HNI Corporation

CDP Corporate Questionnaire 2026

Word version

Important: this export excludes unanswered questions
This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.
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09/15/2026, 06:50 pm

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C1. Introduction

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

☑ English

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

☑ USD

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

(1.3.2) Organization type

☑ 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 80 years. HNI is a manufacturer of workplace furnishings and residential building products. Within workplace furnishings, the Corporation is the thought leader in commercial furnishings and the preeminent global designer, innovator, and provider of workplace solutions going to market under unique brands serving multiple channels and customers from the largest multinational companies to small local businesses. Within residential building products, the Corporation is the nation's leading manufacturer and marketer of hearth products, which include a full array of gas, wood, electric, and pellet-fueled fireplaces, inserts, stoves, facings, outdoor fire pits and fire tables, and accessories.

(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.

	End date of reporting year	Alignment of this reporting period with your financial reporting period	Indicate if you are providing emissions data for past reporting years
	01/03/2026	☑ Yes	☑ No

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

2839000000

(1.5) Provide details on your reporting boundary.

(1.5.1) Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?

☑ No

(1.5.2) How does your reporting boundary differ to that used in your financial statement?

HNI's CDP disclosure does not include the Steelcase Inc. acquisition which was completed in December 2025 and included in HNI's financial statements from the date of acquisition. Because the acquisition occurred near year-end, this response describes the HNI processes in place during substantially all of CY2025. These processes are being evaluated as part of integration and may change in future reporting periods. Steelcase Inc. will report separately to CDP this year.

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

Table (1.6)

Category	Does your organization use this unique identifier?	Provide your unique identifier
ISIN code - bond	☑ No	
ISIN code - equity	☑ No	
CUSIP number	☑ Yes	404251100
Ticker symbol	☑ Yes	HNI
SEDOL code	☑ No	
LEI number	☑ No	
D-U-N-S number	☑ Yes	005269709
Other unique identifier	☑ No	

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

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

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

Timber products

(1.22.1) Produced and/or sourced

☑ Sourced

(1.22.2) Commodity value chain stage

☑ Manufacturing

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

☑ No, the total volume is unknown

(1.22.12) Form of commodity

☑ Boards, plywood, engineered wood
☑ Paper
☑ Primary packaging
☑ Sawn timber, veneer, chips
☑ Secondary packaging

(1.22.13) % of procurement spend

☑ 11-20%

(1.22.14) % of revenue dependent on commodity

☑ Unknown

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

☑ Yes, disclosing

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

☑ Yes

(1.22.20) 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

☑ Sourced

(1.22.2) Commodity value chain stage

☑ Manufacturing

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

☑ Yes, we are providing the total volume

(1.22.5) Total commodity volume (metric tons)

38.71

(1.22.8) Of the total commodity volume, state how much is post-consumer recycled content (metric tons)

0

(1.22.9) Did you convert the total commodity volume from another unit to metric tons?

☑ Yes

(1.22.10) Original unit

☑ Pounds

☑ Square feet

(1.22.11) Provide details of the methods, conversion factors used and the total commodity volume in the original unit

A portion of the volume was converted from square feet to ounces using specific conversion factors provided by the leather supplier by style of leather. Ounces were then converted to metric tons. Other weight data was provided in pounds and converted to metric tons using the conversion factor of 0.000453592.

(1.22.12) Form of commodity

☑ Hides/ leather

(1.22.13) % of procurement spend

☑ Less than 1%

(1.22.14) % of revenue dependent on commodity

☑ Unknown

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

☑ Yes, disclosing

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

☑ No

(1.22.20) Please explain

Leather furniture is a small portion of our product offerings and sales.

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

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

(1.24.2) Value chain stages covered in mapping

☑ Upstream value chain

(1.24.3) Highest supplier tier mapped

☑ Tier 3 suppliers

(1.24.4) Highest supplier tier known but not mapped

☑ Tier 4+ suppliers

(1.24.6) Smallholder inclusion in mapping

☑ 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 for our supply chain teams and 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.

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

Table (1.24.2)

Category	Value chain mapped for this sourced commodity	Highest supplier tier mapped for this sourced commodity	% of tier 1 suppliers mapped	% of tier 2 suppliers mapped	% of tier 3 suppliers mapped	Highest supplier tier known but not mapped for this sourced commodity
Timber products	☑ Yes	☑ Tier 3 suppliers	☑ 76-99%	☑ 1-25%	☑ 1-25%	☑ Tier 4+ suppliers
Cattle products	☑ Yes	☑ Tier 1 suppliers	☑ 76-99%			☑ Tier 2 suppliers

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?

Table (2.1)

Category	From (years)	To (years)	How this time horizon is linked to strategic and/or financial planning	Is your long-term time horizon open ended?
Short-term	0	3	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	4	10	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	11	25	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	☑ No

frame aligns with the Science Based Targets Initiative's criteria for long-term targets and the time frame used in HNI's scenario analysis.

(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
	☑ Yes	☑ Both dependencies and impacts

(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?
	☑ Yes	☑ Both risks and opportunities	☑ Yes

(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

☑ 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

☑ Dependencies
☑ Impacts
☑ Risks
☑ Opportunities

(2.2.2.3) Value chain stages covered

☑ Direct operations
☑ Upstream value chain
☑ Downstream value chain

(2.2.2.4) Coverage

☑ Partial

(2.2.2.5) Supplier tiers covered

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

☑ Annually

(2.2.2.9) Time horizons covered

☑ Short-term
☑ Medium-term
☑ Long-term

(2.2.2.10) Integration of risk management process

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

(2.2.2.11) Location-specificity used

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

(2.2.2.12) Tools and methods used

Commercially/publicly available tools
☑ WWF Biodiversity Risk Filter
☑ WWF Water Risk Filter

Enterprise Risk Management
☑ Enterprise Risk Management

International methodologies and standards
☑ ISO 14001 Environmental Management Systems
☑ Life Cycle Assessment

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

(2.2.2.15) Risk types and criteria considered

Acute physical
☑ Drought
☑ Tornado
☑ Heat wave
☑ Wildfires
☑ Toxic spills
☑ Pollution incident
☑ Cyclone, hurricane, typhoon
☑ Heavy precipitation (rain, hail, snow/ice)
☑ Flood (coastal, fluvial, pluvial, ground water)
☑ Storm (including blizzards, dust, and sandstorms)

Chronic physical
☑ Heat stress
☑ Increased severity of extreme weather events
☑ Water stress

Policy

- ☑ Carbon pricing mechanisms
- ☑ Regulation of contaminants
- ☑ Changes to national legislation
- ☑ Regulation of discharge quality/volumes
- ☑ Increased difficulty in obtaining operations permits
- ☑ Changes to international law and bilateral agreements
- ☑ Changes to regulations of existing products and services
- ☑ Lack of mature certification and sustainability standards

Market

- ☑ Changing customer behavior
- ☑ Lack of availability and/or increased cost of certified sustainable material
- ☑ Lack of availability and/or increased cost of raw materials

Reputation

- ☑ Impact on human health
- ☑ Increased concern and/or negative feedback from partners and stakeholders
- ☑ Stigmatization of sector

Technology

- ☑ Transition to lower emissions technology and products
- ☑ Unsuccessful investment in new technologies

Liability

- ☑ Exposure to sanctions and litigation
- ☑ Non-compliance with regulations and legislation

(2.2.2.16) Partners and stakeholders considered

- ☑ Customers
- ☑ Employees
- ☑ Investors
- ☑ Suppliers
- ☑ Local communities

☑ Regulators

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

☑ Yes

(2.2.2.18) Further details of process

Climate-related, water, forest, and other environmental risks are integrated into HNI's company-wide Enterprise Risk Management (ERM) framework. As part of the ERM program, HNI Corporation performs quarterly reviews to identify new and potential risks. This process covers production, suppliers, and markets and includes potential business impacts, such as business interruption, and dependencies. In addition, the CSR team continuously monitors emerging environmental risks, opportunities, impacts, and dependencies through desk research and tools such as 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. In 2025, HNI worked with a consultant to update the biennial TCFD report process, improve data quality, and prepare a TCFD-aligned climate risk and opportunity assessment that utilized peer benchmarking, stakeholder workshops, value chain review, and scenario analysis. Transition and physical risks, as well as climate-related opportunities, were assessed across HNI's operations and value chain using qualitative and quantitative information, scored based on likelihood, magnitude, time horizon, and preparedness, and financial impact. 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. 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. We have also incorporated life cycle analysis into our Design for Environment (DfE) process to understand the impacts of our products and share impact information with customers through published Environmental Product Declarations (EPDs). HNI maintains FSC certification 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. Partial coverage is selected in column 4 due to critical/strategic suppliers being reviewed, rather than the full supply chain. 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, preparedness, 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.

(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

☑ 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. 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 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.

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

(2.3.1) Identification of priority locations

☑ Yes, we have identified priority locations

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

☑ Direct operations

☑ Upstream value chain

(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

☑ Areas of importance for ecosystem service provision

Locations with substantive dependencies, impacts, risks, and/or opportunities

☑ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to forests

☑ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to 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. HNI identifies locations with dependencies, impacts, risks, and opportunities related to water through our enterprise risk management process. HNI also identifies wood supplier locations as priority locations as part of our internal HNI Controlled Wood program for suppliers that do not participate in FSC. This program ensures wood is sourced from acceptable forests based on the FSC National Risk Assessment. Suppliers are certified annually.

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

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

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

Risks

(2.4.1) Type of definition

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

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

(2.4.3) Change to indicator

☑ Absolute decrease

(2.4.6) Metrics considered in definition

☑ 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

HNI assesses the specifics of each risk and opportunity to determine if it will have a substantive effect on our business. Each risk or opportunity is scored for magnitude (severity of impact) and likelihood (probability of occurrence) on a 1–5 scale, and assessed for expected timeline and level of company preparedness under three NGFS climate scenarios. The results are summarized in a heatmap. Likelihood is assessed qualitatively, based on the specifics of the risk or opportunity. The assessment of magnitude considers qualitative and quantitative indicators such as frequency 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. The thresholds to determine substantive effect for each financial indicator are consistent with materiality thresholds used for our financial filings.

Opportunities

(2.4.1) Type of definition

☑ Qualitative
☑ Quantitative

(2.4.2) Indicator used to define substantive effect

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

(2.4.3) Change to indicator

☑ Absolute increase

(2.4.6) Metrics considered in definition

☑ 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

HNI assesses the specifics of each risk and opportunity to determine if it will have a substantive effect on our business. Each risk or opportunity is scored for magnitude (severity of impact) and likelihood (probability of occurrence) on a 1–5 scale, and assessed for expected timeline and level of company preparedness under three NGFS climate scenarios. The results are summarized in a heatmap. Likelihood is assessed qualitatively, based on the specifics of the risk or opportunity. The assessment of magnitude considers qualitative and quantitative indicators such as frequency 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. The thresholds to determine substantive effect for each financial indicator are consistent with materiality thresholds used for our financial filings.

(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

☑ Yes, we identify and classify our potential water pollutants

(2.5.2) Details of policies and processes in place to identify and classify potential water pollutants

Pollutants are identified as part of the facility permitting processes. Ongoing identification and classification is achieved through facility process knowledge and third-party testing to ensure water discharge quality is in compliance with permit limits. Metrics / Indicators used include effluent parameters such as oil & grease and heavy metals.

(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.

Table (2.5.1)

Water pollutant category	Description of water pollutant and potential impacts	Value chain stage	Actions and procedures to minimize adverse impacts	Indicators for measuring and evaluating the success of the procedure	Please explain
☑ Oil	Used oil from equipment can contain toxic heavy metals which could contaminate water discharges. Our water discharge is sent to local public treatment facilities, if discharge contaminate exceeded our permit limit, it could impact the public utility treatment process, leading to water quality issues with drinking water that could harm wildlife and the local population.	☑ Direct operations	☑ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience ☑ Implementation of Best Available Techniques (BATs) for pollution control ☑ Improving wastewater treatment processes/capacity ☑ Industrial and chemical accidents prevention, preparedness, and response ☑ Upgrading of process equipment/methods	☑ Compliance with discharge permits / regulatory limits ☑ Zero incidents (spills, exceedances, waterborne disease cases) ☑ Third-party audits and/or certification	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.
☑ Other synthetic organic compounds	Solvents used for cleaning of equipment as well as in paint pretreatment washers can contaminate water discharges, impacting surface and	☑ Direct operations	☑ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience ☑ Implementation of Best Available Techniques	☑ Compliance with discharge permits / regulatory limits ☑ Zero incidents (spills, exceedances, waterborne disease cases)	HNI facilities have hazardous waste management plans and stormwater management plans as required by law, which reduce the amounts of pollutants discharged

	drinking water for wildlife and the local population.	(BATs) for pollution control ☑ Improving wastewater treatment processes/capacity ☑ Industrial and chemical accidents prevention, preparedness, and response ☑ Upgrading of process equipment/methods	☑ Third-party audits and/or certification	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.

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?

Table (3.1)

Category	Environmental risks identified	Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain	Please explain
Climate change	☑ Yes, only within our direct operations	☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization	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, preparedness, 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 substantive effect per our definition in question 2.4.
Forests	☑ No	☑ Environmental risks exist, but none with the	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

		potential to have a substantive effect on our organization	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, preparedness, 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 substantive effect per our definition in question 2.4.
Water	☑ Yes, only within our direct operations	☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization	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, preparedness, 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 substantive effect per our definition in question 2.4.

(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

☑ 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

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

☑ 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

☑ 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

☑ Short-term

☑ Medium-term

☑ Long-term

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

☑ Unlikely

(3.1.1.14) Magnitude

☑ 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, Workplace Furnishings revenue could decrease due to a reduction in production capacity.

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

☑ 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 depends on the amount of production capacity affected and the length of time it is affected plus cost to repair any damage. The financial effect is estimated to range from zero to a maximum of $120M, calculated using six months of revenue from facilities in close proximity to the river plus costs to repair facility damage. 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

☑ 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

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

☑ United States of America

(3.1.1.7) River basin where the risk occurs

☑ 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

☑ 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

☑ Short-term
☑ Medium-term
☑ Long-term

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

☑ Unlikely

(3.1.1.14) Magnitude

☑ 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, Workplace Furnishings revenue could decrease due to a reduction in production capacity.

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

☑ 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 depends on the amount of production capacity affected and the length of time it is affected plus cost to repair any damage. The financial effect is estimated to range from zero to a maximum of $120M, calculated using six months of revenue from facilities in close proximity to the river plus costs to repair facility damage. 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, totalling $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

☑ 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

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

☑ 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

☑ 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

☑ Long-term

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

☑ Unlikely

(3.1.1.14) Magnitude

☑ 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?

☑ 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 a range of zero to $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.

(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.

(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

☑ 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

☑ 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

☑ 1-10%

(3.1.2.7) Explanation of financial figures

Revenue amounts reported in 3.1.1 were divided by 2025 total revenue ($2839M) to arrive at % vulnerable, regardless of timeframe.

Water

(3.1.2.1) Financial metric

☑ 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

☑ 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

☑ 1-10%

(3.1.2.7) Explanation of financial figures

Revenue amounts reported in 3.1.1 were divided by 2025 total revenue ($2839M) to arrive at % vulnerable, regardless of timeframe.

(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?

Table (3.2)

Country/Area & River basin	Value chain stages where facilities at risk have been identified in this river basin	Number of facilities within direct operations exposed to water-related risk in this river basin	% of your organization's total facilities within direct operations exposed to water-related risk in this river basin	% organization's total global revenue that could be affected	Please explain
United States of America **☑ Mississippi River**	☑ Direct operations	1	☑ 1-25%	☑ 1-10%	Facilities located in Muscatine, Iowa 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.

(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
	☑ No	*No water related fines reported for 2025.*

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

☑ No, but we anticipate being regulated in the next three years

(3.5.4) What is your strategy for complying with the systems you are regulated by or anticipate being regulated by?

CBAM compliance may affect HNI's newly acquired Steelcase subsidiary. HNI's CBAM compliance strategy focuses on identifying covered imports, determining the responsible EU importing entities, monitoring annual import volumes against the applicable threshold, and collecting reliable embedded-emissions data for covered goods. HNI has established cross-functional processes involving trade compliance, supply management, sustainability, finance, and affected EU operations. These processes include reviewing customs classifications and countries of origin; monitoring the cumulative net mass of covered imports by importing entity; determining whether an entity is expected to exceed the 50-tonne annual threshold; and obtaining authorized CBAM declarant status where required. HNI is also engaging suppliers to obtain the product- and installation-level data needed to calculate embedded emissions and is developing controls governing the use of actual, verified, or applicable default emissions values. For importing entities subject to the definitive regime, HNI is preparing for annual CBAM declarations, emissions verification where actual values are used, certificate-purchasing requirements, and the surrender of certificates associated with covered imports. HNI is also evaluating the potential financial exposure from certificates and related compliance costs. Longer term, HNI may reduce its CBAM exposure by working with suppliers to lower the embedded emissions of covered steel and aluminum goods, considering lower-carbon material alternatives, and evaluating sourcing or localization opportunities where commercially and operationally appropriate. These measures will be assessed alongside cost, product performance, supply availability, and resilience considerations.

(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?

Table (3.6)

Category	Environmental opportunities identified	Primary reason why your organization does not consider itself to have environmental opportunities	Please explain
Climate change	☑ Yes, we have identified opportunities,		

	and some/all are being realized		
Forests	☑ No	☑ Opportunities exist, but none anticipated to have a substantive effect on organization	Biennially, the CSR Team updates HNI's TCFD disclosure and conducts a specific climate-related risk and opportunity evaluation, which includes forest-related risks and opportunities. Opportunities are assessed on an ongoing basis 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, preparedness, reputational impact, 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 substantive effect per our definition in question 2.4.
Water	☑ No	☑ Opportunities exist, but none anticipated to have a substantive effect on organization	Biennially, the CSR Team updates HNI's TCFD disclosure and conducts a specific climate-related risk and opportunity evaluation, which includes water-related risks and opportunities. 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, preparedness, reputational impact, 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 substantive effect per our definition in question 2.4.

(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

☑ 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

☑ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

☑ 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

☑ 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

☑ Long-term

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

☑ More likely than not (50–100%)

(3.6.1.12) Magnitude

☑ 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?

☑ 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 products to serve customers wherever they live and work. HNI incorporates design for environment practice into our product development process to assess and reduce the impacts of the product. This includes life cycle analysis assessments to quantify the embedded carbon of our products and materials.

(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.

Table (3.6.2)

Category	Financial metric	Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)	% of total financial metric aligned with opportunities for this environmental issue	Explanation of financial figures
Climate change	☑ Revenue	60,220,000	☑ 1-10%	Opportunities for increased revenue are present in both HNI's Workplace Furnishings and Residential Building Products segments in the long-term time horizon. The amount reported

represents revenue from products classified as low-carbon products in question 7.74.1 divided by total HNI revenue.

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

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

☑ Quarterly

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

☑ Executive directors or equivalent

☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

☑ 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 Corporation PPCG Committee Charter approved.pdf

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

	Board-level oversight of this environmental issue
Climate change	☑ Yes
Forests	☑ Yes
Water	☑ Yes
Biodiversity	☑ Yes

(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.

Table (4.1.2)

Category	Positions of individuals or committees with accountability for this environmental issue	Positions' accountability for this environmental issue is outlined in policies applicable to the board	Policies which outline the positions' accountability for this environmental issue	Frequency with which this environmental issue is a scheduled agenda item	Governance mechanisms into which this environmental issue is integrated
Climate change	☑ Chief Executive Officer (CEO) ☑ Board-level committee	☑ Yes	☑ Other policy applicable to the board, please specify :Public Policy and Corporate Governance Committee Charter	☑ Scheduled agenda item in some board meetings – at least annually	☑ Reviewing and guiding annual budgets ☑ Overseeing and guiding major capital expenditures ☑ Overseeing the setting of corporate targets ☑ Monitoring the implementation of the business strategy ☑ Monitoring progress towards corporate targets ☑ Monitoring the implementation of a climate transition plan ☑ Approving corporate policies and/or commitments ☑ Overseeing and guiding the development of a business strategy ☑ Approving and/or overseeing employee incentives ☑ Overseeing and guiding acquisitions, mergers, and divestitures ☑ Monitoring supplier compliance with organizational requirements ☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities
Forests	☑ Chief Executive Officer (CEO) ☑ Board-level committee	☑ Yes	☑ Other policy applicable to the board, please specify :Public Policy and Corporate Governance Committee Charter	☑ Sporadic – agenda item as important matters arise	☑ Reviewing and guiding annual budgets ☑ Overseeing and guiding major capital expenditures ☑ Overseeing the setting of corporate targets ☑ Monitoring the implementation of the business strategy ☑ Monitoring progress towards corporate targets ☑ Monitoring the implementation of a climate transition plan ☑ Approving corporate policies and/or commitments ☑ Overseeing and guiding the development of a business strategy ☑ Approving and/or overseeing employee incentives ☑ Overseeing and guiding acquisitions, mergers, and divestitures ☑ Monitoring supplier compliance with organizational requirements
Water	☑ Chief Executive Officer (CEO) ☑ Board-level committee	☑ Yes	☑ Other policy applicable to the board, please specify :Public Policy and Corporate Governance Committee Charter	☑ Sporadic – agenda item as important matters arise	☑ Reviewing and guiding annual budgets ☑ Overseeing and guiding major capital expenditures ☑ Overseeing the setting of corporate targets ☑ Monitoring the implementation of the business strategy ☑ Monitoring progress towards corporate targets ☑ Monitoring the implementation of a climate transition plan ☑ Approving corporate policies and/or commitments ☑ Overseeing and guiding the development of a business strategy ☑ Approving and/or overseeing employee incentives ☑ Overseeing and guiding acquisitions, mergers, and divestitures ☑ Monitoring supplier compliance with organizational requirements

Biodiversity	☑ Chief Executive Officer (CEO) ☑ Board-level committee	☑ Yes	☑ Other policy applicable to the board, please specify :Public Policy and Corporate Governance Committee Charter	☑ Sporadic – agenda item as important matters arise	☑ Reviewing and guiding annual budgets ☑ Overseeing and guiding major capital expenditures ☑ Overseeing the setting of corporate targets ☑ Monitoring the implementation of the business strategy ☑ Monitoring progress towards corporate targets ☑ Monitoring the implementation of a climate transition plan ☑ Approving corporate policies and/or commitments ☑ Overseeing and guiding the development of a business strategy ☑ Approving and/or overseeing employee incentives ☑ Overseeing and guiding acquisitions, mergers, and divestitures ☑ Monitoring supplier compliance with organizational requirements ☑ Overseeing and guiding the development of a climate transition plan

Table continued:

Category	Explanation
Climate change	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	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	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	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.

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

Table (4.2)

Category	Board-level competency on this environmental issue	Mechanisms to maintain an environmentally competent board	Environmental expertise of the board member
Climate change	☑ Yes	☑ Consulting regularly with an internal, permanent, subject-expert working group ☑ Having at least one board member with expertise on this environmental issue	Experience ☑ Executive-level experience in a role focused on environmental issues Other ☑ Other, please specify :Executive-level experience in a role that included environmental issues among other responsibilities.
Forests	☑ Yes	☑ Having at least one board member with expertise on this environmental issue	Other ☑ Other, please specify :Executive-level experience in a role that included environmental issues among other responsibilities.
Water	☑ Yes	☑ Having at least one board member with expertise on this environmental issue	Other ☑ Other, please specify :Executive-level experience in a role that included environmental issues among other responsibilities.

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

	Management-level responsibility for this environmental issue
Climate change	☑ Yes
Forests	☑ Yes
Water	

	Management-level responsibility for this environmental issue
	☑ Yes
Biodiversity	☑ Yes

(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

☑ Reports to the board directly

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

☑ Quarterly

(4.3.1.6) Please explain

Climate-related risks and opportunities are overseen by management through HNI Corporation's Corporate Social Responsibility tiered management and board level reporting process. Specific responsibilities of the CEO include assessment, management, monitoring, and measurement of impacts, risks, and opportunities, as well as oversight of related environmental policies and targets. These responsibilities also extend to managing strategy and financial planning such as acquisitions, mergers, divestitures, and capital/operational expenditures. 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 also 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. Progress on goals is reported at least quarterly.

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

☑ Reports to the board directly

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

☑ As important matters arise

(4.3.1.6) Please explain

Environmental, including forest-related, risks and opportunities are overseen by management through HNI Corporation's Corporate Social Responsibility tiered management and board level reporting process. Specific responsibilities of the CEO include assessment, management, monitoring, and measurement of impacts, risks, and opportunities, as well as oversight of related environmental policies and targets. These responsibilities also extend to managing strategy and financial planning such as acquisitions, mergers, divestitures, and capital/operational expenditures. 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. Strategie, goals, and management of risk are also 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. 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

☑ Reports to the board directly

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

☑ As important matters arise

(4.3.1.6) Please explain

Environmental risks and opportunities are overseen by management through HNI Corporation's Corporate Social Responsibility tiered management and board level reporting process. Specific responsibilities of the CEO include assessment, management, monitoring, and measurement of impacts, risks, and opportunities, as well as oversight of related environmental policies and targets. These responsibilities also extend to managing strategy and financial planning such as acquisitions, mergers, divestitures, and capital/operational expenditures. 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 also 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. 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

☑ Reports to the board directly

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

☑ As important matters arise

(4.3.1.6) Please explain

Environmental risks and opportunities are overseen by management through HNI Corporation's Corporate Social Responsibility tiered management and board level reporting process. Specific responsibilities of the CEO include assessment, management, monitoring, and measurement of impacts, risks, and opportunities, as well as oversight of related environmental policies and targets. These responsibilities also extend to managing strategy and financial planning such as acquisitions, mergers, divestitures, and capital/operational expenditures. 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 also 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. CSR topics are reported to the board quarterly and biodiversity issues are included as important matters arise.

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

Table (4.5)

Category	Provision of monetary incentives related to this environmental issue	% of total C-suite and board-level monetary incentives linked to the management of this environmental issue	Please explain
Climate change	☑ Yes	15	In 2025, fifteen percent of the SVP, General Counsel & Secretary’s annual incentive was tied to attainment of individual objectives focused on corporate sustainability initiatives. Corporate sustainability initiatives included HNI's science-based emissions targets and other climate change, product sustainability, waste, and energy goals.
Forests	☑ No, and we do not plan to introduce them in the next two years		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	☑ No, and we do not plan to introduce them in the next two years		While HNI has ongoing initiatives related to water, the management of this issue is not currently included in senior management incentives.

(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

☑ General Counsel

(4.5.1.2) Incentives

☑ 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

☑ Improvements in emissions data, reporting, and third-party verification

☑ 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

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

(4.5.1.5) Further details of incentives

In 2025, fifteen percent of the SVP, General Counsel & Secretary's annual incentive was tied to attainment of individual objectives focused on corporate sustainability initiatives. Corporate sustainability initiatives included 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.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Senior-mid management

☑ Environment/Sustainability manager

(4.5.1.2) Incentives

☑ Salary increase

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

☑ Organization performance against an environmental sustainability index

Resource use and efficiency

☑ Improvements in emissions data, reporting, and third-party verification

(4.5.1.4) Incentive plan the incentives are linked to

☑ 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

☑ 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

☑ Reduction in total energy consumption

☑ Other resource use and efficiency-related metrics, please specify :Achieve zero waste to landfill at manufacturing facilities and achieve waste reductions

(4.5.1.4) Incentive plan the incentives are linked to

☑ 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.

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

	Does your organization have any environmental policies?
	☑ Yes

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

☑ Climate change
☑ Forests
☑ Water
☑ Biodiversity

(4.6.1.2) Level of coverage

☑ Organization-wide

(4.6.1.3) Value chain stages covered

☑ 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

☑ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

☑ Publicly available

(4.6.1.8) Attach the policy

HNI-CORE_Policy_2024_Final.pdf

Row 2

(4.6.1.1) Environmental issues covered

☑ Climate change

☑ Forests

☑ Water

☑ Biodiversity

(4.6.1.2) Level of coverage

☑ Organization-wide

(4.6.1.3) Value chain stages covered

☑ 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

☑ 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

☑ 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

☑ Climate change

☑ Water

(4.6.1.2) Level of coverage

☑ Organization-wide

(4.6.1.3) Value chain stages covered

☑ 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

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

(4.6.1.7) Public availability

☑ Publicly available

(4.6.1.8) Attach the policy

HNI_Code_Interactive_External_2025.pdf

Row 4

(4.6.1.1) Environmental issues covered

☑ Climate change
☑ Forests
☑ Water
☑ Biodiversity

(4.6.1.2) Level of coverage

☑ Organization-wide

(4.6.1.3) Value chain stages covered

☑ Direct operations

(4.6.1.4) Explain the coverage

HNI's Corporate Responsibility Progress Report is organization-wide, covering global operations within HN's operational control.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to a circular economy strategy

☑ Commitment to stakeholder engagement and capacity building on environmental issues

Climate-specific commitments

☑ Commitment to 100% renewable energy

☑ Other climate-related commitment, please specify :Science-based emissions reduction commitments, Energy efficiency commitment, zero waste to landfill commitment, recyclable packaging commitment, material health and transparency commtments, UN Global Compact, US Department of Energy Better Plants

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

☑ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

☑ Publicly available

(4.6.1.8) Attach the policy

HNI-2025-CR-Report with appendices.pdf

(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?

☑ Yes

(4.10.2) Collaborative framework or initiative

☑ RE100
☑ Science-Based Targets Initiative (SBTi)
☑ UN Global Compact
☑ We Mean Business
☑ Other, please specify :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 Plants Partner: Partner with DOE and committed to reducing energy intensity by 25% over 10 years US EPA SmartWay: Transport Partner

(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

Yes

☑ 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

☑ 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

☑ Yes, both my organization and the intermediary organization we engage through is registered

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

☑ 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 trade 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.

(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

☑ 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

☑ Climate change

☑ Forests

☑ Water

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

☑ Consistent

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

☑ 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, governmental affairs committees, 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

☑ 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

☑ Paris Agreement
☑ Kunming-Montreal Global Biodiversity Framework
☑ Sustainable Development Goal 6 on Clean Water and Sanitation

Row 2

(4.11.2.1) Type of indirect engagement

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America
☑ Other trade association in North America, please specify :Hearth, Patio & Barbecue Association (HPBA)

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

☑ Climate change

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

☑ Mixed

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

☑ 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

• Fuel source restriction at U.S. state/U.S. federal level – HPBA largely opposes additional restrictions on residential use of natural gas and propane, which is used by hearth appliances, manufactured by our building products company, Hearth & Home Technologies. HNI has not bolstered HPBA's lobbying position on fuel-related issues and has remained neutral; • Appliance regulations at U.S. federal level – HPBA advocates for sensible and achievable test methods and emission standards for wood and pellet stoves. HNI is aligned on the appliance regulations position and has promoted this position.

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

182125

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

The funding amount includes $136,125.00 in association dues and approximately $46,000 in government affairs-related assessments. HPBA uses some dues proceeds for government affairs staff they retain, however, most of the policy-specific work is done via assessment which manufacturers pay based on the type of hearth products they manufacture.

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

☑ Yes, we have evaluated, and it is not aligned

(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?

☑ 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

☑ In voluntary sustainability reports

(4.12.1.2) Is your publication in line with a standard or framework?

☑ Yes

(4.12.1.3) Standard or framework the publication is in line with

☑ GRI
☑ TCFD
☑ Other, please specify :SASB

(4.12.1.4) Environmental issues covered in publication

☑ Climate change
☑ Forests
☑ Water
☑ Biodiversity

(4.12.1.5) Status of the publication

☑ Complete

(4.12.1.6) Content elements

☑ Strategy
☑ Governance
☑ Risks & Opportunities
☑ Value chain engagement
☑ Biodiversity indicators
☑ Climate-related targets
☑ Water accounting figures
☑ Greenhouse gas emissions figures
☑ Content of environmental policies
☑ Deforestation- and conversion-free (DCF) status metrics

(4.12.1.7) Page/section reference

Content of Environmental policies: GRI Index p. 18-42; Governance: p. 4, 20-21, 49; Risk & Opportunities: p.50-58; Strategy: p.6,15, 47, 50; Value chain engagement: p. 6, 7, 33, 41; Biodiversity: p. 25; GHG Emissions figures: p. 8,31,59; Climate-related targets: p.6, 8-10, 47, 59-60; Deforestation and conversion-free metrics: p. 44 Water accounting figures: p. 30

(4.12.1.8) Attach the relevant publication

HNI-2025-CR-Report with appendices.pdf

(4.12.1.9) Comment

HNI Corporation publishes a Corporate Responsibility report annually, 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

☑ In mainstream reports

(4.12.1.2) Is your publication in line with a standard or framework?

☑ No

(4.12.1.4) Environmental issues covered in publication

☑ Climate change
☑ Forests
☑ Water
☑ Biodiversity

(4.12.1.5) Status of the publication

☑ Complete

(4.12.1.6) Content elements

☑ Governance
☑ Strategy

(4.12.1.7) Page/section reference

Governance & strategy: p. 26-27. 52-54

(4.12.1.8) Attach the relevant publication

HNI 2026 Proxy Statement (FY2025).pdf

(4.12.1.9) Comment

HNI's Proxy Statement includes information on our corporate social responsibility governance and strategy.

Row 3

(4.12.1.1) Publication

☑ In voluntary sustainability reports

(4.12.1.2) Is your publication in line with a standard or framework?

☑ Yes

(4.12.1.3) Standard or framework the publication is in line with

☑ GRI

(4.12.1.4) Environmental issues covered in publication

☑ Climate change
☑ Forests
☑ Water
☑ Biodiversity

(4.12.1.5) Status of the publication

☑ Complete

(4.12.1.6) Content elements

☑ Strategy
☑ Governance
☑ Value chain engagement
☑ Greenhouse gas emissions figures
☑ Content of environmental policies

☑ Biodiversity indicators

☑ Water accounting figures

(4.12.1.7) Page/section reference

Content of policies and strategy: p. 1-25 (included throughout the disclosure); Governance: GRI 2 p. 1-7; Value Chain Engagement - GRI 308 & 414 p. 16 & 24; Biodiversity - GRI 101 p. 8; Emissions FIgures - GRI 305 p. 13-14; Energy - GRI 302 p. 11-13; Water Accounting - GRI 303 p. 13

(4.12.1.8) Attach the relevant publication

HNI-2025-GRI-Index.pdf

(4.12.1.9) Comment

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

Row 4

(4.12.1.1) Publication

☑ In voluntary sustainability reports

(4.12.1.2) Is your publication in line with a standard or framework?

☑ Yes

(4.12.1.3) Standard or framework the publication is in line with

☑ TCFD

(4.12.1.4) Environmental issues covered in publication

☑ Climate change

(4.12.1.5) Status of the publication

☑ Complete

(4.12.1.6) Content elements

☑ Governance
☑ Risks & Opportunities
☑ Strategy
☑ Greenhouse gas emissions figures
☑ Climate-related targets

(4.12.1.7) Page/section reference

Governance: p. 5; Strategy, Risks, & Opportunities: p. 6-14; GHG emissions figures and targets: p. 15-16

(4.12.1.8) Attach the relevant publication

HNI-2025-TCFD-Disclosure.pdf

(4.12.1.9) Comment

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

Row 5

(4.12.1.1) Publication

☑ In voluntary sustainability reports

(4.12.1.2) Is your publication in line with a standard or framework?

☑ Yes

(4.12.1.3) Standard or framework the publication is in line with

☑ Other, please specify :SASB

(4.12.1.4) Environmental issues covered in publication

☑ Climate change
☑ Forests

(4.12.1.5) Status of the publication

☑ Complete

(4.12.1.6) Content elements

☑ Strategy
☑ Commodity volumes
☑ Biodiversity indicators
☑ Content of environmental policies
☑ Deforestation- and conversion-free (DCF) status metrics
☑ Other, please specify **:Management of chemicals in products**

(4.12.1.7) Page/section reference

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

(4.12.1.8) Attach the relevant publication

HNI-2025-SASB-Disclosure.pdf

(4.12.1.9) Comment

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

C5. Business strategy

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

Table (5.1)

Category	Use of scenario analysis	Frequency of analysis	Primary reason why your organization has not used scenario analysis	Explain why your organization has not used scenario analysis
Climate change	☑ Yes	☑ Annually		
Forests	☑ No, but we plan to within the next two years		☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)	HNI is in the process of evaluating potential tools to assist in performing quantitative scenario analysis in the future.
Water	☑ Yes	☑ Annually		

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

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ NGFS scenarios framework, please specify :Net Zero 2050 (1.5C)

(5.1.1.3) Approach to scenario

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

☑ Policy
☑ Market
☑ Reputation
☑ Technology
☑ Liability

(5.1.1.6) Temperature alignment of scenario

☑ 1.5°C or lower

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

☑ 2025
☑ 2030
☑ 2040
☑ 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

☑ Level of action (from local to global)

☑ Global targets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Net Zero 2050: This scenario assumes an orderly but accelerated transition to a net-zero economy driven by stringent climate policies, major structural decarbonization, higher carbon prices, expanded disclosure requirements, and stronger regulatory oversight, particularly in advanced economies such as the United States. Macroeconomic conditions are characterized by rising operating and supply chain costs due to carbon-related expenses and climate impacts, while market demand gradually shifts toward lower-carbon products, creating both transition risks and opportunities for companies able to innovate. Uncertainties and constraints include the pace and consistency of policy implementation across regions, the magnitude of carbon pricing and litigation exposure, the frequency and severity of weather-related disruptions affecting infrastructure and supply chains, and the speed at which customers adopt low-carbon products.

(5.1.1.11) Rationale for choice of scenario

HNI selected three scenarios to understand the resilience of our operations, value chain, and strategy over a range of possible outcomes. HNI selected the NGFS Net Zero 2050 scenario because it provides a credible, science-based pathway aligned with the Paris Agreement objective of limiting global warming to 1.5°C.

Water

(5.1.1.1) Scenario used

Climate transition scenarios

☑ NGFS scenarios framework, please specify :Net Zero 2050 (1.5C)

(5.1.1.3) Approach to scenario

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

☑ Policy
☑ Market
☑ Reputation
☑ Technology
☑ Liability

(5.1.1.6) Temperature alignment of scenario

☑ 1.5°C or lower

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

☑ 2025
☑ 2030
☑ 2040
☑ 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

☑ Level of action (from local to global)

☑ Global targets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Net Zero 2050: This scenario assumes an orderly but accelerated transition to a net-zero economy driven by stringent climate policies, major structural decarbonization, higher carbon prices, expanded disclosure requirements, and stronger regulatory oversight, particularly in advanced economies such as the United States. Macroeconomic conditions are characterized by rising operating and supply chain costs due to carbon-related expenses and climate impacts, while market demand gradually shifts toward lower-carbon products, creating both transition risks and opportunities for companies able to innovate. Uncertainties and constraints include the pace and consistency of policy implementation across regions, the magnitude of carbon pricing and litigation exposure, the frequency and severity of weather-related disruptions affecting infrastructure and supply chains, and the speed at which customers adopt low-carbon products.

(5.1.1.11) Rationale for choice of scenario

HNI selected three scenarios to understand the resilience of our operations, value chain, and strategy over a range of possible outcomes. HNI selected the NGFS Net Zero 2050 scenario because it provides a credible, science-based pathway aligned with the Paris Agreement objective of limiting global warming to 1.5°C

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ NGFS scenarios framework, please specify :Delayed Transition (~2C)

(5.1.1.3) Approach to scenario

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

☑ Policy
☑ Market
☑ Reputation
☑ Technology
☑ Liability

(5.1.1.6) Temperature alignment of scenario

☑ 1.6ºC - 1.9ºC

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

☑ 2025
☑ 2030
☑ 2040
☑ 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

☑ Level of action (from local to global)

☑ Global targets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Delayed Transition: This scenario assumes climate policy action is delayed until after 2030, followed by a rapid and disorderly transition characterized by significantly tighter climate regulations, increasing carbon prices, expanded disclosure requirements, and fragmented compliance obligations across jurisdictions. Macroeconomic conditions are marked by higher transition costs, supply chain disruption, and increased market volatility as businesses and consumers adjust quickly to accelerated decarbonization efforts intended to achieve net zero by 2050.

(5.1.1.11) Rationale for choice of scenario

HNI selected three scenarios to understand the resilience of our operations, value chain, and strategy over a range of possible outcomes. HNI selected the NGFS Delayed Transition scenario to model a delayed and disorderly transition.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ NGFS scenarios framework, please specify :Current Policies (~3C)

(5.1.1.3) Approach to scenario

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

☑ Policy
☑ Market
☑ Reputation
☑ Technology
☑ Liability

(5.1.1.6) Temperature alignment of scenario

☑ 3.0°C - 3.4°C

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

☑ 2025
☑ 2030
☑ 2040
☑ 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

☑ Level of action (from local to global)

☑ Global targets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Current Policies: This scenario assumes limited new climate policy intervention beyond currently enacted regulations, resulting in relatively stable regulatory requirements, modest carbon-related compliance obligations, and slower progress toward decarbonization. Macroeconomic conditions remain comparatively stable, although increasing physical climate impacts, particularly more frequent and severe weather events, create ongoing risks to operations, logistics, and global supply chains.

(5.1.1.11) Rationale for choice of scenario

HNI selected three scenarios to understand the resilience of our operations, value chain, and strategy over a range of possible outcomes. HNI selected the NGFS Current Policies scenario to model a worst case scenario with severe physical risks.

Water

(5.1.1.1) Scenario used

Climate transition scenarios

☑ NGFS scenarios framework, please specify :Delayed Transition (~2C)

(5.1.1.3) Approach to scenario

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

☑ Policy
☑ Market
☑ Reputation
☑ Technology
☑ Liability

(5.1.1.6) Temperature alignment of scenario

☑ 1.6°C - 1.9°C

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

☑ 2025
☑ 2030
☑ 2040
☑ 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
☑ Level of action (from local to global)
☑ Global targets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Delayed Transition: This scenario assumes climate policy action is delayed until after 2030, followed by a rapid and disorderly transition characterized by significantly tighter climate regulations, increasing carbon prices, expanded disclosure requirements, and fragmented compliance obligations across jurisdictions. Macroeconomic conditions are marked by higher transition costs, supply chain disruption, and increased market volatility as businesses and consumers adjust quickly to accelerated decarbonization efforts intended to achieve net zero by 2050.

(5.1.1.11) Rationale for choice of scenario

HNI selected three scenarios to understand the resilience of our operations, value chain, and strategy over a range of possible outcomes. HNI selected the NGFS Delayed Transition scenario to model a delayed and disorderly transition.

Water

(5.1.1.1) Scenario used

Climate transition scenarios
☑ NGFS scenarios framework, please specify :Current Policies (~3C)

(5.1.1.3) Approach to scenario

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

☑ Policy
☑ Market
☑ Reputation
☑ Technology
☑ Liability

(5.1.1.6) Temperature alignment of scenario

☑ 3.0°C - 3.4°C

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

☑ 2025
☑ 2030
☑ 2040
☑ 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
☑ Level of action (from local to global)
☑ Global targets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Current Policies: This scenario assumes limited new climate policy intervention beyond currently enacted regulations, resulting in relatively stable regulatory requirements, modest carbon-related compliance obligations, and slower progress toward decarbonization. Macroeconomic conditions remain comparatively stable, although increasing physical climate impacts, particularly more frequent and severe weather events, create ongoing risks to operations, logistics, and global supply chains.

(5.1.1.11) Rationale for choice of scenario

HNI selected three scenarios to understand the resilience of our operations, value chain, and strategy over a range of possible outcomes. HNI selected the NGFS Current Policies scenario to model a worst case scenario with severe physical risks.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios
☑ NGFS scenarios framework, please specify :Net Zero 2050 (1.5C)

(5.1.1.3) Approach to scenario

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

☑ Acute physical
☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

☑ 1.5°C or lower

(5.1.1.7) Reference year

1990

(5.1.1.8) Timeframes covered

☑ 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)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

This scenario uses an historical reference period of 1986-2006, except for tropicial cyclones which uses 2015.

(5.1.1.11) Rationale for choice of scenario

HNI selected three scenarios to understand the resilience of our operations, value chain, and strategy over a range of possible outcomes. HNI selected the NGFS Net Zero 2050 scenario because it provides a credible, science-based pathway aligned with the Paris Agreement objective of limiting global warming to 1.5°C.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ NGFS scenarios framework, please specify :Delayed Transition

(5.1.1.3) Approach to scenario

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

☑ 1.6ºC - 1.9ºC

(5.1.1.7) Reference year

1990

(5.1.1.8) Timeframes covered

☑ 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)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

This scenario uses an historical reference period of 1986-2006, except for tropicial cyclones which uses 2015.

(5.1.1.11) Rationale for choice of scenario

HNI selected three scenarios to understand the resilience of our operations, value chain, and strategy over a range of possible outcomes. HNI selected the NGFS Delayed Transition scenario to model a delayed and disorderly transition.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios
☑ NGFS scenarios framework, please specify :Current Policies

(5.1.1.3) Approach to scenario

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

☑ 3.0ºC - 3.4ºC

(5.1.1.7) Reference year

1990

(5.1.1.8) Timeframes covered

☑ 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)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

This scenario uses an historical reference period of 1986-2006, except for tropicial cyclones which uses 2015.

(5.1.1.11) Rationale for choice of scenario

HNI selected three scenarios to understand the resilience of our operations, value chain, and strategy over a range of possible outcomes. HNI selected the NGFS Current Policies scenario to model a worst case scenario with severe physical risks.

Water

(5.1.1.1) Scenario used

Climate transition scenarios

☑ NGFS scenarios framework, please specify :Net Zero 2050

(5.1.1.3) Approach to scenario

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

☑ 1.5°C or lower

(5.1.1.7) Reference year

1990

(5.1.1.8) Timeframes covered

☑ 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)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

This scenario uses an historical reference period of 1986-2006, except for tropicial cyclones which uses 2015.

(5.1.1.11) Rationale for choice of scenario

HNI selected three scenarios to understand the resilience of our operations, value chain, and strategy over a range of possible outcomes. HNI selected the NGFS Net Zero 2050 scenario because it provides a credible, science-based pathway aligned with the Paris Agreement objective of limiting global warming to 1.5°C.

Water

(5.1.1.1) Scenario used

Climate transition scenarios
☑ NGFS scenarios framework, please specify :Delayed Transition

(5.1.1.3) Approach to scenario

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

☑ Acute physical
☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

☑ 1.6ºC - 1.9ºC

(5.1.1.7) Reference year

1990

(5.1.1.8) Timeframes covered

☑ 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)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

This scenario uses an historical reference period of 1986-2006, except for tropicial cyclones which uses 2015.

(5.1.1.11) Rationale for choice of scenario

HNI selected three scenarios to understand the resilience of our operations, value chain, and strategy over a range of possible outcomes. HNI selected the NGFS Delayed Transition scenario to model a delayed and disorderly transition.

Water

(5.1.1.1) Scenario used

Climate transition scenarios

☑ NGFS scenarios framework, please specify :Current Policies

(5.1.1.3) Approach to scenario

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

☑ 3.0ºC - 3.4ºC

(5.1.1.7) Reference year

1990

(5.1.1.8) Timeframes covered

☑ 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)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

This scenario uses an historical reference period of 1986-2006, except for tropicial cyclones which uses 2015.

(5.1.1.11) Rationale for choice of scenario

HNI selected three scenarios to understand the resilience of our operations, value chain, and strategy over a range of possible outcomes. HNI selected the NGFS Current Policies scenario to model a worst case scenario with severe physical risks.

(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

☑ 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

☑ Organization-wide

(5.1.2.3) Summarize the influence of the scenario analysis on the selected business processes

HNI is currently working on resetting our emissions targets. The updated scenario analysis performed this year that included short, medium, and long term time horizons have informed this process and the level of ambition of the targets and also continues to inform and support our climate strategy. Using three scenarios in our analysis helped us to understand the resilience of our business across a range of climate outcomes and how we can deploy resources to mitigate identified risks and take advantage of opportunities.

Water

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

☑ Risk and opportunities identification, assessment and management
☑ Strategy and financial planning
☑ Resilience of business model and strategy

(5.1.2.2) Coverage of analysis

☑ Organization-wide

(5.1.2.3) Summarize the influence of the scenario analysis on the selected business processes

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

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

(5.2.1) Transition plan

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

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

☑ Other, please specify :Plan is in development.

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

This year, HNI concluded its SBTi-approved target to reduce combined absolute Scope 1 and 2 GHG emissions 35% by 2025 from a 2018 base year. As of the end of 2025, HNI had surpassed this target, achieving a 78% reduction. Building on this progress, HNI is establishing new greenhouse gas reduction goals and developing a transition plan to support their implementation and guide the company's long-term decarbonization strategy.

(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

☑ Yes, both strategy and financial planning

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

☑ Products and services
☑ Upstream/downstream value chain
☑ Investment in R&D
☑ Operations

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

Products and services

(5.3.1.1) Effect type

☑ Transition risks
☑ Opportunities

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

☑ 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

☑ Physical risks
☑ Transition risks
☑ Opportunities

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

☑ 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

☑ Transition risks
☑ Opportunities

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

☑ 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

☑ Physical risks

☑ Transition risks

☑ Opportunities

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

☑ 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 Plants Program, EPA SmartWay, and RE100.

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

Table (5.3.2)

Financial planning elements that have been affected	Effect type	Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements	Describe how environmental risks and/or opportunities have affected these financial planning elements
☑ **Indirect costs** ☑ **Capital expenditures**	☑ Physical risks ☑ Transition risks ☑ Opportunities	☑ Climate change ☑ Water	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
☑ **Direct costs**	☑ Transition risks ☑ Opportunities	☑ Climate change	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

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

(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)

-8

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

0

(5.9.5) Please explain

Water related operating expenditures from supply decreased 8% compared to prior year due to decreased consumption. The anticipated forward trend is for no change to operating expenditures due to expected marginal price increases and consumption decreases. There is no expected CAPEX change related to water.

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

Carbon

(5.10.1) Use of internal pricing for this environmental externality

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

(5.10.2) Primary reason for not pricing this environmental externality

☑ Not an immediate strategic priority

(5.10.3) Explain why your organization does not price this environmental externality

HNI does not use carbon pricing mechanisms. 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.

Water

(5.10.1) Use of internal pricing for this environmental externality

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

(5.10.2) Primary reason for not pricing this environmental externality

☑ Not an immediate strategic priority

(5.10.3) Explain why your organization does not price this environmental externality

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.

Other

(5.10.1) Use of internal pricing for this environmental externality

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

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

Suppliers

(5.11.1) Engaging with this stakeholder on environmental issues

☑ Yes

(5.11.2) Environmental issues covered

☑ Climate change
☑ Forests
☑ Water

Smallholders

(5.11.1) Engaging with this stakeholder on environmental issues

☑ 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

☑ 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

☑ Yes

(5.11.2) Environmental issues covered

☑ Climate change

☑ Water

Investors and shareholders

(5.11.1) Engaging with this stakeholder on environmental issues

☑ 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

☑ 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

☑ 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

☑ Judged to be unimportant or not relevant

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

No additional stakeholders have been identified for engagement.

(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

☑ 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

☑ 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

☑ 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

☑ Unknown

Forests

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

☑ 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

☑ Impact on deforestation or conversion of other natural ecosystems
☑ Impact on habitats
☑ Impact on pollution levels
☑ Impact on threatened and protected species

(5.11.1.3) % Tier 1 suppliers assessed

☑ 1-25%

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

Suppliers that do not participate in FSC are included in HNI's Controlled Wood Program. Through this program, we engage with suppliers to ensure wood is sourced from acceptable forests based on the FSC National Risk Assessment. Suppliers are certified annually. Suppliers found to be at risk of supplying wood from high risk areas receive educational materials per FSC requirements.

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

☑ 51-75%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

6

Water

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

☑ 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

☑ Impact on water availability

☑ Impact on pollution levels

(5.11.1.3) % Tier 1 suppliers assessed

☑ 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

☑ Unknown

(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

☑ 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

☑ Material sourcing
☑ Procurement spend
☑ Product lifecycle
☑ Regulatory compliance
☑ Reputation management
☑ Business risk mitigation
☑ Leverage over suppliers
☑ Strategic status of suppliers
☑ Product safety and compliance
☑ Supplier performance improvement
☑ Suppliers’ exposure or vulnerability to physical risks
☑ 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 75% of direct material spend to acknowledge compliance with this code. HNI includes third-party environmental, social, and governance assessments within 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

☑ 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

☑ Material sourcing
☑ Procurement spend
☑ Product lifecycle
☑ Regulatory compliance
☑ Reputation management
☑ Suppliers' exposure or vulnerability to physical risks
☑ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to forests
☑ Business risk mitigation
☑ Leverage over suppliers
☑ Strategic status of suppliers
☑ Product safety and compliance
☑ Supplier performance improvement

(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 75% 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. HNI includes third-party *environmental, social, and governance assessments within 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

☑ 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

☑ Material sourcing
☑ Procurement spend
☑ Product lifecycle
☑ Regulatory compliance
☑ Reputation management
☑ Suppliers' exposure or vulnerability to physical risks
☑ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to water
☑ Business risk mitigation
☑ Leverage over suppliers
☑ Strategic status of suppliers
☑ Product safety and compliance
☑ Supplier performance improvement

(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 75% of direct material spend to acknowledge compliance with this code. HNI includes third-party environmental, social, and governance assessments within 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.

(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

☑ 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

☑ 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

☑ 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

☑ 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

☑ 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

☑ 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.

(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

☑ 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

☑ 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

☑ 51-75%

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

☑ 100%

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

☑ 51-75%

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

☑ 100%

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

☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

☑ All suppliers compliant during the reporting period

(5.11.6.11) Procedures to engage non-compliant suppliers

☑ Providing information on appropriate actions that can be taken to address non-compliance

(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 75% of direct material spend to acknowledge compliance with this code. HNI has achieved 100% compliance across Workplace Furnishings, Residential Building Products, and Kimball International. HNI assesses suppliers using supplier scorecards that include third-party environmental, social, and governance assessments. This process covers strategic suppliers representing over 75% 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

☑ 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

☑ 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

☑ 51-75%

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

☑ 100%

(5.11.6.5) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue required to comply with this environmental requirement

☑ 1-25%

(5.11.6.6) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue that are in compliance with this environmental requirement

☑ 100%

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

☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

☑ All suppliers compliant during the reporting period

(5.11.6.11) Procedures to engage non-compliant suppliers

☑ Providing information on appropriate actions that can be taken to address non-compliance

(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 75% of direct material spend to acknowledge compliance with this code. HNI has achieved 100% compliance across Workplace Furnishings, Residential Building Products, and Kimball International. HNI assesses suppliers using supplier scorecards that include third-party environmental, social, and governance assessments. This process covers strategic suppliers representing over 75% 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

☑ 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

☑ 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

☑ 51-75%

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

☑ 100%

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

☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

☑ All suppliers compliant during the reporting period

(5.11.6.11) Procedures to engage non-compliant suppliers

☑ Providing information on appropriate actions that can be taken to address non-compliance

(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 75% of direct material spend to acknowledge compliance with this code. HNI has achieved 100% compliance across Workplace Furnishings, Residential Building Products, and Kimball International.

HNI assesses suppliers using supplier scorecards that include third-party environmental, social, and governance assessments. This process covers strategic suppliers representing over 75% 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

☑ 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

☑ First-party verification

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

☑ 1-25%

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

☑ 100%

(5.11.6.5) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue required to comply with this environmental requirement

☑ 51-75%

(5.11.6.6) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue that are in compliance with this environmental requirement

☑ 100%

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

☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

☑ All suppliers compliant during the reporting period

(5.11.6.11) Procedures to engage non-compliant suppliers

☑ Providing information on appropriate actions that can be taken to address non-compliance

(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.

(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

☑ No other supplier engagement

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

No other supplier engagement

Forests

(5.11.7.1) Commodity

☑ Timber products

(5.11.7.2) Action driven by supplier engagement

☑ No other supplier engagement

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

No other supplier engagement

Water

(5.11.7.2) Action driven by supplier engagement

☑ No other supplier engagement

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

No other supplier engagement

(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

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

☑ 1-25%

(5.11.9.4) % stakeholder-associated scope 3 emissions

☑ 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 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. HNI shares product information through our Ecomedes website. Information on environmental initiatives, progress, and achievements are also shared through our annual Corporate Responsibility report, customer RFIs/RFPs, HNIs Corporate Responsibility website, and other third-party platforms (CDP, UNGC).

(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

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

☑ 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). HNI shares product information through our Ecomedes website. Information on environmental initiatives, progress, and achievements are also shared through our annual Corporate Responsibility report, customer RFIs/RFPs, HNIs Corporate Responsibility website, and other third-party platforms (CDP, UNGC).

(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.

C6. Environmental performance - Consolidation approach

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

Table (6.1)

Category	Consolidation approach used	Provide the rationale for the choice of consolidation approach
Climate change	☑ Operational control	This approach allows HNI to track and report on facilities over which we have the ability to influence greenhouse gas emissions.
Forests	☑ Operational control	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	☑ Operational control	This approach allows HNI to track and report on facilities over which we have the ability to implement policies and procedures related to water.
Biodiversity	☑ Operational control	This approach allows HNI to track and report on facilities over which we have the ability to implement policies and procedures related to biodiversity.

C7. Environmental performance - Climate change

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

☑ 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
	☑ Yes, an acquisition	*Steelcase Inc.*	*HNI Corporation officially completed its acquisition of Steelcase on December 10, 2025.*

(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?
	☑ No

(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

☑ No, because we do not have the data yet and plan to recalculate next year

(7.1.3.4) 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

(7.1.3.5) Past years' recalculation

☑ No

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

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

(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 excluded from your disclosure of climate-related data?

☑ Yes

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

Row 1

(7.4.1.1) Source of excluded emissions

Welding gas and dry ice

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

☑ Scope 1

(7.4.1.3) Relevance of Scope 1 emissions from this source

☑ Emissions are not relevant

(7.4.1.8) Estimated percentage of total Scope 1+2 emissions this excluded source represents

0.1

(7.4.1.10) Explain why this source is excluded

HNI excludes welding gases and dry ice consumption from the inventory due to the difficulty in obtaining consumption data.

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

HNI collected welding gas and dry ice data in 2025 for multiple years and calculated total expected emissions. Emissions from these sources represents 0.067% of total Scope 1 emissions.

Row 2

(7.4.1.1) Source of excluded emissions

Steelcase emissions - HNI acquired Steelcase Inc. in December 2025. Due to the timing of the acquisition, Steelcase data has not yet been integrated and included in this report.

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

☑ Scope 1
☑ Scope 3: Investments
☑ Scope 2 (market-based)
☑ Scope 3: Capital goods
☑ Scope 2 (location-based)
☑ Scope 3: Purchased goods and services
☑ Scope 3: Waste generated in operations
☑ Scope 3: End-of-life treatment of sold products
☑ Scope 3: Upstream transportation and distribution
☑ Scope 3: Downstream transportation and distribution
☑ Scope 3: Business travel
☑ Scope 3: Employee commuting
☑ Scope 3: Use of sold products
☑ Scope 3: Upstream leased assets
☑ Scope 3: Downstream leased assets
☑ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

(7.4.1.3) Relevance of Scope 1 emissions from this source

☑ Emissions excluded due to a recent acquisition or merger

(7.4.1.4) Relevance of location-based Scope 2 emissions from this source

☑ Emissions excluded due to a recent acquisition or merger

(7.4.1.5) Relevance of market-based Scope 2 emissions from this source

☑ Emissions excluded due to a recent acquisition or merger

(7.4.1.6) Relevance of Scope 3 emissions from this source

☑ Emissions excluded due to a recent acquisition or merger

(7.4.1.7) Date of completion of acquisition or merger

12/10/2025

(7.4.1.10) Explain why this source is excluded

Steelcase acquisition impact will be recorded in 2026. HNI acquired Steelcase Inc. in December 2025. Due to the timing of the acquisition, Steelcase data has not yet been integrated and included in this report. Steelcase Inc. will report to CDP separately this year.

Row 3

(7.4.1.1) Source of excluded emissions

Emissions from use of furniture products

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

☑ Scope 3: Use of sold products

(7.4.1.6) Relevance of Scope 3 emissions from this source

☑ Emissions are not evaluated

(7.4.1.10) Explain why this source is excluded

Emissions from use of furniture products are not yet calculated

Row 4

(7.4.1.1) Source of excluded emissions

Waste data for non-manufacturing leased spaces where waste invoices are not available (i.e. paid by the lessor)

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

☑ Scope 3: Waste generated in operations

(7.4.1.6) Relevance of Scope 3 emissions from this source

☑ Emissions are not relevant

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

1

(7.4.1.10) Explain why this source is excluded

Waste data for non-manufacturing leased spaces where waste invoices are not available (i.e. paid by the lessor) and are estimated to be less than 1% of total Scope 3 emissions.

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

Waste data was estimated based on average waste per square foot at similar sites.

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

Table (7.5)

Category	Base year end	Base year emissions (metric tons CO2e)	Methodological details
Scope 1	12/31/2018	63,842	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)	12/31/2018	120,396	Emissions calculated per the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) using EPA egrid and IEA emissions factors, data provided by utility vendors
Scope 2 (market-based)	12/31/2018	162,834	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	12/31/2018	723,079	PG&S is calculated using the spend-based method with US EEIO factors
Scope 3 category 2: Capital goods	12/31/2018	12,001	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)	12/31/2018	32,568	FERA was calculated using the average-data method
Scope 3 category 4: Upstream transportation and distribution	12/31/2018	149,060	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	12/31/2018	30,616	Waste is calculated using waste-type-specific method
Scope 3 category 6: Business travel	12/31/2018	8,010	Business travel is calculated using the distance-based method
Scope 3 category 7: Employee commuting	12/31/2018	26,398	Commuting is calculated using the distance-based method
Scope 3 category 8: Upstream leased assets	12/31/2018	0	Not applicable
Scope 3 category 9: Downstream transportation and distribution	12/31/2018	0	Not applicable
Scope 3 category 10: Processing of sold products	12/31/2018	0	Not applicable
Scope 3 category 11: Use of sold products	12/31/2018	1,726,409	Direct use-phase emissions
Scope 3 category 12: End of life treatment of sold products	12/31/2018	8,697	Disposal is calculated using waste-type.
Scope 3 category 13: Downstream leased assets	12/31/2018	0	Not applicable
Scope 3 category 14: Franchises	12/31/2018	0	Not applicable

Scope 3 category 15: Investments	12/31/2018	0	Not applicable
Scope 3: Other (upstream)	12/31/2018	0	Not applicable
Scope 3: Other (downstream)	12/31/2018	0	Not applicable

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

Table (7.6)

Category	Gross global Scope 1 emissions (metric tons CO2e)	Methodological details
Reporting year	50,459	Emissions calculated per the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) using U.S. EPA GHG Emission Factors Hub (2025) and AR5 GWP. Natural gas consumption is based on utility invoices. Where no invoices are available, HNI estimates natural gas consumption using CBECS rates by square footage and facility type. HNI uses diesel, gasoline, propane and jet fuel, consumption is based on invoices, purchase records, actual consumption, or estimated based on average consumption or mileage. HNI calculates fugitive emissions from HVAC refrigerant leaks using vendor reports and maintenance records, emissions are calculated using factors from the IPCC and California Air Resources Board (CARB) in AR5 GWP.

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

Table (7.7)

Category	Gross global Scope 2, location-based emissions (metric tons CO2e)	Gross global Scope 2, market-based emissions (metric tons CO2e)	Methodological details
Reporting year	64,863	0	Scope 2 emissions are related to purchased electricity. HNI does not have purchased heat, steam, or cooling. Emissions calculated per the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) using EPA egrid emissions factors (2023) for U.S. based sites, IEA (2025) factors for non-US sites, and supplier specific factors as available. Consumption is based on invoices when available. Where invoices are not available, such as for some leased sites, HNI estimates electricity consumption using square

feet of facility space and the CBECS consumption rate by facility type. In FY2025, HNI purchased renewable energy certificates (RECs) covering all purchased electricity. Emissions were calculated using the emission factors associated with the RECs.

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

Table (7.8)

Category	Evaluation status	Emissions in reporting year (metric tons CO2e)	Emissions calculation methodology	Percentage of emissions calculated using data obtained from suppliers or value chain partners	Reason for this category not being relevant
Purchased goods and services	☑ Relevant, calculated	334,068	☑ Spend-based method	0	
Capital goods	☑ Relevant, calculated	8,394	☑ Average spend-based method	0	
Fuel-and-energy-related activities (not included in Scope 1 or 2)	☑ Relevant, calculated	23,782	☑ Average data method	95	
Upstream transportation and distribution	☑ Relevant, calculated	62,996	☑ Distance-based method ☑ Spend-based method ☑ Other, please specify :Supplier-specific method	100	
Waste generated in operations	☑ Relevant, calculated	15,059	☑ Waste-type-specific method	100	
Business travel	☑ Relevant, calculated	3,639	☑ Distance-based method	5	
Employee commuting	☑ Relevant, calculated	16,434	☑ Average data method ☑ Distance-based method	0	
Upstream leased assets	☑ Not relevant, explanation provided				☑ Emissions covered under scope 1 or 2
Downstream transportation and distribution	☑ Not relevant, explanation provided				☑ Emissions covered under another scope 3 category, please specify :Category 4: Upstream Transportation and Distribution
Processing of sold products	☑ Not relevant, explanation provided				☑ Not applicable to our organization’s activities
Use of sold products	☑ Relevant, calculated	1,328,437	☑ Methodology for direct use phase emissions, please specify :Number of hearth units sold multiplied by fuel type and lifetime, EPA emission factor for fuel use.	0	
End of life treatment of sold products	☑ Relevant, calculated	7,443	☑ Waste-type-specific method	0	
Downstream leased assets	☑ Not relevant, explanation provided				☑ Emissions covered under scope 1 or 2
Franchises	☑ Not relevant, explanation provided				☑ Not applicable to our organization’s activities
Investments	☑ Not relevant, explanation provided				☑ Not applicable to our organization’s activities
Other (upstream)	☑ Not relevant, explanation provided				☑ Not applicable to our organization’s activities

Other (downstream)	☑ Not relevant, explanation provided	☑ Not applicable to our organization’s activities

Table continued:

Category	Explanation
Purchased goods and services	HNI calculates emissions related to direct and indirect purchases using purchasing records and general ledger transactions. Emission Factors: US EEIO V1.3 publish date 2024, pricing date 2022 (cradle-to-gate), adjusted for inflation/deflation; AR5 GWP factors
Capital goods	HNI calculates emissions for capital goods using additions to the capital asset register during the fiscal year. Emission Factors: US EEIO V1.3 publish date 2024, pricing date 2022, adjusted for inflation/deflation; AR5 GWP factors
Fuel-and-energy-related activities (not included in Scope 1 or 2)	HNI calculates upstream emissions of purchased fuels, upstream emissions of purchased electricity, and transmission and distribution losses using the fuel and electricity consumption included under Scope 1 and 2. More than 95% of the activity data is based on vendor invoices, less than 5% is based on estimated consumption. Emission Factors: Defra GHG Conversion Factors 2025, IEA 2025
Upstream transportation and distribution	Both inbound and outbound logistics are considered upstream transportation. The distance-based method is used for the majority of upstream transportation emissions. Distance, spend and supplier specific emissions data is acquired from our logistics partners and internal transportation teams. Emission factors: U.S. EPA GHG Emission Factors Hub (2025), US EEIO V1.3 publish date 2024, pricing date 2022, adjusted for inflation/deflation; AR5 GWP factors
Waste generated in operations	Actual data provided by waste vendors includes waste type, amounts and disposal or recycling method was used. Emission Factors: U.S. EPA GHG Emission Factors Hub (2025) and Sphera Solutions GmbH Managed LCA Content (MLC) Version 2024.2
Business travel	HNI calculates business travel emissions using data obtained from travel agencies and internal mileage records. Rental car, personal car, rail, air and hotel emissions are included. Emission factors: U.S. EPA GHG Emission Factors Hub (2025)
Employee commuting	HNI calculates employee commuting emissions using number of employees and US Department of Transportation Bureau of Transportation Statistics (BTS) commuting percentages by mode. Commute distance is determined using internal employee zip code information. HNI calculates remote working emissions related to home heating, home cooling and equipment electricity consumption based on Eco-Act energy assumptions and the average remote working hours of HNI employees. Emission Factors: Emission Factors: U.S. EPA GHG Emission Factors Hub (2025), EPA eGRID 2023, Defra GHG Conversion Factors 2025, IEA 2025
Upstream leased assets	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	HNI pays for the transportation of sold products and therefore reports transportation emissions in Category 4: Upstream Transportation and Distribution.
Processing of sold products	HNI primarily produces finished goods. Sales of intermediate products is estimated to have de minimis potential CO_2e emissions.
Use of sold products	HNI calculates use of sold product emissions using numbers of units sold, average product life, and average or actual BTU input values by product and fuel type. Use of sold products emissions are calculated for hearth products. Emissions from use of furniture products, estimated to be less than 2% of this category, are excluded. Emission Factors: U.S. EPA GHG Emission Factors Hub (2025), EPA eGRID 2023
End of life treatment of sold products	HNI calculates emissions using weight of products sold and applying internally developed percentages to estimate waste amounts by material type. Emission Factors: U.S. EPA GHG Emission Factors Hub (2025)
Downstream leased assets	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	HNI does not have any franchises.

Investments	HNI does not have any investments.
Other (upstream)	Not relevant.
Other (downstream)	Not relevant.

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

	Verification/assurance status
Scope 1	☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	☑ Third-party verification or assurance process in place
Scope 3	☑ Third-party verification or assurance process in place

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Table (7.9.1)

Verification or assurance cycle in place	Status in the current reporting year	Type of verification or assurance	Attach the statement	Page/section reference	Relevant standard	Proportion of reported emissions verified (%)
☑ **Annual process**	☑ Complete	☑ Limited assurance	ERM CVS – Limited Assurance Report for HNI 2026 CDP_FINAL.pdf	Pages 1-3	☑ ISAE3000 ☑ ISO14064-3	100

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Table (7.9.2)

Scope 2 approach	Verification or assurance cycle in place	Status in the current reporting year	Type of verification or assurance	Attach the statement	Page/ section reference	Relevant standard	Proportion of reported emissions verified (%)
☑ **Scope 2 market-based**	☑ Annual process	☑ Complete	☑ Limited assurance	ERM CVS – Limited Assurance Report for HNI 2026 CDP_FINAL.pdf	Pages 1-3	☑ ISAE3000 ☑ ISO14064-3	100
☑ **Scope 2 location-based**	☑ Annual process	☑ Complete	☑ Limited assurance	ERM CVS – Limited Assurance Report for HNI 2026 CDP_FINAL.pdf	Pages 1-3	☑ ISAE3000 ☑ ISO14064-3	100

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

☑ Scope 3: Capital goods
☑ Scope 3: Business travel
☑ Scope 3: Employee commuting
☑ Scope 3: Use of sold products
☑ Scope 3: Purchased goods and services
☑ Scope 3: Waste generated in operations
☑ Scope 3: End-of-life treatment of sold products
☑ Scope 3: Upstream transportation and distribution
☑ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

(7.9.3.2) Verification or assurance cycle in place

☑ Annual process

(7.9.3.3) Status in the current reporting year

☑ Complete

(7.9.3.4) Type of verification or assurance

☑ Limited assurance

(7.9.3.5) Attach the statement

ERM CVS – Limited Assurance Report for HNI 2026 CDP_FINAL.pdf

(7.9.3.6) Page/section reference

Pages 1-3

(7.9.3.7) Relevant standard

☑ ISAE3000
☑ ISO14064-3

(7.9.3.8) Proportion of selected emissions categories verified (%)

100

(7.9.3.9) Proportion of total reported scope 3 emissions verified (%)

100

(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?

☑ Increased

(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.

Table (7.10.1)

Category	Change in emissions (metric tons CO2e)	Direction of change in emissions	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	0	☑ No change	0	HNI has purchased RECs since 2020, additional renewable energy implementation results in no change in overall emissions.
Other emissions reduction activities	2,042	☑ Decreased	4.05	HNI completed reduction activities impacting scope 1 emissions including automated building energy management systems, process optimization, heat recovery and insulation projects.
Divestment	0	☑ No change	0	No divestments in 2025.
Acquisitions	0	☑ No change	0	Steelcase acquisition impact will be recorded in 2026.
Mergers	0	☑ No change	0	No mergers in 2025.
Change in output	5,009	☑ Increased	9.93	HNI attributes the increase in emissions to increased production and changes in HDD and CDD caused by weather.
Change in methodology	0	☑ No change	0	No changes.
Change in boundary	0	☑ No change	0	No changes.
Change in physical operating conditions	0	☑ No change	0	No changes.
Unidentified	0	☑ No change	0	No changes.
Other	0	☑ No change	0	No changes.

(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?

☑ Market-based

(7.12) Does your organization have significant land sector activities in its operations or value chain?

	Agriculture, forestry or other land sector activities	Indicate if these activities are only related to forest lands and/or non-productive, non-forest lands	Specify the reason for no significant activities
	☑ Yes, in both our direct operations and our upstream/downstream value chain	☑ Yes, these activities are only related to forest lands and/or non-productive, non-forest lands	☑ No relevant activities related to agricultural lands identified

(7.12.2) Provide the emissions from biogenic carbon relevant to your organization in metric tons CO2.

(7.12.2.1) CO2 emissions from biogenic carbon (metric tons CO2)

945

(7.12.2.2) Comment

HNI estimates wood burned based on loads of wood waste generated multiplied by average weight per load. Direct biogenic emissions from burning of wood for energy were calculated at 945 MT CO2e in 2025. HNI calculates biogenic emissions from use of sold products using numbers of wood or pellet-burning units sold, average product life, and average BTU input values by product and fuel type. Indirect biogenic emissions from use of sold products were calculated at 412,145 MTCO2e in 2025. Emission Factor: U.S. EPA GHG Emission Factors Hub (2025)

(7.13) Does your organization choose to account for and report technological CO2 removals or captured CO2 with geologic storage, or have you done so in previous years?

	Technological CO2 removals or captured CO2 with geologic storage in the reporting year	Specify the reason for no technological CO2 removals or captured CO2 with geological storage in the reporting year	Technological CO2 removals or captured CO2 with geologic storage were accounted for and reported in previous years
	☑ No, explanation provided	☑ No relevant activities identified	☑ No

(7.15) Does your organization break down its Scope 1 and/or Scope 2 emissions by greenhouse gas type?

(7.15.1) Emissions breakdown by greenhouse gas type

☑ Yes, both Scope 1 and Scope 2 emissions

(7.15.1) Break down your total gross global Scope 1 and Scope 2 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Table (7.15.1)

Greenhouse gas	Scope 1 emissions (metric tons of selected gas)	Scope 1 emissions (metric tons of CO2e)	Scope 2 location-based emissions (metric tons of selected gas)	Scope 2 location-based emissions (metric tons of CO2e)	Scope 2 market-based emissions (metric tons of selected gas)	Scope 2 market-based emissions (metric tons of CO2e)	GWP Reference
☑ **CO2**	50,091	50,091	64,482	64,482	0	0	☑ IPCC Fifth Assessment

							Report (AR5 – 100 year)
☑ **CH4**	1.21	33.90	5.71	160	0	0	☑ IPCC Fifth Assessment Report (AR5 – 100 year)
☑ **N2O**	0.21	56	0.83	220	0	0	☑ IPCC Fifth Assessment Report (AR5 – 100 year)
☑ **HFCs**	0.14	278	0	0	0	0	☑ IPCC Fifth Assessment Report (AR5 – 100 year)

(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*	*336*	*0*
Mexico	*1706*	*3634*	*0*
Taiwan, China	*2*	*24*	*0*
United States of America	*48744*	*60806*	*0*
Viet Nam	*0.12*	*1.5*	*0*

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

☑ 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.*	*11879*
Row 2	*Corporate*	*132*
Row 3	*Residential Building Products*	*14242*
Row 4	*Workplace Furnishings*	*24206*

(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*	*5561*
Row 2	*Wood Burning*	*12*
Row 3	*Natural Gas Use*	*41160*
Row 4	*Fugitive Emissions*	*278*
Row 5	*Propane Use*	*3422*
Row 6	*Diesel*	*26*

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

☑ 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.*	*15620*	*0*
Row 2	*Corporate*	*344*	*0*
Row 3	*Residential Building Products*	*12205*	*0*
Row 4	*Workplace Furnishings*	*36693*	*0*

(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*	*64863*	*0*

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Table (7.22)

Category	Scope 1 emissions (metric tons CO2e)	Scope 2, location-based emissions (metric tons CO2e)	Scope 2, market-based emissions (metric tons CO2e)	Please explain
Consolidated accounting group	50,459	64,863	0	HNI operates as one consolidated accounting group
All other entities	0	0	0	HNI operates as one consolidated accounting group.

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

☑ No

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Table (7.27)

Allocation challenges	Please explain what would help you overcome these challenges
☑ Diversity of product lines makes accurately accounting for each product/product line cost ineffective	Our current business systems make allocation a manual and difficult process. We process company level information, but product level information is more challenging. We are working to advance our product level emissions calculations and hope to include more detail in the future.

(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
	☑ Yes	*We are working toward completing lifecycle assessments for our products.*

(7.29) What percentage of your total operational spend in the reporting year was on energy?

☑ 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)	☑ Yes
Consumption of purchased or acquired electricity	☑ Yes
Consumption of purchased or acquired heat	☑ No
Consumption of purchased or acquired steam	☑ No
Consumption of purchased or acquired cooling	

	Indicate whether your organization undertook this energy-related activity in the reporting year
	☑ No
Generation of electricity, heat, steam, or cooling	☑ Yes

(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

Table (7.30.1)

Category	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable + non-renewable) MWh	MWh from non-renewable zero or near-zero emission sources
Consumption of fuel (excluding feedstock)	☑ HHV (higher heating value)	1,974	264,876	266,850	
Consumption of purchased or acquired electricity		166,615	0	166,615	0
Consumption of self-generated non-fuel renewable energy		1,008		1,008	
Total energy consumption		169,597	264,876	434,473	0

(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	

	Indicate whether your organization undertakes this fuel application
	☑ No
Consumption of fuel for the generation of heat	☑ Yes
Consumption of fuel for the generation of steam	☑ Yes
Consumption of fuel for the generation of cooling	☑ No
Consumption of fuel for co-generation or tri-generation	☑ No

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Table (7.30.7)

Category	Total fuel MWh consumed by the organization	MWh fuel consumed for self-generation of heat	MWh fuel consumed for self-generation of steam	Comment
Sustainable biomass	0	0	0	NA
Other biomass	1,974	0	1,974	Wood waste - 100% for steam that can be used in process equipment or steam heating units.
Other renewable fuels (e.g. renewable hydrogen)	0	0	0	NA
Coal	0	0	0	NA
Oil	21,297	21,297	0	Includes diesel, gasoline and jet fuel

Gas	243,579	219,221	24,358	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)	0	0	0	NA
Total fuel	266,850	240,518	26,332	NA

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Table (7.30.9)

Category	Total Gross generation (MWh)	Generation that is consumed by the organization (MWh)	Gross generation from renewable sources (MWh)	Generation from renewable sources that is consumed by the organization (MWh)
Electricity	1,008	1,008	1,008	1,008
Heat	0	0	0	0
Steam	1,974	1,974	1,974	1,974
Cooling	0	0	0	0

(7.30.14) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Table (7.30.14)

Category	Consumption of purchased electricity (MWh)	Consumption of self-generated electricity (MWh)	Is some or all of this electricity consumption excluded from your RE100 commitment?	Consumption of purchased heat, steam, and cooling (MWh)	Consumption of self-generated heat, steam, and cooling (MWh)	Total electricity/heat/steam/cooling energy consumption (MWh)	Provide details of the electricity consumption excluded
China	103	0	☑ No	0	0	103	Not applicable.
India	448	0	☑ No	0	0	448	Not applicable.
Mexico	8,821	538	☑ No	0	0	9,359	Not applicable.
Taiwan, China	44	0	☑ No	0	0	44	Not applicable.

United States of America	157,309	470	☑ No	0	1,974	159,753	Not applicable.
Viet Nam	2	0	☑ No	0	0	2	Not applicable.

(7.30.15) Provide details on the electricity purchases that were accounted for at a zero or near-zero emission factor in the reporting year.

Table (7.30.15)

Country/area of electricity consumption	Sourcing method	Low-carbon technology type	Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)	Energy attribute certificate (EAC) tracking system used	Country/area of origin (generation) of the low-carbon electricity or energy attribute	Are you able to report the commissioning or re-powering year of the electricity generation facility?	Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)	Time matching basis	Supply arrangement start year	Supply agreement length	Ecolabel associated with purchased renewable electricity	Comment	Was the renewable fuel co-fired with a fossil fuel?
☑ **United States of America**	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Onshore wind	9,577	☑ REC [US and Canada]	☑ United States of America	☑ Yes	2,016	☑ Monthly volumetric matching	2,025	☑ Year long contract	☑ No additional, voluntary label	EAC contract through Muscatine Power and Water, project generator South Fork Wind based in Minnesota. M-RETS,	

												Green-e eligible
☑ United States of America	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Onshore wind	57,695	☑ REC [US and Canada]	☑ United States of America	☑ Yes	2,024	☑ Annual volumetric matching	2,025	☑ Spot market purchase	☑ Green-e Certified (R) Renewable Energy	EAC contract, North Bend Wind Project, LLC in South Dakota
☑ United States of America	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Onshore wind	30,518	☑ REC [US and Canada]	☑ United States of America	☑ Yes	2,018	☑ Annual volumetric matching	2,025	☑ Spot market purchase	☑ Green-e Certified (R) Renewable Energy	EAC contract, TCEC Diamond Vista Wind Project Kansas
☑ United States of America	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Onshore wind	9,485	☑ REC [US and Canada]	☑ United States of America	☑ Yes	2,012	☑ Annual volumetric matching	2,025	☑ Spot market purchase	☑ Green-e Certified (R) Renewable Energy	EAC contract, Minco Wind III - 6224 Oklahoma
☑ United States of America	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Solar	55,000	☑ REC [US and Canada]	☑ United States of America	☑ Yes	2,021	☑ Annual volumetric matching	2,025	☑ Spot market purchase	☑ Green-e Certified (R) Renewable Energy	EAC contract, Plainview Solar Texas

☑ **India**	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Solar	500	☑ I-REC [International]	☑ India	☑ Yes	2,024	☑ Annual volumetric matching	2,025	☑ Spot market purchase	☑ No additional, voluntary label	6MW Solar Plant Sundarapandiyam Village HTSC No.0157, India	
☑ **Taiwan, China**	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Sustainable biomass	44	☑ T-REC [Taiwan, China]	☑ Taiwan, China	☑ No		☑ Annual volumetric matching	2,025	☑ Spot market purchase	☑ No additional, voluntary label	Chung Hwa Pulp Corporation, Taiwan	☑ Biomass (mono-fired)
☑ **China**	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Onshore wind	103	☑ I-REC [International]	☑ China	☑ Yes	2,012	☑ Annual volumetric matching	2,025	☑ Spot market purchase	☑ No additional, voluntary label	Dongtai Onshore Windfarm, China	
☑ **Viet Nam**	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Solar	2	☑ I-REC [International]	☑ Viet Nam	☑ Yes	2,020	☑ Annual volumetric matching	2,025	☑ Spot market purchase	☑ No additional, voluntary label	Rooftop HLN-Mekong Solar Batch #29, Viet Nam	

☑ **Mexico**	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Onshore wind	7,000	☑ I-REC [International]	☑ Mexico	☑ Yes	2,018	☑ Annual volumetric matching	2,025	☑ Spot market purchase	☑ No additional, voluntary label	GENERADORES EÓLICOS DE MÉXICO S.A. DE C.V.
☑ **Mexico**	☑ Unbundled procurement of energy attribute certificates (EACs)	☑ Onshore wind	1,821	☑ I-REC [International]	☑ Mexico	☑ Yes	2,014	☑ Annual volumetric matching	2,025	☑ Spot market purchase	☑ No additional, voluntary label	Eoliatec del Pacífico

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

Table (7.30.18)

Country/area of generation	Renewable electricity technology type	Facility capacity (MW)	Total renewable electricity generated by this facility in the reporting year (MWh)	Renewable electricity consumed by your organization from this facility in the reporting year (MWh)	Energy attribute certificates issued for this generation	Comment
☑ **United States of America**	☑ Solar	1.20	470	470	☑ No	We are in the process of generating energy attributes for this project so that we can formally retire them on behalf of HNI. Project completed in August 2025, partial year of generation.

☑ **Mexico**	☑ Solar	0.50	538	538	☑ No	We are in the process of generating energy attributes for this project so that we can formally retire them on behalf of HNI.

(7.30.19) 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 1.2 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.

(7.30.20) In the reporting year, has your organization faced barriers or challenges to sourcing renewable electricity?

	Challenges to sourcing renewable electricity
	☑ Yes, in specific countries/areas in which we operate

(7.30.21) Provide details of the country/area-specific challenges to sourcing renewable electricity faced by your organization in the reporting year.

Table (7.30.21)

Country/area	Reason why it was challenging to source renewable electricity within selected country/area	Provide additional details of the barriers faced within this country/area

☑ **Taiwan, China**	☑ Lack of credible renewable electricity procurement options (e.g. EACs, Green Tariffs) ☑ Limited supply of renewable electricity in the market ☑ Prohibitively priced renewable electricity	In the past we have purchased TIGR certificates, our provider had concerns about their validity so we switched to T-RECs which are both expensive and in short supply. We purchased sustainable biomass instead of the preferred solar/wind.

(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.

Table (7.45)

Intensity figure	Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)	Metric denominator	Metric denominator: Unit total	Scope 2 figure used	% change from previous year	Direction of change	Reasons for change	Please explain
0.00	50,459	☑ unit total revenue	2,839,000,000	☑ Market-based	5	☑ Decreased	☑ Other emissions reduction activities ☑ Change in output	This change is attributed to an increase in revenue that offset a small increase in absolute emissions due to increased output.

(7.52) Provide any additional climate-related metrics relevant to your business.

Table (7.52)

Description	Metric value	Metric numerator	Metric denominator (intensity metric only)	% change from previous year	Direction of change	Please explain
☑ **Energy usage**	8.21	Total energy (MMBtu)	Production (Metric Tons)	0.60	☑ Decreased	Total production increased more than

the increase in total energy.

(7.53) Did you have an emissions target that was active in the reporting year?

☑ Absolute target

☑ Intensity target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Summary Table for (7.53.1)

Target reference number	Date target was set	Scopes	Total base year emissions covered by target in all selected Scopes (metric tons CO2e)	End date of target	Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)	Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)	% of target achieved relative to base year
☑ **Abs 1**	07/23/2020	☑ Scope 1 ☑ Scope 2	226,676	12/31/2025	147,339.40	50,459	222.11

Row 1

(7.53.1.1) Target reference number

☑ Abs 1

(7.53.1.2) Is this a science-based target?

☑ 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

☑ 1.5°C aligned

(7.53.1.5) Date target was set

07/23/2020

(7.53.1.6) Target coverage

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

☑ Carbon dioxide (CO2)
☑ Methane (CH4)
☑ Nitrous oxide (N2O)
☑ Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

☑ Scope 1
☑ Scope 2

(7.53.1.9) Scope 2 accounting method

☑ 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)

63842

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

162834

(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)

226676.000

(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)

147339.400

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

50459

(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)

50459.000

(7.53.1.78) Land-related emissions covered by target

☑ 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

222.11

(7.53.1.80) Target status in reporting year

☑ 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

☑ No

(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 global electricity use. Energy reduction and fuel switching projects continue to drive reduction in our overall Scope 1 emissions.

(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

☑ Int 1

(7.53.2.2) Is this a science-based target?

☑ 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 (2).pdf

(7.53.2.4) Target ambition

☑ 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

☑ Organization-wide

(7.53.2.7) Greenhouse gases covered by target

☑ Carbon dioxide (CO2)
☑ Methane (CH4)
☑ Nitrous oxide (N2O)
☑ Hydrofluorocarbons (HFCs)

(7.53.2.8) Scopes

☑ Scope 3

(7.53.2.10) Scope 3 categories

☑ 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

☑ 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

2.21

(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

0.46

(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

0.08

(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

8.2900000000

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

8.2900000000

(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

4.9740000000

(7.53.2.59) % change anticipated in absolute Scope 3 emissions

0

(7.53.2.62) Intensity figure in reporting year for Scope 3, Category 1: Purchased goods and services

1.51

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

0.04

(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

0.28

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

0.07

(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

0.07

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

6

(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

8.1300000000

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

8.1300000000

(7.53.2.81) Land-related emissions covered by target

☑ 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

4.83

(7.53.2.83) Target status in reporting year

☑ 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

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. Published 20 new Environmental Product Declarations in 2025.

(7.53.2.88) Target derived using a sectoral decarbonization approach

☑ No

(7.54) Did you have any other climate-related targets that were active in the reporting year?

☑ 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

☑ Low 1

(7.54.1.2) Date target was set

01/01/2020

(7.54.1.3) Target coverage

☑ Organization-wide

(7.54.1.4) Target type: energy carrier

☑ Electricity

(7.54.1.5) Target type: activity

☑ Consumption

(7.54.1.6) Target type: energy source

☑ 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

☑ 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?

☑ 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 purchases energy attribute certificates for 100% of global non-renewable electricity consumption. HNI has two rooftop solar projects which provide renewable electricity to operating facilities.

(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.

	Emissions reduction initiatives that were active within the reporting year
	☑ 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	*1*	
To be implemented	*5*	*1630*
Implementation commenced	*7*	*3151*
Implemented	*31*	*8232*
Not to be implemented	*1*	

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Table (7.55.2)

Initiative category & Initiative type	Estimated annual CO_2e savings (metric tonnes CO2e)	Scope(s) or Scope 3 category(ies) where emissions savings occur	Voluntary/Mandatory	Annual monetary savings (unit currency – as specified in 1.2)	Investment required (unit currency – as specified in 1.2)	Payback period	Estimated lifetime of the initiative	Comment
Energy efficiency in buildings **☑ Building Energy Management Systems (BEMS)**	2,671	☑ Scope 1 ☑ Scope 2 (location-based)	☑ Voluntary	508,790	628,000	☑ 1-3 years	☑ 11-15 years	Building Management System installed at Lake City location.
Energy efficiency in production processes **☑ Automation**	285	☑ Scope 1 ☑ Scope 2 (location-based)	☑ Voluntary	90,056	0	☑ <1 year	☑ 1-2 years	Savings from energy shut down projects.

Energy efficiency in buildings **☑ Lighting**	378	☑ Scope 2 (location-based)	☑ Voluntary	78,418	1,007,877	☑ 11-15 years	☑ 16-20 years	Conversion to LED lighting.
Energy efficiency in production processes **☑ Machine/equipment replacement**	2,322	☑ Scope 1 ☑ Scope 2 (location-based)	☑ Voluntary	259,620	983,223	☑ 4-10 years	☑ 6-10 years	Equipment replacements and motors and drives.
Energy efficiency in production processes **☑ Process optimization**	760	☑ Scope 1 ☑ Scope 2 (location-based)	☑ Voluntary	88,661	2,521,664	☑ >25 years	☑ 6-10 years	Conversion to powder paint.
Low-carbon energy consumption **☑ Solar PV**	1,816	☑ Scope 2 (location-based)	☑ Voluntary	120,319	1,380,000	☑ 11-15 years	☑ 21-30 years	1.2 mw solar installation.

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Table (7.55.3)

Method	Comment
☑ Internal incentives/recognition programs	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.
☑ Dedicated budget for other emissions reduction activities	We have a dedicated budget for Renewable Energy purchases, even if not cost justified.
☑ Financial optimization calculations	Projects have to be business case justified with all factors considered or be required for regulatory compliance.
☑ Dedicated budget for low-carbon product R&D	We have a dedicated budget for meeting our sustainability goals including researching lower embodied carbon materials and using them in our products.
☑ Compliance with regulatory requirements/standards	Projects have to be business case justified with all factors considered or be required for regulatory compliance.
☑ Dedicated budget for energy efficiency	We have a dedicated budget for meeting our sustainability goals including energy efficiency.

(7.73) Are you providing product level data for your organization's goods or services?

☑ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

☑ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Summary Table for (7.74.1)

Level of aggregation	Description of product(s) or service(s)	Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario
☑ **Group of products or services**	HNI offers a line of electric fireplaces and stoves as an alternative to using fossil fuels.	
☑ **Product or service**	HNI's Allsteel Beyond demountable wall product and Allsteel EVO carbon neutral task chair.	8.08

Row 1

(7.74.1.1) Level of aggregation

☑ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

☑ 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 heating and cooling, please specify :Electric fireplaces

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

HNI offers a line of electric fireplaces and stoves as an alternative to using fossil fuels.

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

☑ No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

1.5

Row 2

(7.74.1.1) Level of aggregation

☑ Product or service

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

☑ 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 buildings construction and renovation, please specify :Demountable Wall

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

HNI's Allsteel Beyond demountable wall product and Allsteel EVO carbon neutral task chair.

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

☑ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

☑ Estimating and Reporting the Comparative Emissions Impacts of Products (WRI)

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

☑ Cradle-to-grave

(7.74.1.8) Functional unit used

6'6" x 6'6" enclosed room created by Beyond Walls, Allsteel EVO carbon neutral task chair

(7.74.1.9) Reference product/service or baseline scenario used

6'6" x 6'6" enclosed room created by conventional construction materials, Allsteel EVO task seating chair without carbon offset

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

☑ Cradle-to-grave

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

8.07847

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

Average comparative emissions savings from workplace furnishings products. Comparative impact of Allsteel Evo is calculated as the total cradle-to-gate emissions of the product utilizing a verified and published Environmental Product Declaration (0.15694 MT CO2e). HNI purchases carbon offsets for the full footprint of the carbon neutral version of the Allsteel Evo. 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) (16 MT CO2e).

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

0.661

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

☑ Yes

(7.79.1) Provide details of the project-based carbon credits retired by your organization in the reporting year.

Summary Table for (7.79.1)

Project type	Type of mitigation activity	Credits retired by your organization from this project in the reporting year (metric tons CO2e)	Vintage of credits at retirement
☑ Other, please specify :Improved Forest Management on Non-Federal U.S. Forestlands	☑ Carbon removal	9.73	2,023

Row 1

(7.79.1.1) Project type

☑ Other, please specify :Improved Forest Management on Non-Federal U.S. Forestlands

(7.79.1.2) Type of mitigation activity

☑ Carbon removal

(7.79.1.3) Project description

Wildlands Carbon Initiative - Improved Forest Management (IFM) on Non-Federal U.S. Forestlands

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

9.73

(7.79.1.5) Purpose of retirement

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

☑ Yes

(7.79.1.7) Vintage of credits at retirement

2023

(7.79.1.8) Were these credits issued to or purchased by your organization?

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

☑ ACR (American Carbon Registry)

(7.79.1.10) Method the program uses to assess additionality for this project

☑ Consideration of legal requirements
☑ Barrier analysis
☑ Standardized Approaches

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

☑ Monitoring and compensation
☑ Other, please specify :Permanent legal deed restrictions and insurance reserves

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

☑ Activity-shifting
☑ Market leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

ACR requires sustainable ecosystem management, preventing mono-culture timber. The project must prevent double-counting and maintain 3rd party audits. The ACR also requires that projects demonstrate they do not negatively impact local communities or historic access rights to the land.

(7.79.1.14) Please explain

The American Carbon Registry provides strict guidelines around the structural, ecological and socioeconomic integrity of its verified carbon reduction certificates.

C8. Environmental performance - Forests

(8.1) Are there any exclusions from your disclosure of forests-related data?

	Exclusion from disclosure
Timber products	☑ Yes
Cattle products	☑ Yes

(8.1.1) Provide details on these exclusions.

Table (8.1.1)

Category	Exclusion	Description of exclusion	Value chain stage	Reason for exclusion	Primary reason why data is not collected and/or reported for your disclosed commodity	Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data	Please explain	Completion date of acquisition or merger	Data from the merger/acquisition will be incorporated in the next reporting year

Timber products	☑ Specific product lines	Finished goods purchased for resale	☑ Upstream value chain	☑ Other, please specify :Supplier data is not available.	☑ Challenges associated with data collection and/or quality	☑ No, the volume excluded is unknown	Supplier data is not available.
Cattle products	☑ Specific product lines	Finished goods purchased for resale	☑ Upstream value chain	☑ Other, please specify :Supplier data is not available.	☑ Challenges associated with data collection and/or quality	☑ No, the volume excluded is unknown	Supplier data is not available.
Timber products	☑ Specific suppliers	HNI has volume data from our largest packaging suppliers by spend and primary pallet suppliers. Smaller packaging and pallet suppliers are excluded.	☑ Direct operations	☑ Other, please specify :data is not available	☑ Challenges associated with data collection and/or quality	☑ No, the volume excluded is unknown	Volume data is currently not available.
Timber products	☑ Other, please specify :non-FSC direct material (workplace furnishings)	Non-FSC direct material (Workplace Furnishings segment)	☑ Direct operations	☑ Other, please specify :data is not available	☑ Challenges associated with data collection and/or quality	☑ No, the volume excluded is unknown	Volume data is currently not available.
Timber products	☑ Specific product lines	Specific categories of timber material from Kimball International segment for which data unavailable: Solid wood seating components,	☑ Direct operations	☑ Other, please specify	☑ Challenges associated with data collection and/or quality	☑ No, the volume excluded is unknown	Volume data is currently not available.

		High Pressure Laminate (HPL), Wood edge banding, drawer components, and Veneer							
Timber products	☑ Specific product lines	Timber products purchased by HNI's Steelcase subsidiary. HNI acquired Steelcase Inc. in December 2025. Due to the timing of the acquisition, Steelcase data is not yet available.	☑ Direct operations	☑ Recent acquisition or merger	☑ We are planning to collect the data within the next two years	☑ No, other reason, please specify :Due to the timing of the acquisition, Steelcase will submit a separate CDP response.	HNI acquired Steelcase Inc. in December 2025. Due to the timing of the acquisition, Steelcase data is not yet integrated with HNI. Steelcase will submit forest data in a separate CDP response.	12/10/2025	☑ Yes
Cattle products	☑ Specific product lines	Cattle products purchased by HNI's Steelcase subsidiary. HNI acquired Steelcase Inc. in December 2025. Due to the timing of the acquisition, Steelcase data is not yet available.	☑ Direct operations	☑ Recent acquisition or merger	☑ We are planning to collect the data within the next two years	☑ No, other reason, please specify :Due to the timing of the acquisition, Steelcase will submit a separate CDP response.	HNI acquired Steelcase Inc. in December 2025. Due to the timing of the acquisition, Steelcase data is not yet integrated with HNI. Steelcase will submit forest data in a separate CDP response.	12/10/2025	☑ Yes

(8.2) Provide a breakdown of your disclosure volume per commodity.

	Disclosure volume (metric tons)	Volume type	Sourced volume (metric tons)
Timber products	*112040*	☑ Sourced	*112040*
Cattle products	*38.71*	☑ Sourced	*38.71*

(8.5) Provide details on the origins of your sourced volumes.

Table (8.5)

Category	Country/area of origin	First level administrative division	Volume sourced from country/area of origin (metric tons)	Source	Please explain
Timber products	☑ United States of America	☑ Unknown	101,534	☑ Contracted suppliers (manufacturers)	HNI does not capture source state or equivalent jurisdiction in our procurement reports. 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 75% of Workplace

					Furnishings and Kimball International spend and over 50% of Residential Building products spend.
Cattle products	☑ United States of America	☑ Unknown	21.75	☑ Contracted suppliers (manufacturers)	HNI does not capture source state or equivalent jurisdiction in our procurement reports. 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 75% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend.
Timber products	☑ Cambodia	☑ Unknown	1,039	☑ Contracted suppliers (manufacturers)	HNI does not capture source state or equivalent jurisdiction in our procurement reports. 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 75% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend.
Cattle products	☑ Mexico	☑ Unknown	3.27	☑ Contracted suppliers (manufacturers)	HNI does not capture source state or equivalent jurisdiction in our procurement reports. 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 75% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend.
Cattle products	☑ Germany	☑ Unknown	2	☑ Contracted suppliers (manufacturers)	HNI does not capture source state or equivalent jurisdiction in our procurement reports. 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 75% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend.
Cattle products	☑ Italy	☑ Unknown	5.80	☑ Contracted suppliers (manufacturers)	HNI does not capture source state or equivalent jurisdiction in our procurement reports. 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 75% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend.
Cattle products	☑ Sweden	☑ Unknown	4.55	☑ Contracted suppliers (manufacturers)	HNI does not capture source state or equivalent jurisdiction in our procurement reports. 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 75% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend.
Timber products	☑ China	☑ Unknown	25	☑ Contracted suppliers (manufacturers)	HNI does not capture source state or equivalent jurisdiction in our procurement reports. 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 75% 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	☑ Canada	☑ Unknown	9,442	☑ Contracted suppliers (manufacturers)	HNI does not capture source state or equivalent jurisdiction in our procurement reports. 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 75% 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.
Cattle products	☑ China	☑ Unknown	1.34	☑ Contracted suppliers (manufacturers)	HNI does not capture source state or equivalent jurisdiction in our procurement reports. 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 75% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend.

(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

No, and we do not plan to

☑ No, and we do not plan to have a no-deforestation or no-conversion target in the next two years

(8.7.2) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

☑ Not an immediate strategic priority

(8.7.3) 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 75% 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.

(8.7.4) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

☑ No, and we do not plan to have other targets related to this commodity in the next two years

(8.7.5) Primary reason for not having other active targets in the reporting year

☑ Not an immediate strategic priority

(8.7.6) 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

No, and we do not plan to

☑ No, and we do not plan to have a no-deforestation or no-conversion target in the next two years

(8.7.2) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

☑ Not an immediate strategic priority

(8.7.3) 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.

(8.7.4) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

☑ No, and we do not plan to have other targets related to this commodity in the next two years

(8.7.5) Primary reason for not having other active targets in the reporting year

☑ Not an immediate strategic priority

(8.7.6) 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.

(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.

Table (8.8)

Category	Traceability system	Methods/tools used in traceability system	Description of methods/tools used in traceability system	Primary reason your organization does not have a traceability system	Explain why your organization does not have a traceability system
Timber products	☑ Yes	☑ Chain-of-custody certification ☑ Internal 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	☑ No, and we do not plan to establish one within the next two years			☑ Not an immediate strategic priority	Leather products are not a significant part of HNI's product offerings or sales.

(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

(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.

Table (8.9)

Category	DF/DCF status assessed for this commodity	% of disclosure volume determined as DF/DCF in the reporting year	% of disclosure volume determined as DF/DCF through a third-party certification scheme providing full DF/DCF assurance	% of disclosure volume determined as DF/DCF through monitoring of production unit	% of disclosure volume determined as DF/DCF through monitoring of sourcing area	Is a proportion of your disclosure volume certified through a scheme not providing full DF/DCF assurance?	Primary reason for not assessing DF/DCF status	Explain why you have not assessed DF/DCF status
Timber products	☑ Yes, deforestation-free (DF) status assessed	44	44	0	0	☑ No		

Cattle products	☑ No, and we do not plan to do so within the next two years	☑ No	☑ Not an immediate strategic priority	Leather products are not a significant part of HNI's product offerings or sales.

(8.9.1) Provide details of third-party certification schemes used to determine the deforestation-free (DF) or deforestation-and conversion-free (DCF) status of the disclosure volume, since specified cutoff date.

Timber products

(8.9.1.1) Third-party certification scheme providing full DF/DCF assurance

Chain-of-custody certification

☑ FSC Chain-of-Custody certification (any type)

(8.9.1.2) % of disclosure volume determined as DF/DCF through certification scheme providing full DF/DCF assurance

44

(8.9.1.3) Comment

HNI obtains FSC chain of custody certification under a multi-site certificate and is audited annually.

(8.9.1.4) Certification documentation

HNI Corporation_FSC Chain of Custody_SCS-COC-002143_30-Jun-2026.pdf

(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

☑ 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

☑ 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

☑ 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

☑ 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.

(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	☑ No, and we do not plan to within the next two years
Cattle products	☑ No, and we do not plan to within the next two years

(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

☑ Yes

(8.12.2) Certification details are available for the volumes sold to any requesting CDP Supply Chain members

☑ No

(8.12.3) Primary reason certification details are not available for the volumes sold to any requesting CDP Supply Chain members

☑ 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

☑ 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

☑ 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

(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?

	GHG emissions reductions and removals from land use management and land use change calculated	Primary reason your organization does not calculate GHG emissions reductions and removals from land use management and land use change	Explain why your organization does not calculate GHG emissions reductions and removals from land use management and land use change
Timber products	☑ No, but plan to do so in the next two years	☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)	*HNI does not currently have the resources or expertise to perform this type of monitoring or estimation.*
Cattle products	☑ No, but plan to do so in the next two years	☑ Not an immediate strategic priority	*Leather products are not a significant part of HNI's product offerings or sales.*

(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

☑ Yes, from suppliers

(8.14.2) Aspects of legislation considered

☑ 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

☑ 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.

(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

☑ 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

☑ 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.

(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?

☑ 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

Table (8.16.1)

Commodity	Activities	Country/area	Subnational area	Provide further details of the activity
☑ Timber products **☑ Cattle products**	☑ Involved in industry platforms	☑ Worldwide	☑ Not applicable	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.
☑ Timber products	☑ Other, please specify :FSC certification, and sourcing of FSC wood	☑ Worldwide	☑ Not applicable	HNI purchases FSC wood and obtains FSC Chain of Custody certification, which supports deforestation-free value chains.

(8.17) Is your organization supporting or implementing project(s) focused on ecosystem restoration and long-term protection?

☑ 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?

☑ Yes

(9.1.1) Provide details on these exclusions.

Row 1

(9.1.1.1) Exclusion

☑ Facilities

(9.1.1.2) Description of exclusion

Leased offices, warehouses, and showrooms

(9.1.1.3) Reason for exclusion

☑ Shared premises

(9.1.1.4) Primary reason why data is not collected and/or reported

☑ Challenges associated with data collection and/or quality

(9.1.1.7) Country/area and river basin of exclusion

China

☑ Other, please specify :China Coast 7

Taiwan, China

☑ Other, please specify :Tamsui

United States of America

☑ James River

☑ Hudson River

☑ Potomac River

☑ Savannah River

☑ Cape Fear River

☑ Susquehanna River

☑ Trinity River (Texas)

☑ Other, please specify **:Cape Cod, Copperas, Housatonic, Lake Michigan, North Fork American, Santa Ana, Coosa, Catawba, Neuse, Wateree**

Viet Nam

☑ Saigon

(9.1.1.8) Estimated volume of water the exclusion represents (megaliters)

5.68

(9.1.1.9) Estimated % of total water

2.2

(9.1.1.10) 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.

Row 2

(9.1.1.1) Exclusion

☑ Specific groups, businesses, or organizations

(9.1.1.2) Description of exclusion

Steelcase water - HNI acquired Steelcase Inc. in December 2025. Due to the timing of the acquisition, Steelcase data has not yet been integrated and included in this report.

(9.1.1.3) Reason for exclusion

☑ Recent acquisition or merger

(9.1.1.4) Primary reason why data is not collected and/or reported

☑ Other, please specify :Recent aquisition

(9.1.1.5) Completion date of acquisition or merger

12/10/2025

(9.1.1.6) Data from the merger/acquisition will be incorporated in the next reporting year

☑ Yes

(9.1.1.7) Country/area and river basin of exclusion

China

☑ Dong Jiang

India

☑ Krishna

Mexico

☑ Other, please specify :Rio Grande

Spain

☑ Other, please specify :Tagus

United States of America

☑ Trinity River (Texas)

☑ Other, please specify :Baja California, Arroyo Tijuana

(9.1.1.8) Estimated volume of water the exclusion represents (megaliters)

246

(9.1.1.9) Estimated % of total water

49

(9.1.1.10) Please explain

Steelcase acquisition impact will be recorded in 2026. HNI acquired Steelcase Inc. in December 2025. Due to the timing of the acquisition, Steelcase data has not yet been integrated and included in this report. Steelcase Inc. will report water consumption to CDP separately this year.

(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

Table (9.2)

Category	% of sites/facilities/operations	Frequency of measurement	Method of measurement	Please explain
Water withdrawals – total volumes	☑ 76-99	☑ At least once a month	Withdrawals from municipal or third-party sources are based on invoiced usage. Withdrawals from renewable groundwater sources (wells) are based on internal meter data. Data is updated monthly and tracked in a utility database.	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

				immaterial. Data is reviewed monthly by site environmental leaders.
Water withdrawals – volumes by source	☑ 76-99	☑ At least once a month	HNI measures water withdrawals based on invoiced quantities on a monthly basis. Data is tracked in a utility database.	Most water withdrawals come from third-party municipal sources, withdrawal by source is tracked in an environmental database and reviewed monthly by environmental leaders. One site uses well water, this data is tracked by the site and included in the environmental database and monthly review.
Water withdrawals quality	☑ Less than 1%	☑ At least once a month	HNI measures water withdrawal quality based on utility water quality data report and on-site measurement for well water.	Testing is performed by third-parties to monitor and determine quality. HNI only tests water withdrawals where well water is used, the water quality is tested for drinking purposes.
Water discharges – total volumes	☑ 76-99	☑ At least once a month	HNI measures water discharges based on invoiced quantities provided by utilities on a monthly basis. Discharge is expected to be equal to withdrawals as HNI consumes minimal water in our manufacturing processes.	Discharge is expected to be equal to withdrawals as HNI consumes minimal water in our manufacturing processes.
Water discharges – volumes by destination	☑ 76-99	☑ At least once a month	HNI measures water discharges by destination based on invoiced quantities provided by utilities on a monthly basis. Discharge is expected to be equal to withdrawals as HNI consumes minimal water in our manufacturing processes.	Discharge is expected to be equal to withdrawals as HNI consumes minimal water in our manufacturing processes.
Water discharges – volumes by treatment method	☑ 76-99	☑ At least once a month	Wash line water discharge is pH treated for neutral discharges to third party water treatment facilities. Where well water is used, wastewater enters a septic system. All other discharges are treated by utility/third party water treatment facilities.	Discharge is expected to be equal to withdrawals as HNI consumes minimal water in our manufacturing processes.
Water discharge quality – by standard effluent parameters	☑ 51-75	☑ At least once a month	Testing is performed in compliance with standard effluent parameters at 100% manufacturing facilities that use process water. Timing is site dependent and can occur continuously, monthly, quarterly or biannually.	Testing is not performed at facilities where process water is not used.
Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)	☑ 51-75	☑ At least once a month	Testing is performed in compliance with permits at 100% of manufacturing facilities that use process water to monitor and determine emissions.	Testing is not performed at facilities where process water is not used.

Water discharge quality – temperature	☑ Not relevant			Temperature monitoring is not relevant, HNI has no processes that result in extreme temperature change.
Water consumption – total volume	☑ 76-99	☑ At least once a month	HNI consumes minimal water in our manufacturing processes.	HNI consumes minimal water in our manufacturing processes.
Water recycled/reused	☑ Not relevant			HNI does not monitor water reuse.
The provision of fully-functioning, safely managed WASH services to all workers	☑ 100%	☑ Continuously	All facilities are monitored to ensure fully-functioning WASH services are available to all workers.	All facilities are monitored to ensure fully-functioning WASH services are available to all workers.

(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?

Table (9.2.2)

Category	Volume (megaliters)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year	Five-year forecast	Primary reason for forecast	Please explain
Total withdrawals	255	☑ Much lower	☑ Increase/decrease in efficiency	☑ Lower	☑ Increase/decrease in efficiency	Integration of technology related to powder paint lines to minimize water consumption in processes across all facilities, integration of new technologies to improve efficiency. 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	255	☑ Much lower	☑ Increase/decrease in efficiency	☑ Lower	☑ Increase/decrease in efficiency	Discharge is expected to be equal to withdrawals as HNI consumes minimal water in our manufacturing 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 consumption	0	☑ About the same	☑ No/minimal change in business activity	☑ About the same	☑ No/minimal change in business activity	HNI consumes minimal water in our manufacturing processes.

(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

☑ Yes

(9.2.4.2) Volume withdrawn from areas with water stress (megaliters)

11.47

(9.2.4.3) Comparison with previous reporting year

☑ Much higher

(9.2.4.4) Primary reason for comparison with previous reporting year

☑ Increase/decrease in business activity

(9.2.4.5) Five-year forecast

☑ About the same

(9.2.4.6) Primary reason for forecast

☑ No/minimal change in business activity

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

4.50

(9.2.4.8) Identification tool

Identification tool used

☑ 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 for the first time by the beginning of 2025, an increase from partial production in 2024. We expect water consumption to remain constant in 2026. HNI definitions: much higher 10%+, higher 5-10%, about the same 4.9 to - 4.9, lower -5 to -10%, much lower -10%+

(9.2.7) Provide total water withdrawal data by source.

Table (9.2.7)

Category	Relevance	Please explain	Volume (megaliters)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year
Fresh surface water, including rainwater, water from wetlands, rivers, and lakes	☑ Not relevant	HNI does not use fresh surface water.			
Brackish surface water/Seawater	☑ Not relevant	HNI does not use brackish surface water/seawater.			
Groundwater – renewable	☑ Relevant	HNI withdraws water from groundwater - renewable sources where third-party municipal sources are not available - well water use decreased with business intensity in 2025. HNI definitions: much higher 10%+, higher 5-10%, about the same 4.9 to - 4.9, lower -5 to -10%, much lower -10%+	0.61	☑ Much lower	☑ Increase/decrease in business activity
Groundwater – non-renewable	☑ Not relevant	HNI does not use non-renewable groundwater.			
Produced/Entrained water	☑ Not relevant	HNI does not use produced/entrained water.			
Third party sources	☑ Relevant	Most of HNI's water comes from third-party sources. The decrease in water consumption was mainly attributed to efficiency improvements, lesser factors included lower production and facility	254.39	☑ Much lower	☑ Increase/decrease in efficiency

closure. HNI definitions: much higher 10%+, higher 5-10%, about the same 4.9 to - 4.9, lower -5 to -10%, much lower -10%+

(9.2.8) Provide total water discharge data by destination.

Table (9.2.8)

Category	Relevance	Please explain	Volume (megaliters)	Comparison with previous reporting year	Primary reason for comparison with previous reporting year
Fresh surface water	☑ Not relevant	HNI does not discharge water to surface.			
Brackish surface water/seawater	☑ Not relevant	HNI does not discharge water to brackish surface water/seawater.			
Groundwater	☑ Relevant	One facility uses a septic system to discharge wastewater. Discharge to groundwater amount includes water used for irrigation as well. HNI does not currently quantify water consumption separately from total withdrawals and discharges but expects operational consumption to be limited.	10	☑ Much lower	☑ Increase/decrease in efficiency
Third-party destinations	☑ Relevant	A majority of HNI's water discharges are directed to third-party municipal wastewater systems. Most water withdrawn is used for domestic and sanitary purposes and is returned to municipal systems after use. HNI also uses water in limited manufacturing processes, including paint-line operations. These systems recycle water to reduce withdrawals and discharges. HNI does not currently quantify water consumption separately from total withdrawals and discharges but expects operational consumption to be limited.	245	☑ Much lower	☑ Increase/decrease in efficiency

(9.2.9) Indicate the highest level to which your wastewater is treated (either by your organization or a third party) before being discharged to the environment.

Table (9.2.9)

Category	Volume (megaliters)	Please explain	Comparison of treated volume with previous	Primary reason for comparison with previous	% of discharge volume treated in compliance with local	Factors considered in determining appropriate treatment level beyond local regulatory standards

			reporting year	reporting year	regulatory standards	
Quaternary treatment	0	HNI treats wastewater in compliance with regulations.				
Tertiary treatment	0	HNI treats wastewater in compliance with regulations.				
Secondary treatment	0	HNI treats wastewater in compliance with regulations.				
Primary treatment only	255	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.	☑ About the same	☑ No/minimal change in business activity	☑ 100	☑ Internally developed water quality standards or guidelines ☑ Sector-specific standards ☑ Profile of the receiving waterbody ☑ The water discharge impacts
No treatment	0	HNI treats wastewater in compliance with regulations.				
Unknown	0	HNI treats wastewater in compliance with regulations.				

(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	☑ Nitrates ☑ Phosphates	*Wastewater is monitored for phosphates, nitrates, BOD, oil, suspended solids and metals.*

(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?

Table (9.3)

Category	Identification of facilities in the value chain stage	Total number of facilities identified	% of facilities in direct operations that this represents	Please explain
Direct operations	☑ Yes, we have assessed this value chain stage and identified facilities with substantive water-related dependencies, impacts, risks, and opportunities	1	☑ 1-25	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	☑ No, we have not assessed this value chain stage for facilities with substantive water-related dependencies, impacts, risks, and opportunities, but we are planning to do so in the next 2 years			HNI is implementing a third-party tool to assess ESG risk, including performance and risks related to water management.

(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

☑ Facility 1

(9.3.1.2) Facility name (optional)

Muscatine, IA

(9.3.1.3) Value chain stage

☑ Direct operations

(9.3.1.4) Dependencies, impacts, risks, and/or opportunities identified at this facility

☑ Risks

(9.3.1.5) Withdrawals or discharges in the reporting year

☑ Yes, withdrawals and 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

☑ No

(9.3.1.13) Total water withdrawals at this facility (megaliters)

47

(9.3.1.14) Comparison of total withdrawals with previous reporting year

☑ Much lower

(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

47

(9.3.1.21) Total water discharges at this facility (megaliters)

47

(9.3.1.22) Comparison of total discharges with previous reporting year

☑ Much lower

(9.3.1.23) Discharges to fresh surface water

0

(9.3.1.24) Discharges to brackish surface water/seawater

0

(9.3.1.25) Discharges to groundwater

0

(9.3.1.26) Discharges to third party destinations

47

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

0

(9.3.1.28) Comparison of total consumption with previous reporting year

☑ About the same

(9.3.1.29) Please explain

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

(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?

Table (9.3.2)

Category	% verified	Verification standard used	Please explain
Water withdrawals – total volumes	☑ 76-100	☑ ISAE 3000	
Water withdrawals – volume by source	☑ Not verified		No verification planned.
Water withdrawals – quality by standard water quality parameters	☑ Not verified		No verification planned.
Water discharges – total volumes	☑ Not verified		No verification planned.
Water discharges – volume by destination	☑ Not verified		No verification planned.
Water discharges – volume by final treatment level	☑ Not verified		No verification planned.
Water discharges – quality by standard water quality parameters	☑ Not verified		No verification planned.
Water consumption – total volume	☑ Not verified		No verification planned.

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

	Revenue (currency)	Total water withdrawal efficiency	Anticipated forward trend
	2839000000	*11133333.33*	*The anticipated forward trend is unknown.*

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances
	☑ Yes

(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

☑ 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

☑ Don't know

(9.13.1.3) Please explain

Low levels of formaldehyde are present in composite wood products purchased through our supply chain, all products pass indoor air quality testing. We are currently unable to provide the % revenue from products containing these substances. We 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

☑ 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

☑ Don't know

(9.13.1.3) Please explain

Per- and polyfluoroalkyl substances PFAS may be present in certain materials and components purchased from suppliers and incorporated into HNI products. HNI cannot currently quantify the percentage of revenue associated with these products. However, based on supplier chemical-content responses received to date and product testing, HNI expects these products to represent an immaterial share of revenue. HNI is working toward eliminating intentionally added PFAS from its products by 2032. Limited uses may remain where technically feasible alternatives are unavailable or where the application qualifies for an applicable regulatory exemption, potentially including certain electronic components. HNI will continue evaluating these uses as alternatives become available and regulatory requirements evolve.

(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

☑ No, and we do not plan to address this within the next two years

(9.14.6) Primary reason for not classifying any of your current products and/or services as low water impact

☑ Not an immediate strategic priority

(9.14.7) 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.

(9.15) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.

Table (9.15)

Category	Target set in this category	Primary reason for not setting a target in this category	Explain why you do not have a target set in this category
Water pollution	☑ No, and we do not plan to within the next two years	☑ Not an immediate strategic priority	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.
Water withdrawals	☑ No, and we do not plan to within the next two years	☑ Not an immediate strategic priority	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.
Water, Sanitation, and Hygiene (WASH) services	☑ No, and we do not plan to within the next two years	☑ Not an immediate strategic priority	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.
Other	☑ No, and we do not plan to within the next two years		

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

☑ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

☑ Other, please specify :Use of FSC wood in products

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	☑ No, we do not use indicators, but plan to within the next two years

(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	☑ Not assessed	*HNI is still in the process of fully assessing proximity to areas important for biodiversity.*

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity	Comment
UNESCO World Heritage sites	☑ Not assessed	*HNI is still in the process of fully assessing proximity to areas important for biodiversity.*
UNESCO Man and the Biosphere Reserves	☑ Not assessed	*HNI is still in the process of fully assessing proximity to areas important for biodiversity.*
Ramsar sites	☑ Not assessed	*HNI is still in the process of fully assessing proximity to areas important for biodiversity.*
Key Biodiversity Areas	☑ Not assessed	*HNI is still in the process of fully assessing proximity to areas important for biodiversity.*
Other areas important for biodiversity	☑ Not assessed	*HNI is still in the process of fully assessing proximity to areas important for biodiversity.*

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	☑ Yes

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change
☑ Product footprint

(13.1.1.3) Verification/assurance standard

Climate change-related standards

☑ Other climate change verification standard, please specify :ISO 14044

(13.1.1.4) Further details of the third-party verification/assurance process

Product Lifecycle Assessments used to calculate low carbon product emissions savings and carbon offsets are third-party verified.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

HNI_WhitePaper_Foresight-Management.pdf,BeyondEPD.pdf,EVOEPD.pdf

Row 2

(13.1.1.1) Environmental issue for which data has been verified and/or assured

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Other data point in module 7, please specify :Biogenic Emissions

(13.1.1.3) Verification/assurance standard

General standards

☑ ISAE 3000

☑ ISO 14064-3

(13.1.1.4) Further details of the third-party verification/assurance process

3rd party verification of direct biogenic emissions from burning of wood for energy (945 MT CO2e in 2025) and indirect biogenic emissions from use of sold products (412,145 MTCO2e in 2025).

(13.1.1.5) Attach verification/assurance evidence/report (optional)

ERM CVS – Limited Assurance Report for HNI 2026 CDP_FINAL.pdf

(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

☑ Environment/Sustainability manager

(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub to facilitate collective action in priority basins.

☑ No