.3) 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
☑ 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

Increased demand for sustainable products could lead to increased market share and revenues if HNI is able to meet that demand. This could also have a positive impact on cash flows.

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

Select from:

☑ No

(3.6.1.24) Cost to realize opportunity

0

(3.6.1.25) Explanation of cost calculation

The development of sustainable products is integrated into our business strategy. Costs cannot be separately identified and would be included in business-as-usual. Therefore, we are reporting zero additional costs.

(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.
[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

Select from:

☑ Revenue

(3.6.2.4) Explanation of financial figures

This opportunities for increased revenue are present in both HNI's Workplace Furnishings and Residential Building Products segments. Due to the complexity and uncertainty involved in estimating impact, we are not able to estimate alignment of the financial metric to the opportunity.
[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:

☑ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

This policy is included in the HNI Corporation Corporate Governance Guidelines and the HNI Corporation Public Policy and Corporate Governance Committee Charter. Per the Corporate Governance Guidelines, the Public Policy and Corporate Governance Committee is responsible for reviewing with the Board, at least annually, the appropriate skills and experience required of Board members. This assessment will include factors such as judgment, skill, diversity, integrity, experience with businesses and other organizations of comparable size, the interplay of the candidate's experience with the experience of other Board members, and the extent to which the candidate would be a desirable addition to the Board and any Committees of the Board. Per the HNI Corporation Public Policy and Corporate Governance Committee Charter, director candidates will be evaluated consistent with the Corporation's corporate governance guidelines, and the Committee will *consider the mix of director characteristics, experiences, diversity (including factors such as age, gender, education, ethnicity, career experience and personality) attributes, perspectives and skills appropriate for the Corporation.*

(4.1.6) Attach the policy (optional)

HNI Public-Policy-and-Corporate-Governance-Charter.pdf
[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 corporate policies and/or commitments

☑ Approving and/or overseeing employee incentives

☑ Monitoring supplier compliance with organizational requirements

☑ 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

(4.1.2.7) Please explain

HNI's Board oversees the Corporation's corporate social responsibility ("CSR") strategy and program, which encompasses the Corporation's climate-related goals, strategy, risks, and opportunities. 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 climate change, product lifecycle management, and materials sourcing. To maintain competency on sustainability and climate issues, the CSR Director and other internal subject-matter experts inform the Board as issues arise. HNI's Board also includes directors with executive level experience in roles with responsibility for corporate social responsibility or sustainability at a large organization. The CEO and either the full Board or Public Policy and Corporate Governance Committee are briefed quarterly on risks, opportunities, strategy and progress towards HNI's CSR targets.*

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

☑ Overseeing and guiding major capital expenditures

☑ Monitoring the implementation of the business strategy

☑ Monitoring the implementation of a climate transition plan

☑ Approving corporate policies and/or commitments

☑ Approving and/or overseeing employee incentives

☑ Monitoring supplier compliance with organizational requirements

☑ Overseeing and guiding the development of a business strategy

☑ Overseeing and guiding acquisitions, mergers, and divestitures

(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 CEO and either the full Board or Public Policy and Corporate Governance Committee are briefed 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
☑ Approving corporate policies and/or commitments
☑ Approving and/or overseeing employee incentives
☑ Monitoring supplier compliance with organizational requirements
☑ 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

(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 either the full Board or Public Policy and Corporate Governance Committee are briefed 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 corporate policies and/or commitments

☑ Approving and/or overseeing employee incentives

☑ Monitoring supplier compliance with organizational requirements

☑ Overseeing and guiding the development of a climate transition plan

☑ 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

(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 CEO and either the full Board or Public Policy and Corporate Governance Committee are briefed 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

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

Climate-related risks and opportunities are overseen by management through the Corporate Social Responsibility Executive Steering Team, which is chaired by the CEO and includes senior management. The SVP, General Counsel & Secretary, who reports to the CEO, is responsible for managing the HNI CSR Team, which consists of the HNI Director of CSR, Product Compliance, Safety, and CSR Managers and analysts. Climate strategies and goals and management of risk are the responsibility of the CSR Team and functional leadership. 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 report to the CSR Executive Steering Team at least quarterly and are also reviewed against their individual and corporate goals as part of their position's annual performance review. The CEO's annual incentive compensation and other Named Executive Officers' incentive compensation are tied to implementation and progress of CSR initiatives. Either the full Board or Public Policy and Corporate Governance Committee are briefed quarterly on risks, opportunities, strategy and progress towards HNI's CSR targets.

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

Environmental, including forest-related, risks and opportunities are overseen by management through the Corporate Social Responsibility Executive Steering Team, which is chaired by the CEO and includes senior management. The SVP, General Counsel & Secretary, who reports to the CEO, is responsible for managing the HNI CSR Team, which consists of the HNI Director of CSR, Product Compliance, Safety, and CSR Managers and analysts. Strategies, goals, and management of risk are the responsibility of the CSR Team and functional leadership. 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 report to the CSR Executive Steering Team at least quarterly and are also reviewed against their individual and corporate goals as part of their position's annual performance review. The CEO's annual incentive compensation and other Named Executive Officers' incentive compensation are tied to implementation and progress of CSR initiatives. 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

Environmental risks and opportunities are overseen by management through the Corporate Social Responsibility Executive Steering Team, which is chaired by the CEO and includes senior management. The SVP, General Counsel & Secretary, who reports to the CEO, is responsible for managing the HNI CSR Team, which consists of the HNI Director of CSR, Product Compliance, Safety, and CSR Managers and analysts. Strategies, goals, and management of risk are the responsibility of the CSR Team and functional leadership. 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 report to the CSR Executive Steering Team at least quarterly and are also reviewed against their individual and corporate goals as part of their position's annual performance review. The CEO's annual incentive compensation and other Named Executive Officers' incentive compensation are tied to implementation and progress of CSR initiatives. 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

Environmental risks and opportunities are overseen by management through the Corporate Social Responsibility Executive Steering Team, which is chaired by the CEO and includes senior management. The SVP, General Counsel & Secretary, who reports to the CEO, is responsible for managing the HNI CSR Team, which consists of the HNI Director of CSR, Product Compliance, Safety, and CSR Managers and analysts. Strategies, goals, and management of risk are the responsibility of the CSR Team and functional leadership. 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 report to the CSR Executive Steering Team at least quarterly and are also reviewed against their individual and corporate goals as part of their position's annual performance review. The CEO's annual incentive compensation and other Named Executive Officers'

incentive compensation are tied to implementation and progress of CSR initiatives. 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 2024, twenty percent of the CEO's and SVP, General Counsel & Secretary's annual incentives were tied to attainment of individual objectives, including individual objectives focused on corporate social responsibility advancements in the areas of HNI's science-based emissions targets and other climate change, product sustainability, waste, and energy goals.

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, the management of this issue is not currently included in senior management incentives.

Water

(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 water, the management of this issue is not currently included in senior management 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

(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 2024, twenty percent of the CEO's and SVP, General Counsel & Secretary's annual incentives were tied to attainment of individual objectives, including individual objectives focused on corporate social responsibility (CSR) advancements in the areas of HNI's science-based emissions targets and other climate change, product sustainability, waste, and energy goals.

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

The CEO's individual objectives specifically focused on supporting HNI's CSR goals, which included HNI's science-based emissions targets/climate transition plan.

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 2024, twenty percent of the SVP, General Counsel & Secretary's annual incentives were tied to attainment of individual objectives, including individual objectives focused on corporate social responsibility advancements in the areas of HNI's science-based emissions targets and other climate change, product sustainability, waste, and energy goals.

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

The SVP, General Counsel & Secretary's individual objectives specifically focused on supporting HNI's CSR goals, which included HNI's science-based emissions targets/climate transition plan.

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; reducing the life-cycle environmental impacts of our products and packaging; and designing products to have a regenerative future and shift mindsets from disposable to reusable.

(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_2024_Final.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 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

☑ Commitment to reduce water withdrawal volumes

☑ Commitment to safely managed WASH in local communities

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-Corp-Code-of-Conduct-2025-2.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

Social commitments

☑ Other social commitment, please specify :- Only work with business partners who are committed to fair labor standards - Never use child or prison labor, anywhere in the world - Immediately report any human rights concerns or violations we may find

(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

HNI_Code_Interactive_External_2025.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)

80248

(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:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization’s engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

[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 sustainability reports

(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

☑ Commodity volumes

☑ Content of environmental policies

☑ Deforestation- and conversion-free (DCF) status metrics

☑ Risks & Opportunities

☑ Value chain engagement

☑ Dependencies & Impacts

☑ Biodiversity indicators

☑ Water accounting figures

(4.12.1.6) Page/section reference

Governance - 5 & GRI Appendix 36-44; Targets - page 7, 16-17, 26, TCFD Appendix 63; Policies - GRI Appendix 36-58; Strategy, Dependencies, Impacts, Risks, Opportunities - 3, 7, 15-64; Value Chain Engagement - 29, GRI Appendix 49,56; Biodiversity - GRI Appendix 47; Emissions FIgures - 16, GRI Appendix 47-48, TCFD Appendix 62; Deforestation and conversion free - SASB Appendix 60; Commodity volumes - SASB Appendix 60; Water Accounting - GRI Appendix 46

(4.12.1.7) Attach the relevant publication

HNI 2024 Corporate Responsibility Report with Appendix.pdf

(4.12.1.8) Comment

HNI Corporation publishes a Corporate Responsibility report biennially, which is available at https://www.hnicorp.com/corporate-responsibility; TCFD, SASB, and GRI disclosures are included in the report as appendices, and are also separately reported on our website.

Row 2

(4.12.1.1) Publication

Select from:

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

☑ 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
- ☑ Emissions figures
- ☑ Value chain engagement
- ☑ Dependencies & Impacts
- ☑ Biodiversity indicators
- ☑ Public policy engagement
- ☑ Water accounting figures
- ☑ Content of environmental policies

(4.12.1.6) Page/section reference

Governance - Please see GRI 2 section Policies, strategy, depencies & impacts - included throughout the disclosure Value Chain Engagement - GRI 308 & 414 Biodiversity - GRI 304 Emissions FIgures - GRI 305 Energy - GRI 302 Water Accounting - GRI 303

(4.12.1.7) Attach the relevant publication

HNI-2024-GRI-Index.pdf

(4.12.1.8) Comment

HNI's GRI Index is available on our website: https://www.hnicorp.com/corporate-responsibility

Row 3

(4.12.1.1) Publication

Select from:

- ☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

- ☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Governance

☑ Risks & Opportunities

☑ Emissions figures

☑ Emission targets

(4.12.1.6) Page/section reference

Pages 1-3 contain sections for Governance, Strategy, Risk Management, and Metrics and Targets

(4.12.1.7) Attach the relevant publication

HNI-2024-TCFD-Disclosure.pdf

(4.12.1.8) Comment

HNI's TCFD Disclosure is available on our website: https://www.hnicorp.com/corporate-responsibility

Row 4

(4.12.1.1) Publication

Select from:

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

☑ Forests

☑ Biodiversity

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Strategy

☑ Commodity volumes

☑ Biodiversity indicators

☑ Content of environmental policies

☑ Deforestation- and conversion-free (DCF) status metrics

☑ Other, please specify **:Management of Chemicals in Products**

(4.12.1.6) Page/section reference

page 1: Energy management, Management of Chemicals in products, strategy, page 2: Product Lifecycle Impacts, strategy, commodity volumes, deforestation free

(4.12.1.7) Attach the relevant publication

HNI-2024-SASB-Disclosures.pdf

(4.12.1.8) Comment

HNI's SASB Disclosure is available on our website: https://www.hnicorp.com/corporate-responsibility
[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:

☑ Annually

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

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)

Stakeholder and customer demands
☑ Consumer attention to impact

Regulators, legal and policy regimes
☑ Global regulation

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The WWF analysis uses three pathways, optimistic, current trend, and pessimistic. The review covers direct operations only and is combined with qualitative information about our facilities.

(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. This information is combined with qualitative information about our facilities.

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)

Stakeholder and customer demands

☑ Consumer attention to impact

Regulators, legal and policy regimes

☑ Global regulation

(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.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ Bespoke climate transition 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.
[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:

☑ Organization-wide

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

Results of scenario analysis with the WWF Water Filter have informed strategy, target setting, and transition planning by helping us determine and focus on sites that may experience future water stress.

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

Results of scenario analysis with the WWF Water Filter have informed strategy, target setting, and transition planning by helping us determine and focus on sites that may experience future water stress.
[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

(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

(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 - 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 the installation of solar panels, 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

(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?

(5.9.1) Water-related CAPEX (+/- % change)

0

(5.9.2) Anticipated forward trend for CAPEX (+/- % change)

0

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

4

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

0

(5.9.5) Please explain

Water-related operating expenditures from supply increased 4% compared to prior year due to 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. We are currently focusing on achieving our external corporate responsibility goals, which include science-based emissions 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?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ Contribution to supplier-related Scope 3 emissions

☑ Other, please specify :We incorporated environmental assessments into our supplier scorecards for strategic suppliers. Assessments include management of energy, water, materials sourcing, waste, land use and biodiversity, pollution, and emissions impacts.

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☑ 51-75%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

We do not have a specific threshold for classifying suppliers as having substantive impacts.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☑ Unknown

Forests

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ Impact on deforestation or conversion of other natural ecosystems

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☑ 1-25%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

We do not have a specific threshold for classifying suppliers as having substantive impacts.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☑ Unknown

Water

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ Impact on water availability

☑ Impact on pollution levels

(5.11.1.3) % Tier 1 suppliers assessed

Select from:
☑ 51-75%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

We do not have a specific threshold for classifying suppliers as having substantive impacts.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:
☑ Unknown
[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
☑ Product lifecycle
☑ Regulatory compliance
☑ Reputation management
☑ Business risk mitigation
☑ Leverage over suppliers
☑ Vulnerability of suppliers
☑ Strategic status of suppliers
☑ Supplier performance improvement

☑ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change

(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. In 2024, HNI incorporated third-party environmental, social, and governance assessments into our supplier scorecard process and assessed strategic suppliers for negative impacts, such as those in the criteria column of this question. The results of these assessments are used to prioritize high-impact areas when engaging with suppliers and enable collaboration toward improvement. 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.

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

☑ Regulatory compliance

☑ Reputation management

☑ Business risk mitigation

☑ Leverage over suppliers

☑ Vulnerability of suppliers

☑ Strategic status of suppliers

☑ Supplier performance improvement

☑ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to forests

(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. In 2024, HNI incorporated third-party environmental, social, and governance assessments into our supplier scorecard process and assessed strategic suppliers for negative impacts, such as those in the criteria column of this question. The results of these assessments are used to prioritize high-impact areas when engaging with suppliers and enable improvement. 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

☑ Material sourcing

☑ Procurement spend

☑ Regulatory compliance

☑ Reputation management

☑ Business risk mitigation

☑ Leverage over suppliers

☑ Vulnerability of suppliers

☑ Strategic status of suppliers

☑ Supplier performance improvement

☑ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to water

(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. In 2024, HNI incorporated third-party environmental, social, and governance assessments into our supplier scorecard process and assessed strategic suppliers for negative impacts, such as those in the criteria column of this question. The results of these assessments are used to prioritize high-impact areas when engaging with suppliers and enable collaboration toward improvement. 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

☑ Second-party verification

☑ Supplier scorecard or rating

☑ Supplier self-assessment

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

Select from:

☑ 26-50%

(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:

☑ 51-75%

(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. In 2024, HNI achieved 100% compliance across Workplace Furnishings, Residential Building Products, and Kimball International. Note, the % in column 4 was calculated based on total (direct and indirect) spend. HNI assesses suppliers using supplier scorecards that include third-party environmental, social, and governance assessments. This process covers strategic suppliers representing over 80% of Workplace e Furnishings and Kimball International spend and over 50% of Residential Building products spend. 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

☑ Second-party verification

☑ Supplier scorecard or rating

☑ Supplier self-assessment

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

Select from:

☑ 26-50%

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

Select from:

☑ 100%

(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. In 2024, HNI achieved 100% compliance across Workplace Furnishings, Residential Building Products, and Kimball International. Note, the % in column 4 was calculated based on total (direct and indirect) spend. HNI assesses suppliers using supplier scorecards that include third-party environmental, social, and governance assessments. This process covers strategic suppliers representing over 80% of Workplace e Furnishings and Kimball International spend and over 50% of Residential Building products spend. 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

☑ Second-party verification

☑ Supplier scorecard or rating

☑ Supplier self-assessment

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

Select from:

☑ 26-50%

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

Select from:

☑ 100%

(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. In 2024, HNI achieved 100% compliance across Workplace Furnishings, Residential Building Products, and Kimball International. Note, the % in column 4 was calculated based on total (direct and indirect) spend. HNI assesses suppliers using supplier scorecards that include third-party environmental, social, and governance assessments. This process covers strategic suppliers representing over 80% of Workplace e Furnishings and Kimball International spend and over 50% of Residential Building products spend. 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%

(5.11.6.12) 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

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:
☑ No, this engagement is unrelated to meeting an environmental requirement
[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 Business and Institutional Furniture Manufacturers Association (BIFMA) Level 1, 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 Business and Institutional Furniture Manufacturers Association (BIFMA) Level 1, 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. Seaqual).

(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?

	Has there been a structural change?	Name of organization(s) acquired, divested from, or merged with	Details of structural change(s), including completion dates
	Select all that apply ☑ Yes, a divestment	*HNI India was sold to Kokuyo*	*HNI India, including all owned sites and site leases, was sold to Kokuyo. The sale closed on April 29, 2025.*

[Fixed row]

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

	Change(s) in methodology, boundary, and/or reporting year definition?
	Select all that apply ☑ No

[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: 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 the 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

(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

☑ US EPA Emissions & Generation Resource Integrated Database (eGRID)

(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:

☑ Yes

(7.4.1) Provide details of the sources of Scope 1, Scope 2, or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure.

Row 1

(7.4.1.1) Source of excluded emissions

Some indirect spend is missing from our purchased good and services calculation due to difficulty with obtaining the data.

(7.4.1.2) Scope(s) or Scope 3 category(ies)

Select all that apply

☑ Scope 3: Purchased goods and services

(7.4.1.6) Relevance of Scope 3 emissions from this source

Select from:

☑ Emissions are relevant but not yet calculated

(7.4.1.9) Estimated percentage of total Scope 3 emissions this excluded source represents

0

(7.4.1.10) Explain why this source is excluded

Some indirect spend is missing from our purchased good and services calculation due to difficulty with obtaining the data. The missing percentage is under review and has not yet been calculated.

(7.4.1.11) Explain how you estimated the percentage of emissions this excluded source represents

Some indirect spend is missing from our purchased good and services calculation due to difficulty with obtaining the data. The missing percentage is under review and has not yet been calculated.
[Add row]

(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)

63801

(7.5.3) Methodological details

Emissions calculated per the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) using EPA and Defra 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)

120396

(7.5.3) 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

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

162834

(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)

678594

(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)

12001

(7.5.3) Methodological details

Capital goods is 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)

32555

(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)

153867

(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)

25613

(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)

7627

(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)

27746

(7.5.3) Methodological details

Commuting is calculated using the distance-based method

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

0

(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)

1726409

(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)

8540

(7.5.3) Methodological details

Disposal is calculated using waste-type.

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3: Other (downstream)

(7.5.1) Base year end

12/31/2018

(7.5.2) Base year emissions (metric tons CO2e)

0

(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)

47436

(7.6.3) Methodological details

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

Past year 1

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

48962

(7.6.2) End date

12/31/2023

(7.6.3) Methodological details

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

69910

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

0

(7.7.4) 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.

Past year 1

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

76363

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

0

(7.7.3) End date

12/31/2023

(7.7.4) 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.
[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)

311520

(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, adjusted for inflation, and multiplied by US EEIO emission factors (cradle-to-gate).

Capital goods

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

7305

(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

Capital goods spend data obtained from finance, adjusted for inflation, and multiplied by US EEIO emission factors (cradle-to-date).

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)

22868

(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 data obtained from supplier electricity and 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)

83038

(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 transportation. The distance-based method is used for the 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)

12348

(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

100

(7.8.5) Please explain

Actual data on waste type, amounts and disposal or recycling method was used. EPA emission factors were used to calculate emissions.

Business travel

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

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

4171

(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

13

(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)

17345

(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

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)

1328287

(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)

7322

(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). 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

12/31/2023

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

371097

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

14964

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

24394

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

78296

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

13147

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

3698

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

18637

(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)

1360718

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

7650

(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

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 divestment of HNI India and data enhancements.
[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:*

	Verification/assurance status
	☑ 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)

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 has purchased RECs since 2020, additional renewable energy project implementation results in no change in overall emissions.

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

168

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

1

(7.10.1.4) Please explain calculation

HNI completed reduction activities impacting scope 1 emissions including automated building energy management systems, process optimization and compressed air projects.

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

HNI India divestment removed from comparison data. HNI India was a very small % of total operations and emissions.

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 did not have any acquisitions in 2024.

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

HNI did not have any mergers in 2024.

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

1358

(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 attributes the remaining emissions changes to decreased production and fluctuations in 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
	4267	*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)

47165

(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)

39

(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)

90

(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)

141

(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*	*60.7*	*0*
India	*0*	*505*	*0*
Mexico	*1404.3*	*2895.9*	*0*
Taiwan, China	*2.9*	*27.66*	*0*
United States of America	*46022.8*	*66420*	*0*
Viet Nam	*0.12*	*1.06*	*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.*	*10471*
Row 2	*Corporate*	*106*
Row 3	*Residential Building Products*	*13328*
Row 4	*Workplace Furnishings*	*23531*

[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*	*5705*
Row 2	*Wood Burning*	*53*
Row 3	*Natural Gas Use*	*38116*
Row 4	*Fugitive Emissions*	*141*
Row 5	*Propane Use*	*3418*
Row 6	*Diesel*	*3*

[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.*	*16561*	*0*
Row 2	*Corporate*	*327*	*0*
Row 3	*Residential Building Products*	*13821*	*0*
Row 4	*Workplace Furnishings*	*39201*	*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*	*69910*	*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)

47436

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

69910

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

HNI 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

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

8918

(7.30.1.3) MWh from non-renewable sources

247974

(7.30.1.4) Total (renewable + non-renewable) MWh

256892.00

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

172875

(7.30.1.3) MWh from non-renewable sources

0

(7.30.1.4) Total (renewable + non-renewable) MWh

172875.00

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

267

(7.30.1.4) Total (renewable + non-renewable) MWh

267.00

Total energy consumption

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

182060

(7.30.1.3) MWh from non-renewable sources

247974

(7.30.1.4) Total (renewable + non-renewable) MWh

430034.00
[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

8918

(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

8918

(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

21778

(7.30.7.4) MWh fuel consumed for self-generation of heat

21778

(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

226196

(7.30.7.4) MWh fuel consumed for self-generation of heat

203576

(7.30.7.5) MWh fuel consumed for self-generation of steam

22619.6

(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

256892

(7.30.7.4) MWh fuel consumed for self-generation of heat

225354

(7.30.7.5) MWh fuel consumed for self-generation of steam

31538

(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)

267

(7.30.9.2) Generation that is consumed by the organization (MWh)

267

(7.30.9.3) Gross generation from renewable sources (MWh)

267

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

267

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)

8918

(7.30.9.2) Generation that is consumed by the organization (MWh)

8918

(7.30.9.3) Gross generation from renewable sources (MWh)

8918

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

8918

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)

103

(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)

103.00

(7.30.16.7) Provide details of the electricity consumption excluded

NA

India

(7.30.16.1) Consumption of purchased electricity (MWh)

686

(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)

686.00

(7.30.16.7) Provide details of the electricity consumption excluded

NA

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

7865

(7.30.16.2) Consumption of self-generated electricity (MWh)

267

(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)

8132.00

(7.30.16.7) Provide details of the electricity consumption excluded

NA

Taiwan, China

(7.30.16.1) Consumption of purchased electricity (MWh)

49

(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)

49.00

(7.30.16.7) Provide details of the electricity consumption excluded

NA

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

164170

(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)

8918

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

173088.00

(7.30.16.7) Provide details of the electricity consumption excluded

NA

Viet Nam

(7.30.16.1) Consumption of purchased electricity (MWh)

2

(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)

2.00

(7.30.16.7) Provide details of the electricity consumption excluded

NA

[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)

112302

(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:
☑ 2024

(7.30.17.10) Supply arrangement start year

2024

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ Green-e Certified(R) Renewable Energy

(7.30.17.12) Comment

Contract details available.

Row 2

(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:
☑ Wind

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

103

(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:
☑ Yes

(7.30.17.8) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2016

(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

2024

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:

☑ Other, please specify :I-REC

(7.30.17.12) Comment

Contract details available.

Row 3

(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:

☑ Renewable electricity mix, please specify :Wind/solar

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

686

(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:
☑ 2024

(7.30.17.10) Supply arrangement start year

2024

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ Other, please specify :I-REC

(7.30.17.12) Comment

Contract details available.

Row 4

(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)

7865

(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:

☑ 2024

(7.30.17.10) Supply arrangement start year

2024

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:

☑ Other, please specify :I-REC

(7.30.17.12) Comment

Contract details available.

Row 5

(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:

☑ Solar

(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:
☑ Yes

(7.30.17.8) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2019

(7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:
☑ 2024

(7.30.17.10) Supply arrangement start year

2024

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ Other, please specify :I-REC

(7.30.17.12) Comment

Contract details available.

Row 6

(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)

49

(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:
☑ 2024

(7.30.17.10) Supply arrangement start year

2024

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:
☑ Other, please specify :TIGR

(7.30.17.12) Comment

Contract details available.

Row 7

(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:
☑ Wind

(7.30.17.4) Renewable electricity consumed via selected sourcing method in the reporting year (MWh)

51868

(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:
☑ Yes

(7.30.17.8) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2023

(7.30.17.9) Vintage of the renewable energy/attribute (i.e. year of generation)

Select from:
☑ 2024

(7.30.17.10) Supply arrangement start year

2024

(7.30.17.11) Ecolabel associated with purchased renewable electricity

Select from:

☑ Green-e Certified(R) Renewable Energy

(7.30.17.12) Comment

Contract details available.
[Add row]

(7.30.19) Provide details of your organization’s renewable electricity generation by country/area in the reporting year.

Row 1

(7.30.19.1) Country/area of generation

Select from:
☑ Mexico

(7.30.19.2) Renewable electricity technology type

Select from:
☑ Solar

(7.30.19.3) Facility capacity (MW)

0.5

(7.30.19.4) Total renewable electricity generated by this facility in the reporting year (MWh)

267

(7.30.19.5) Renewable electricity consumed by your organization from this facility in the reporting year (MWh)

267

(7.30.19.6) Energy attribute certificates issued for this generation

Select from:
☑ Yes

(7.30.19.7) Type of energy attribute certificate

Select from:
☑ I-REC

(7.30.19.8) Comment

Energy attribute certificates retained by HNI.
[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.

HNI committed financial support to a Power Purchase Agreement with Muscatine Power and Water which will fund a total of 17% of a new solar installation project located in Muscatine, Iowa. This project will yield a total annual electrical output of 52 million kWh/year when finished. HNI implemented a 0.5 MW solar installation at their Mexico facility in 2024 and a 5 MW solar installation at their Muscatine facility in 2025. HNI continues to seek ways to invest in renewable energy directly within our facilities, such as the continued expansion of 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

0.00001878

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

47436

(7.45.3) Metric denominator

Select from:
☑ unit total revenue

(7.45.4) Metric denominator: Unit total

2526400000

(7.45.5) Scope 2 figure used

Select from:
☑ Market-based

(7.45.6) % change from previous year

7

(7.45.7) Direction of change

Select from:
☑ Decreased

(7.45.8) Reasons for change

Select all that apply

☑ Other emissions reduction activities

☑ Change in revenue

(7.45.9) Please explain

This change is attributed to an increase of 3.8% in revenue and a decrease of 3.1% in emissions.
[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

8.26

(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

5

(7.52.6) Direction of change

Select from:
☑ Increased

(7.52.7) Please explain

Increase driven by 9% decrease in production year over year. Total energy also decreased by 4%, offsetting a portion of the overall increase in energy intensity.
[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

(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)

63801

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

120396

(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)

184197.000

(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)

119728.050

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

47443

(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)

47443.000

(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

212.12

(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

1.5°C 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 (1).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 6: Business travel
☑ Category 7: Employee commuting
☑ Category 11: Use of sold products
☑ 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)

☑ 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

2.24

(7.53.2.16) Intensity figure in base year for Scope 3, Category 2: Capital goods

0.04

(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)

0.1

(7.53.2.18) Intensity figure in base year for Scope 3, Category 4: Upstream transportation and distribution

0.47

(7.53.2.19) Intensity figure in base year for Scope 3, Category 5: Waste generated in operations

0.08

(7.53.2.20) Intensity figure in base year for Scope 3, Category 6: Business travel

0.02

(7.53.2.21) Intensity figure in base year for Scope 3, Category 7: Employee commuting

0.09

(7.53.2.25) Intensity figure in base year for Scope 3, Category 11: Use of sold products

5.27

(7.53.2.26) Intensity figure in base year for Scope 3, Category 12: End-of-life treatment of sold products

0.03

(7.53.2.32) Intensity figure in base year for total Scope 3

8.3400000000

(7.53.2.33) Intensity figure in base year for all selected Scopes

8.3400000000

(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

5.0040000000

(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

1.24

(7.53.2.63) Intensity figure in reporting year for Scope 3, Category 2: Capital goods

0.03

(7.53.2.64) Intensity figure in reporting year for Scope 3, Category 3: Fuel- and energy-related activities

0.11

(7.53.2.65) Intensity figure in reporting year for Scope 3, Category 4: Upstream transportation and distribution

0.38

(7.53.2.66) Intensity figure in reporting year for Scope 3, Category 5: Waste generated in operations

0.06

(7.53.2.67) Intensity figure in reporting year for Scope 3, Category 6: Business travel

0.02

(7.53.2.68) Intensity figure in reporting year for Scope 3, Category 7: Employee commuting

0.09

(7.53.2.72) Intensity figure in reporting year for Scope 3, Category 11: Use of sold products

6.1

(7.53.2.73) Intensity figure in reporting year for Scope 3, Category 12: End-of-life treatment of sold products

0.03

(7.53.2.79) Intensity figure in reporting year for total Scope 3

8.0600000000

(7.53.2.80) Intensity figure in reporting year for all selected Scopes

8.0600000000

(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

8.39

(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: 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)

202137

(7.54.1.9) % share of low-carbon or renewable energy in base year

77

(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 and maintained

(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 goal through the purchase of renewable energy certificates as well as on-site solar production at the Mexico facility.
[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
Under investigation	*14*	*`Numeric input*
To be implemented	*2*	*348*
Implementation commenced	*0*	*0*
Implemented	*43*	*4964*
Not to be implemented	*0*	*`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

☑ Compressed air

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

2419

(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 1.2)

138064

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

612731

(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

Compressed air leaks addressed.

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)

197

(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 1.2)

58438

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

646502

(7.55.2.7) Payback period

Select from:
☑ 11-15 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ 21-30 years

(7.55.2.9) Comment

LED lighting replacement.

Row 3

(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)

2028

(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 1.2)

58438

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

646502

(7.55.2.7) Payback period

Select from:

☑ 11-15 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 6-10 years

(7.55.2.9) Comment

Moved finish process and closed one facility. Additional changes with air curtains, energy shutdowns, and oven efficiency.

Row 4

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☑ Solar PV

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

320

(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 1.2)

125541

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

400000

(7.55.2.7) Payback period

Select from:
☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ 21-30 years

(7.55.2.9) Comment

Solar installation.
[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 be 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)

HNI offers a line of low-emissions electric fireplace options as an alternative to using fossil fuels. The Inception is the latest product in the market, offering a new industry standard for realism with 100% efficient heat generation.

(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

Row 2

(7.74.1.1) Level of aggregation

Select from:
☑ Product or service

(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)

Buildings construction and renovation

☑ Other, please specify :Demountable Wall

(7.74.1.4) Description of product(s) or service(s)

HNI's Allsteel Beyond demountable wall product produces 48% less carbon emissions compared to conventional construction materials after initial installation, saving up to 90% of emissions over the lifetime of the product. The product has also reduced embedded carbon emissions by 13% from 2018 to 2023.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☑ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

Select from:

☑ Other, please specify :3rd party life-cycle analysis

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Select from:

☑ Cradle-to-grave

(7.74.1.8) Functional unit used

6'6" x 6'6" enclosed room created by Beyond Walls

(7.74.1.9) Reference product/service or baseline scenario used

6'6" x 6'6" enclosed room created by conventional construction materials

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

Select from:

☑ Cradle-to-grave

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

16

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

In order to complete this study, two Beyond applications were considered. The "Day 1" application is six 6'-6" x 6'-6" enclosed rooms that could function as a micro-office. The "Day 2" application is two 6'-6" x 6'-6" enclosed rooms as well as one 13'-3" x 13'-3" room that could function as a small conference room. Additionally, these applications intentionally feature a variety of the different materials and options Beyond offers (i.e. glass, aluminum, markerboards, power, fabric) to ensure that the results were not limited to a narrow set of materials or applications. The comparison study simulated the environmental impacts of both the Beyond and conventional construction methods, measured by global warming potential (kgCO2e) and solid waste disposed (kg). The comparison simulated the impacts upon initial installation as well as following 1 to 30 reconfigurations to help clients translate the results to their intended use of the product, whether they plan to reconfigure or not.

(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 retired 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:

☑ 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

Volume 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

Volume 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 our largest packaging supplier by spend and one pallet supplier. All other packaging and pallet suppliers are excluded. HNI has volume data from the two largest wood product suppliers for our Residential Building Products Segment, covering approximately 95% of that segment's wood product spend. Smaller 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

Volume data is currently not available.

Timber products

(8.1.1.1) Exclusion

Select from:
☑ Other, please specify :non-FSC direct material (workplace furnishings)

(8.1.1.2) Description of exclusion

Non-FSC direct material (Workplace Furnishings segment)

(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

Volume data is currently not available.

Timber products

(8.1.1.1) Exclusion

Select from:

☑ Specific product lines

(8.1.1.2) Description of exclusion

Specific categories of timber material from Kimball International segment for which data unavailable: Solid wood seating components, High Pressure Laminate (HPL), Wood edge banding, drawer components, and Veneer

(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

Volume 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	*99512*	*Select all that apply* ☑ Sourced	*99512*
Cattle products	*27.5*	*Select all that apply* ☑ Sourced	*27.5*

[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)

47328

(8.5.5) Source

Select all that apply

☑ Contracted suppliers (manufacturers)

(8.5.7) Please explain

HNI manages supplier environmental impacts through our HNI Supplier and Service Provider Code of Conduct, which requires suppliers to operate facilities and source materials in an environmentally sustainable and socially Responsible manner. This includes avoiding trading and sourcing wood, wood fiber, or wood products from unacceptable sources. We require strategic direct material suppliers to acknowledge compliance with this Code. HNI assesses strategic suppliers using supplier scorecards that integrate factors such as quality, reliability, cost, and business relationship with third-party environmental, social, and governance assessments to provide comprehensive insights into supplier performance, risk, and sustainability efforts. The environmental assessments include materials sourcing, environmental certifications (e.g. FSC), and land and biodiversity impacts. This process covers strategic suppliers representing over 80% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend.

Cattle products

(8.5.1) Country/area of origin

Select from:

☑ United States of America

(8.5.2) First level administrative division

Select from:

☑ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

8.9

(8.5.5) Source

Select all that apply

☑ Contracted suppliers (manufacturers)

(8.5.7) Please explain

HNI manages supplier environmental impacts through our HNI Supplier and Service Provider Code of Conduct, which requires suppliers to operate facilities and source materials in an environmentally sustainable and socially Responsible manner. We require strategic direct material suppliers to acknowledge compliance with this Code. HNI assesses strategic suppliers using supplier scorecards that integrate factors such as quality, reliability, cost, and business relationship with third-party environmental, social, and governance assessments to provide comprehensive insights into supplier performance, risk, and sustainability efforts. The environmental assessments include materials sourcing, environmental certifications, and land and biodiversity impacts. This process covers strategic suppliers representing over 80% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend.

Timber products

(8.5.1) Country/area of origin

Select from:

☑ Cambodia

(8.5.2) First level administrative division

Select from:

☑ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

1074

(8.5.5) Source

Select all that apply

☑ Contracted suppliers (manufacturers)

(8.5.7) Please explain

HNI manages supplier environmental impacts through our HNI Supplier and Service Provider Code of Conduct, which requires suppliers to operate facilities and source materials in an environmentally sustainable and socially Responsible manner. This includes avoiding trading and sourcing wood, wood fiber, or wood products from unacceptable sources. We require strategic direct material suppliers to acknowledge compliance with this Code. HNI assesses strategic suppliers using supplier scorecards that integrate factors such as quality, reliability, cost, and business relationship with third-party environmental, social, and governance assessments to *provide comprehensive insights into supplier performance, risk, and sustainability efforts. The environmental assessments include materials sourcing, environmental certifications (e.g. FSC), and land and biodiversity impacts. This process covers strategic suppliers representing over 80% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend.*

Cattle products

(8.5.1) Country/area of origin

Select from:

☑ Mexico

(8.5.2) First level administrative division

Select from:

☑ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

4.91

(8.5.5) Source

Select all that apply

☑ Contracted suppliers (manufacturers)

(8.5.7) Please explain

HNI manages supplier environmental impacts through our HNI Supplier and Service Provider Code of Conduct, which requires suppliers to operate facilities and source materials in an environmentally sustainable and socially Responsible manner. We require strategic direct material suppliers to acknowledge compliance with this Code. HNI assesses strategic suppliers using supplier scorecards that integrate factors such as quality, reliability, cost, and business relationship with third-party environmental, social, and governance assessments to provide comprehensive insights into supplier performance, risk, and sustainability efforts. The environmental assessments include materials sourcing, environmental certifications, and land and biodiversity impacts. This process covers strategic suppliers representing over 80% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend.

Cattle products

(8.5.1) Country/area of origin

Select from:

☑ Germany

(8.5.2) First level administrative division

Select from:

☑ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

8.41

(8.5.5) Source

Select all that apply

☑ Contracted suppliers (manufacturers)

(8.5.7) Please explain

HNI manages supplier environmental impacts through our HNI Supplier and Service Provider Code of Conduct, which requires suppliers to operate facilities and source materials in an environmentally sustainable and socially Responsible manner. We require strategic direct material suppliers to acknowledge compliance with this Code. HNI assesses strategic suppliers using supplier scorecards that integrate factors such as quality, reliability, cost, and business relationship with third-party environmental, social, and governance assessments to provide comprehensive insights into supplier performance, risk, and sustainability efforts. The environmental assessments include materials sourcing, environmental certifications, and land and biodiversity impacts. This process covers strategic suppliers representing over 80% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend.

Cattle products

(8.5.1) Country/area of origin

Select from:

☑ Italy

(8.5.2) First level administrative division

Select from:
☑ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

3.26

(8.5.5) Source

Select all that apply
☑ Contracted suppliers (manufacturers)

(8.5.7) Please explain

HNI manages supplier environmental impacts through our HNI Supplier and Service Provider Code of Conduct, which requires suppliers to operate facilities and source materials in an environmentally sustainable and socially Responsible manner. We require strategic direct material suppliers to acknowledge compliance with this Code. HNI assesses strategic suppliers using supplier scorecards that integrate factors such as quality, reliability, cost, and business relationship with third-party environmental, social, and governance assessments to provide comprehensive insights into supplier performance, risk, and sustainability efforts. The environmental assessments include materials sourcing, environmental certifications, and land and biodiversity impacts. This process covers strategic suppliers representing over 80% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend.

Cattle products

(8.5.1) Country/area of origin

Select from:
☑ Sweden

(8.5.2) First level administrative division

Select from:
☑ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

2.02

(8.5.5) Source

Select all that apply
☑ Contracted suppliers (manufacturers)

(8.5.7) Please explain

HNI manages supplier environmental impacts through our HNI Supplier and Service Provider Code of Conduct, which requires suppliers to operate facilities and source materials in an environmentally sustainable and socially Responsible manner. We require strategic direct material suppliers to acknowledge compliance with this Code. HNI assesses strategic suppliers using supplier scorecards that integrate factors such as quality, reliability, cost, and business relationship with third-party environmental, social, and governance assessments to provide comprehensive insights into supplier performance, risk, and sustainability efforts. The environmental assessments include materials sourcing, environmental certifications, and land and biodiversity impacts. This process covers strategic suppliers representing over 80% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend.

Timber products

(8.5.1) Country/area of origin

Select from:
☑ United States of America

(8.5.2) First level administrative division

Select from:
☑ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

40846

(8.5.5) Source

Select all that apply

☑ Contracted suppliers (manufacturers)

(8.5.7) Please explain

HNI manages supplier environmental impacts through our HNI Supplier and Service Provider Code of Conduct, which requires suppliers to operate facilities and source materials in an environmentally sustainable and socially Responsible manner. This includes avoiding trading and sourcing wood, wood fiber, or wood products from unacceptable sources. We require strategic direct material suppliers to acknowledge compliance with this Code. HNI assesses strategic suppliers using supplier scorecards that integrate factors such as quality, reliability, cost, and business relationship with third-party environmental, social, and governance assessments to provide comprehensive insights into supplier performance, risk, and sustainability efforts. The environmental assessments include materials sourcing, environmental certifications (e.g. FSC), and land and biodiversity impacts. This process covers strategic suppliers representing over 80% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend.

Timber products

(8.5.1) Country/area of origin

Select from:

☑ China

(8.5.2) First level administrative division

Select from:

☑ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

26

(8.5.5) Source

Select all that apply

☑ Contracted suppliers (manufacturers)

(8.5.7) Please explain

HNI manages supplier environmental impacts through our HNI Supplier and Service Provider Code of Conduct, which requires suppliers to operate facilities and source materials in an environmentally sustainable and socially Responsible manner. This includes avoiding trading and sourcing wood, wood fiber, or wood products from unacceptable sources. We require strategic direct material suppliers to acknowledge compliance with this Code. HNI assesses strategic suppliers using supplier scorecards that integrate factors such as quality, reliability, cost, and business relationship with third-party environmental, social, and governance assessments to provide comprehensive insights into supplier performance, risk, and sustainability efforts. The environmental assessments include materials sourcing, environmental certifications (e.g. FSC), and land and biodiversity impacts. This process covers strategic suppliers representing over 80% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend. Based on assessment of vulnerability and risk, HNI prioritizes 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, such as wood sourcing policies and procedures. Audits are conducted on an annual basis.

Timber products

(8.5.1) Country/area of origin

Select from:

☑ Canada

(8.5.2) First level administrative division

Select from:

☑ Unknown

(8.5.4) Volume sourced from country/area of origin (metric tons)

10238

(8.5.5) Source

Select all that apply

☑ Contracted suppliers (manufacturers)

(8.5.7) Please explain

HNI manages supplier environmental impacts through our HNI Supplier and Service Provider Code of Conduct, which requires suppliers to operate facilities and source materials in an environmentally sustainable and socially Responsible manner. This includes avoiding trading and sourcing wood, wood fiber, or wood products from unacceptable sources. We require strategic direct material suppliers to acknowledge compliance with this Code. HNI assesses strategic suppliers using supplier

scorecards that integrate factors such as quality, reliability, cost, and business relationship with third-party environmental, social, and governance assessments to provide comprehensive insights into supplier performance, risk, and sustainability efforts. The environmental assessments include materials sourcing, environmental certifications (e.g. FSC), and land and biodiversity impacts. This process covers strategic suppliers representing over 80% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend. Based on assessment of vulnerability and risk, HNI prioritizes 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, such as wood sourcing policies and procedures. Audits are conducted on an annual basis. A majority of this timber product comes from Canada, but a portion is also from the US. We are unable to split the volume between the two countries.
[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:

☑ 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

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. HNI also manages supplier environmental impacts through our HNI Supplier and Service Provider Code of Conduct, which requires suppliers to operate facilities and source materials in an environmentally sustainable and socially Responsible manner. This includes avoiding trading and sourcing wood, wood fiber, or wood products from unacceptable sources. We require strategic direct material suppliers to acknowledge compliance with this Code. HNI assesses strategic suppliers using supplier scorecards that integrate factors such as quality, reliability, cost, and business relationship with third-party environmental, social, and governance assessments to provide comprehensive insights into supplier performance, risk, and sustainability efforts. The environmental assessments include materials sourcing, environmental certifications (e.g. FSC), and land and biodiversity impacts. This process covers strategic suppliers representing over 80% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend. Based on assessment of vulnerability and risk, HNI prioritizes 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, such as wood sourcing policies and procedures. Audits are conducted on an annual basis.*

(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

0

(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

100

(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

0

(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.

	Third-party certification scheme providing full DF/DCF assurance	% of disclosure volume determined as DF/DCF through certification scheme providing full DF/DCF assurance	Comment
Timber products	Chain-of-custody certification ☑ FSC Chain-of-Custody certification (any type)	*52*	*HNI obtains FSC chain of custody certification under a multi-site certificate and is audited annually.*

[Add row]

(8.10) Indicate whether you have monitored or estimated the deforestation and conversion of other natural ecosystems footprint for your disclosed commodities.

Timber products

(8.10.1) Monitoring or estimating your deforestation and conversion footprint

Select from:

☑ No, and we do not plan to monitor or estimate our deforestation and conversion footprint in the next two years

(8.10.2) Primary reason for not monitoring or estimating deforestation and conversion footprint

Select from:

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

(8.10.3) Explain why you do not monitor or estimate your deforestation and conversion footprint

HNI does not currently have the resources or expertise to perform this type of monitoring or estimation.

Cattle products

(8.10.1) Monitoring or estimating your deforestation and conversion footprint

Select from:
☑ No, and we do not plan to monitor or estimate our deforestation and conversion footprint in the next two years

(8.10.2) Primary reason for not monitoring or estimating deforestation and conversion footprint

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

(8.10.3) Explain why you do not monitor or estimate your deforestation and conversion footprint

Leather products are not a significant part of HNI's product offerings or sales. 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, and we do not plan to within the next two years
Cattle products	*Select from:* ☑ No, and we do not 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:

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

(8.13.3) Explain why your organization does not calculate GHG emissions reductions and removals from land use management and land use change

HNI does not currently have the resources or expertise to perform this type of monitoring or estimation. The GHG Protocol Land Sector and Removals Guidance is still under development, so currently there is no approved standardized procedure for 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:

☑ Not an immediate strategic priority

(8.13.3) Explain why your organization does not calculate GHG emissions reductions and removals from land use management and land use change

Leather products are not a significant part of HNI's product offerings or sales. The GHG Protocol Land Sector and Removals Guidance is still under development, so currently there is no approved standardized procedure for 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. Data is reviewed monthly by site environmental leaders.

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. Data is reviewed monthly by site environmental leaders.

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 is not relevant due to discharge to third-party and HNI has no processes that result in extreme temperature change.

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:

☑ Less than 1%

(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)

293.41

(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:

☑ Lower

(9.2.2.5) Primary reason for forecast

Select from:

☑ Divestment from water intensive technology/process

(9.2.2.6) Please explain

Reviewing latest technology related to powder paint lines to minimize water consumption in processes. HNI definitions: much higher 10%+, higher 5-10%, about the same 4.9 to - 4.9, lower -5 to -10%, much lower -10%+

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.
[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)

9.73

(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:
☑ Facility expansion

(9.2.4.5) Five-year forecast

Select from:

☑ Higher

(9.2.4.6) Primary reason for forecast

Select from:

☑ Facility expansion

(9.2.4.7) % of total withdrawals that are withdrawn from areas with water stress

3.32

(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 reviewed annually using the WWF Water Risk Filter and the location of HNI facilities. HNI's Mexico facility was running at full capacity by the end of 2024 and we would expect water to increase slightly in 2025 as the facility will be at full capacity for a full year. HNI definitions: much higher 10%+, higher 5-10%, about the same 4.9 to - 4.9, lower -5 to -10%, much lower -10%+
[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.

Groundwater – renewable

(9.2.7.1) Relevance

Select from:
☑ Relevant

(9.2.7.2) Volume (megaliters/year)

0.82

(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 5-10%, about the same 4.9 to - 4.9, lower -5 to -10%, 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 non-renewable groundwater.

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)

292.59

(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 5-10%, about the same 4.9 to - 4.9, lower -5 to -10%, much lower -10%+
[Fixed row]

(9.2.8) Provide total water discharge data by destination.

	Relevance	Please explain
Fresh surface water	*Select from:* ☑ Not relevant	*HNI does not discharge water to surface.*
Brackish surface water/seawater	*Select from:* ☑ Not relevant	*HNI does not discharge water to brackish surface water/seawater.*
Groundwater	*Select from:* ☑ Relevant but volume unknown	*One facility uses a septic system to discharge wastewater. Discharge volumes are not tracked.*
Third-party destinations	*Select from:* ☑ Relevant but volume unknown	*A majority of HNI's water discharges are to third-party municipal destinations; however, total discharges are not tracked at a corporate 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:

☑ Not relevant

(9.2.9.6) Please explain

HNI does not perform tertiary treatment.

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 secondary treatment.

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 discharges are 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 corporate 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

Water is discharge to 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 the corporate 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

1

(9.3.3) % of facilities in direct operations that this represents

Select from:

☑ 1-25

(9.3.4) Please explain

One facility is exposed to inherent water risks due to locations adjacent to a major waterway 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)

75.8

(9.3.1.14) Comparison of total withdrawals with previous reporting year

Select from:
☑ 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

75.8

(9.3.1.27) Total water consumption at this facility (megaliters)

75.8

(9.3.1.28) Comparison of total consumption with previous reporting year

Select from:
☑ Higher

(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.
[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 2025.

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 2025.

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 2025.

Water discharges – total volumes

(9.3.2.1) % verified

Select from:
☑ Not verified

(9.3.2.3) Please explain

Verification of data planned for 2025.

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 2025.

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 2025.

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 2025.

Water consumption – total volume

(9.3.2.1) % verified

Select from:
☑ Not verified

(9.3.2.3) Please explain

Verification of data planned for 2025.
[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.
[Add row]

(9.5) Provide a figure for your organization's total water withdrawal efficiency.

	Revenue (currency)	Total water withdrawal efficiency	Anticipated forward trend
	2526400000	*8610476.81*	*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 2032.

Row 2

(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 by 2032. HNI also has a goal of evaluating 100% of materials and chemical substances in products for human and ecosystem impacts by the end of 2032.
[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, but we 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 packaging and move toward 100% recyclable packaging by 2025 2) Achieve zero waste to landfill for all manufacturing facilities 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]

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	Comment
Legally protected areas	*Select from:* ☑ Not assessed	*HNI is still in the process of fully assessing proximity to areas important for biodiversity.*
UNESCO World Heritage sites	*Select from:* ☑ Not assessed	*HNI is still in the process of fully assessing proximity to areas important for biodiversity.*
UNESCO Man and the Biosphere Reserves	*Select from:* ☑ Not assessed	*HNI is still in the process of fully assessing proximity to areas important for biodiversity.*
Ramsar sites	*Select from:* ☑ Not assessed	*HNI is still in the process of fully assessing proximity to areas important for biodiversity.*
Key Biodiversity Areas	*Select from:* ☑ Not assessed	*HNI is still in the process of fully assessing proximity to areas important for biodiversity.*
Other areas important for biodiversity	*Select from:* ☑ Not assessed	*HNI is still in the process of fully assessing proximity to areas important for biodiversity.*

[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?

(13.1.1) Other environmental information included in your CDP response is verified and/or assured by a third party

Select from:
☑ No, but we plan to obtain third-party verification/assurance of other environmental information in our CDP response within the next two years

(13.1.2) Primary reason why other environmental information included in your CDP response is not verified and/or assured by a third party

Select from:
☑ Not an immediate strategic priority

(13.1.3) Explain why other environmental information included in your CDP response is not verified and/or assured by a third party

HNI is prioritizing the verification of greenhouse gas emissions and water data as well as FSC certification. HNI will obtain third party assurance of biogenic emissions in 2025.
[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