



HNI

2020 CORPORATE SOCIAL RESPONSIBILITY REPORT

Sustaining Environments

Better Choices Today for a Better Tomorrow

Contents

About HNI _____	<u>3</u>
A Note from Our CEO _____	<u>4</u>
Our Progress at a Glance _____	<u>5</u>
Responding to COVID-19 _____	<u>6</u>
Our New Goals _____	<u>8</u>
Our Goals: Redefining Tomorrow _____	<u>9</u>
Our Goals: Reducing Impacts _____	<u>17</u>
Our Goals: Respecting People _____	<u>23</u>
About This Report _____	<u>34</u>
GRI Content Index _____	<u>35</u>
TCFD Disclosure _____	<u>60</u>
SASB Disclosure _____	<u>62</u>

ABOUT HNI

HNI Corporation is a family of leading brands providing products and services for the office and home.

HNI is a leading provider of workplace furnishings. We offer a broad collection of workplace furnishings solutions that support work environments from the home office to the large commercial campus, and everything in between.

HON

Allsteel

Gunlocke

HBF

DESIGN PUBLIC

DanishDesignStore

maxon

HBF
TEXTILES

ofm

HON basyx

RESPAWN

Lamex

HNI
INDIA

In the home, we are the world's leader in hearth products. Wherever there is warmth and the welcome glow from a fireplace or heating stove, chances are it's an HNI brand.

HEAT & GLO

heatilator

FIRESIDE
HEARTH & HOME

MAJESTIC

QUADRA-FIRE

VERMONT CASTINGS

HARMAN

Stellar
hearth products

MONESSEN

SimpliFire

pellet
APPLIANCES

A Note from Our CEO



The world has changed significantly since HNI's last corporate social responsibility report, and we are changing along with it. More than ever, it is clear that the connections among our business, our environment, and our people, including customers, members, suppliers, and communities where we do business, are critical to our collective long-term success as we make better choices today for a better tomorrow.

Connection to our environments is undeniable. The spaces surrounding us inspire interactions with coworkers, customers, partners, and family.

At HNI, we create products and deliver services to help build stronger connections – encouraging collaboration and focus at work and fostering warmth and good memories at home. These connections inspire us not just in what we do, but also in how we do it.

Our corporate social responsibility (CSR) mission drives us to respect people, reduce our impacts, and redefine tomorrow. In 2020, we took bold steps in our efforts to build sustainable environments for all our stakeholders.

We became a signatory to the U.N. Global Compact, dedicating ourselves to the core principles of human rights, labor fairness, environmental protection, and anti-corruption, while also aligning our business with the Sustainable Development Goals.

With this framework in mind, we set new environmental and social goals, including an annual philanthropy target of 1% of pre-tax profit, a commitment to purchase 100% renewable electricity, a zero-waste-to-landfill goal in our facilities, and our first-ever science-based targets covering reductions in Scope 1, 2, and 3 greenhouse gas emissions.

Those are just examples. Our culture of lean manufacturing and commitment to rapid continuous improvement (RCI) extends to our sustainability efforts, and we have built upon the goals we set in 2018 to increase our transparency, our positive impacts, and our commitments to the planet and our members.

Our member-driven culture means that people always come first, and it is through their energy, enthusiasm, and engagement that we will continue to improve. I would like to encourage you to reach out directly at csr@hnicorp.com to share your thoughts and ideas as we build a better tomorrow.

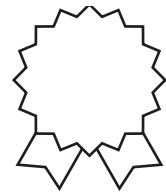
A handwritten signature in black ink, appearing to read 'J. Lorenger', written in a cursive style.

Jeffrey D. Lorenger
Chairman, President and Chief Executive Officer
HNI Corporation

Our Progress at a Glance

Since our last report, we:

REDEFINING TOMORROW



Were recognized in 2018, 2019, and 2020 for the diversity of our Board of Directors and were named as one of America's Most Responsible Companies by *Newsweek* in 2020 and 2021.



Assessed the carbon footprint of our furniture materials and launched 21 new Environmental Product Declarations.



Lowered emissions on our biomass hearth products to meet or exceed new EPA standards for all wood and pellet hearth appliances.

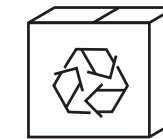
REDUCING IMPACTS



Purchased renewable electricity for 100% of our 2020 global electricity use and were recognized as one of the EPA Green Power Partnership's National Top 100 green power users for our efforts.



Set science-based targets and achieved our target for our combined Scope 1 and 2 greenhouse gas (GHG) emissions.



Removed 360,000 lbs. of Styrofoam from our packaging and set a goal to make our packaging 100% recyclable and Styrofoam-free.

RESPECTING PEOPLE



Became a signatory to the U.N. Global Compact and committed to the Sustainable Development Goals (SDGs).



Signed the CEO Action for Diversity & Inclusion™ pledge, joined the EPIC Corporate Challenge, and launched our HNI Belong initiative.

\$2.7 MILLION

Donated over \$2.7 million to nearly 100 community organizations through the HNI Charitable Foundation in 2019 and 2020.

Responding to COVID-19

The challenges of 2020 reinforced the importance of people, and the safety and well-being of our members is always our top priority. Early in the year, we were proactive in creating a COVID-19 response team of more than a dozen functional experts from across the company. Our facilities established protocols to keep members safe, including wellness checks, personal protective equipment (PPE) and hand-sanitizer mandates, remote work, flexible scheduling, counseling, and access to HNI's Member Assistance Program.

We shifted some of our production capacity to support our nation's need for PPE. From March through October, members in our furniture and hearth divisions created:

24,000
REUSABLE AND DISPOSABLE GOWNS

45,000
FACE MASKS

15,000
FACE MASKS FOR HNI MEMBERS

6,000
FACE SHIELDS

Our members also repaired more than 8,000 N95 masks during that time. All told, we were able to send PPE to 61 different organizations.



SHOUTOUT
Our HNI India members also helped their communities by donating food, hosting supply drives, and creating hand-sanitizer stands from scrap metal for local police stations.

RESPONDING TO COVID-19

Early in 2020, we mobilized a rapid-response team of product development experts to design and manufacture products that helped schools and businesses operate safely during the pandemic.



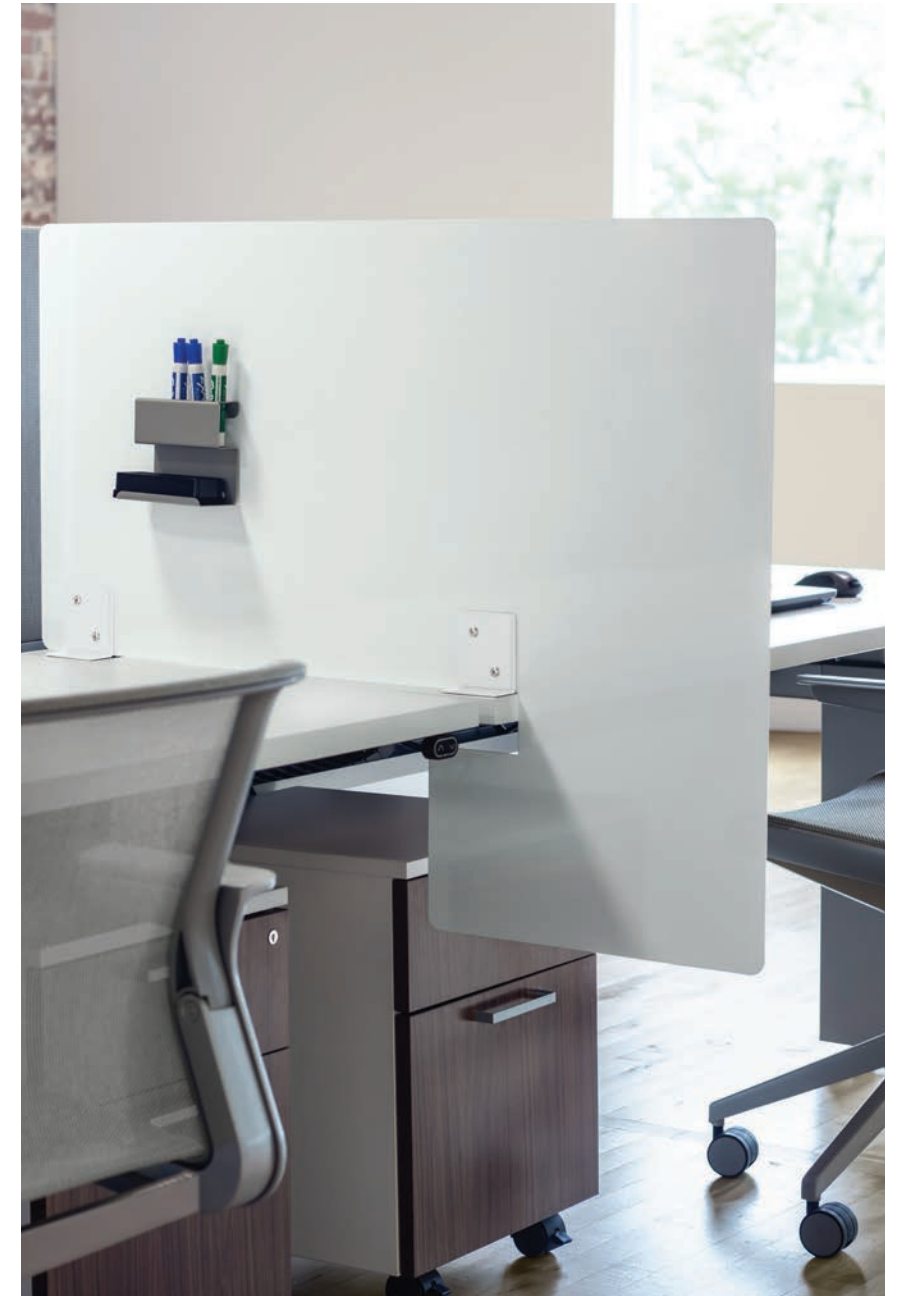
Screens for learning environments



Hand-sanitizer stations



Door pulls for elbows and feet



Dividers for workstations

Our New Goals

We are aiming to accomplish a lot by 2035 and we have already started. Our progress to date is noted below.





Our Goals: Redefining Tomorrow

We believe that if we work with intention and embrace creative change, our achievements can be unlimited. To achieve our goals and go beyond, we use sustainable practices to create products that are designed for the environment, manufactured responsibly, and delivered efficiently.

OUR GOALS: REDEFINING TOMORROW

Designing for the Environment

We know the spaces where people live and work are more inspiring when they are also sustainable. We design our durable, long-lasting furniture and hearth products to have as minimal impact on the environment as possible.

Through our Design for the Environment (DfE) approach, we address ecological issues upfront and explore how we can source responsibly, reduce energy and water use in manufacturing processes, avoid chemicals of concern, and improve the ease of disassembly for recycling at the end of a product's life cycle.

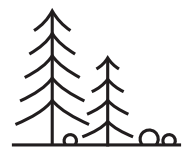
Material Selection

When selecting materials, we focus on opportunities to use recycled content, renewable materials, and sustainably-sourced wood.

Many of the materials used in our furniture and hearth products contain recycled content, including steel with up to 78% post-consumer content, aluminum with up to 75% post-consumer content, and particleboard with up to 90% pre-consumer content.

We offer a wide variety of sustainable textiles containing recycled content and renewable materials. Our renewable textile materials include wool, flax, hemp, cotton, and linen.

Annually, we source more than 70,000 tons of sustainably-sourced wood.



70,000+ tons

**SUSTAINABLE WOOD INPUTS
SOURCED EACH YEAR**



OUR GOALS: REDEFINING TOMORROW

Reducing Packaging Waste

Our packaging is the first point of contact between customers and our products, and we have set a new goal to eliminate Styrofoam and move to 100% recyclable packaging by 2025.

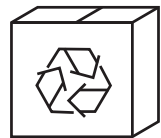
While this goal is in its early stages, Lamex and HNI India have already replaced 42,000 lbs. of Styrofoam with more sustainable solutions, eliminating the material from their operations.

Prioritizing Recyclable Materials

In our U.S. operations, we began to target Styrofoam removal from our furniture packaging. We analyzed where this material was being used and found that 20% of it came from a few parts in our worksurface packaging assemblies.

Working with a packaging partner, we found a better way, and we now use easily recyclable polypropylene and high-density polyethylene plastic pieces.

This change led to a more efficient packaging design, quality improvements, and reduced our Styrofoam use by more than 320,000 lbs. annually.



360,000 lbs.

**STYROFOAM ELIMINATED FROM
OUR GLOBAL PACKAGING**



Our old packaging



Our new packaging

OUR GOALS: REDEFINING TOMORROW

Material Safety and Transparency

Pursuing Transparency

In 2018, we set a goal to evaluate 100% of materials and chemical substances in our products for human and ecosystem impacts and attempt to minimize those impacts through DfE by 2025.

In our first phase, we are focusing on the top 40% of our materials by spend, and we are aiming to understand the chemicals included down to 100 ppm (or 0.01 percent by weight).

Studying our Impacts

We worked with a third-party partner to perform Life Cycle Assessments (LCAs) and create Environmental Product Declarations (EPDs) for nearly two dozen products across the Allsteel, Gunlocke, HON, and Maxon brands. These EPDs go beyond disclosure to communicate the impacts of our products in ways that are easy to understand by customers.



In all, we studied the life cycle environmental impacts and developed Environmental Product Declarations for 21 products in 2019 and 2020.

With this information in hand, we developed an LCA calculator that our product development teams use to understand the impacts of each material or product.

Chemical Use

Our assessment goal also extends to the chemicals used in our plants. We evaluate the chemicals in our plants against OSHA and other regulatory requirements. In 2020, we participated for the first time in the Chemical Footprint Project (CFP), whose mission is to transform global chemical use by measuring and disclosing data on progress to safer chemicals.



OUR GOALS: REDEFINING TOMORROW

Fostering Transparency Through Certifications

Third-party certifications of our products are an important way to provide credibility to our claims and actions and ensure we are meeting Federal Trade Commission guidelines.

HNI has always been a leader in setting industry-wide sustainability guidelines, and our work developing and adopting LEVEL®, the ANSI/BIFMA e3 Furniture Sustainability Standard, is just one example. We support the LEED® green building program and the WELL Building Standard™ and our certified products can contribute to both.

Furniture Certifications

Nearly 90% of our domestic furniture and textiles products are certified to exceed the stringent environmental and air quality requirements of third-party certifications.

Within our portfolio, we have furniture products that have achieved Cradle to Cradle Certified® Bronze, SCS Indoor Advantage™ Gold, BIFMA LEVEL® 2 and 3, plus Environmental Product Declarations. Many of our products are also available as FSC® Certified.

Meeting Hearth Industry Standards

As the world's largest hearth manufacturer, we are at the forefront of investing in and driving the development of innovative technologies and solutions resulting in cleaner and safer products. All of our hearth products have been tested to and meet applicable ANSI and EPA standards and are tested and listed with Underwriters Laboratories, CSA Group, Omni, or PFS.



100%
HEARTH PRODUCTS THAT MEET
INDUSTRY STANDARDS



326
INDOOR ADVANTAGE GOLD



129
LEVEL 3 CERTIFIED



180
LEVEL 2 CERTIFIED



166
AVAILABLE AS FSC CERTIFIED



34
ENVIRONMENTAL PRODUCT
DECLARATIONS



11
CRADLE TO CRADLE CERTIFIED
BRONZE OR HIGHER

OUR GOALS: REDEFINING TOMORROW

Product Durability and End-of-Life

One way we are creating a cleaner, more responsible tomorrow is by designing products that are durable and long-lasting. This reduces the impacts of our products over their entire life cycles and saves us from manufacturing more than is necessary.

Repair and Replace

We design products to be repairable by providing replaceable parts, and we educate our customers, dealers, and installers on ways to fix or retrofit products to make them last longer. Our products meet or exceed industry performance standards, which typically represent a 10-year lifespan.

Product End-of-Life

When our products do finally reach the end of their useful lives, we want to see component materials recycled locally and kept out of landfills.

We provide environmental data sheets and disassembly diagrams to our customers, which detail the materials used in the products and provide guidance on which components can be recycled.

But we recognize that our responsibility doesn't end there.



We want to be environmental stewards beyond the end of our products' lives, which is why we have teamed with ANEW, a non-profit organization that is *doing what's right with what's left*[®]. ANEW offers sustainable disposition options to customers through their model of surplus stewardship[®].



OUR GOALS: REDEFINING TOMORROW

Better Choices in Sourcing

HNI sources materials from around the world and we recognize that the integrity of our partners influences the integrity of our company. We have a responsibility to make better choices in our supply chain to better serve not just our customers, but the entire world.

HNI's Code of Conduct

Our Supplier Code of Conduct enumerates HNI's values to ensure our suppliers are aligned with our vision. These values include:

- *Following all laws and regulations.*
- *Treating others with fairness and respect.*
- *Being open, honest, and trustworthy.*
- *Operating facilities and sourcing materials in an environmentally sustainable and socially responsible manner.*

In 2020, we enhanced our Supplier Code of Conduct to increase our requirements for suppliers in the areas of legal compliance, business integrity, and social and sustainability leadership. Annual certifications will be solicited from suppliers, and we have set a goal to achieve 100% annual compliance by 2022.



Supplier Assessments

Going forward, our supplier assessments will include sustainability components to help us verify compliance with the code and further advance our 2018 goal to institute a transparent process that evaluates the environmental and social responsibility performance of 85% of our tier one suppliers.

In 2020, we created a survey for our suppliers with questions drawing from topics in the U.N. Global Compact, SA8000 standard, and the BIFMA e3 standard, among others. This survey is currently underway, with results expected later in 2021.

OUR GOALS: REDEFINING TOMORROW

International Operations

Lamex and HNI India

In China and India, our Lamex and HNI India brands are leading manufacturers and providers of office furniture in their regions.

Our manufacturing facilities operate with robust environmental management and safety systems, and our members in both locations are committed to environmental and social responsibility.

Socially Responsible Sourcing

For suppliers located in Asia, we have a targeted and robust corporate social responsibility auditing process run by a third party to ensure suppliers follow appropriate labor and safety requirements.

The program is based on SA8000 standards, with additional environmental, health, and safety (EHS) related regulations. 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.

In 2017, we launched the Supplier Social Performance Team, a knowledge-sharing platform encouraging suppliers to form their own CSR goals, governance teams, and auditing processes. This platform is our opportunity to extend HNI's sustainability priorities not just to our suppliers in Asia, but also to their suppliers.

Currently, we have four suppliers who publish their sustainability reports annually, and about 18% of our suppliers have obtained relevant certificates, such as BSCI and SMETA.

This work has translated to tangible results, including improved working conditions and environmental performance at our suppliers in Asia.





Our Goals: Reducing Impacts

At HNI, we believe tomorrow should be cleaner, safer, and more responsible than yesterday. Always. Because sustainability doesn't have an endpoint, we are working constantly to reduce our operational impacts and enact sustainable change.

OUR GOALS: REDUCING IMPACTS

Carbon Smart: A Focus on Climate Change

In 2020, we introduced our Carbon Smart strategy, which encompasses our ongoing efforts to mitigate climate change through the promotion of renewable energy use and the drastic reduction of our carbon emissions.

Science-based Targets

We developed our first carbon emission reduction targets that were approved by the Science Based Targets initiative (SBTi). These targets are in line with the GHG reductions required to meet the Paris Agreement goal of keeping global warming below 1.5 degrees Celsius.

Our new climate goals build upon the goals we set in 2018, giving us a clearer path forward to do our part to mitigate climate change.

Reduce combined Scope 1 and 2 GHG emissions

35%

by 2025 from a 2018 baseline



Reduce Scope 3 GHG emissions

40%

per ton of goods sold by 2035 from a 2018 baseline

Reduce our energy intensity

50%

by 2035 from a 2018 baseline

Renewable Electricity

We joined RE100, a global corporate leadership initiative led by the Climate Group in partnership with CDP. As a member, HNI pledged to source 100% renewable electricity annually by 2030, which we met in 2020 and will continue to meet annually. Through this effort, we met our combined Scope 1 and 2 GHG emissions goal in December 2020.



In 2020, we sourced 170,000 MWh of renewable electricity, covering 100% of our global operations. We were recognized as one of the EPA Green Power Partnership's National Top 100 green power users for our efforts.

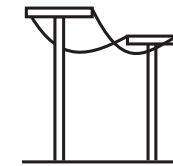
OUR GOALS: REDUCING IMPACTS

Operational Improvements

Within our operations, we work to better understand the sources of our emissions and identify opportunities to reduce them.

HNI participates in the U.S. Department of Energy Better Plants program, allowing us access to tools and best practices to improve energy efficiency, which are helping us achieve our energy and emissions reduction goals.

We have already implemented initiatives across our operations, resulting in energy reductions. These include LED lighting projects, conversion to electric lift trucks, switching from wet to powder paint systems, implementing process improvements, and more.



REDUCING OUR ENERGY

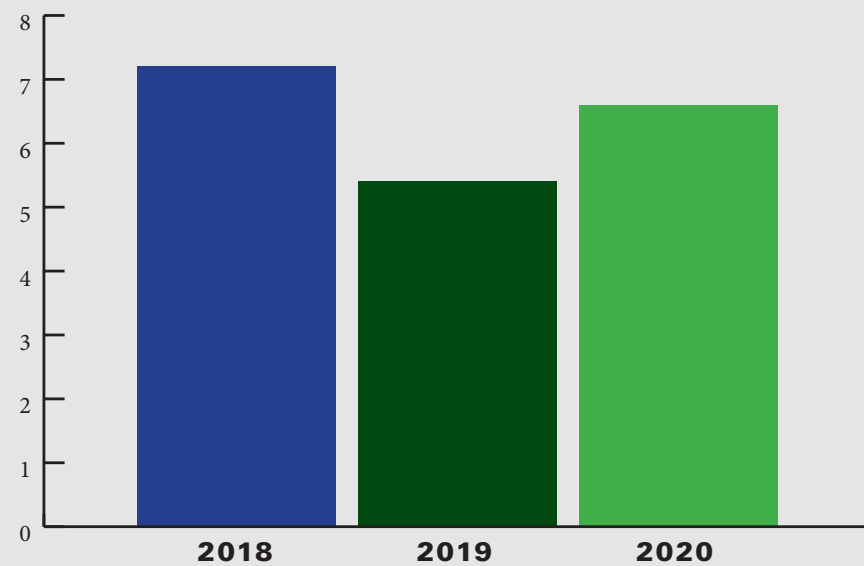
Since 2018, we reduced our total electricity use by 13% and our total natural gas use by 15%.

We are proud of our progress.

From 2018 to 2020, we achieved reductions in our energy use and emissions.

ENERGY CONSUMPTION

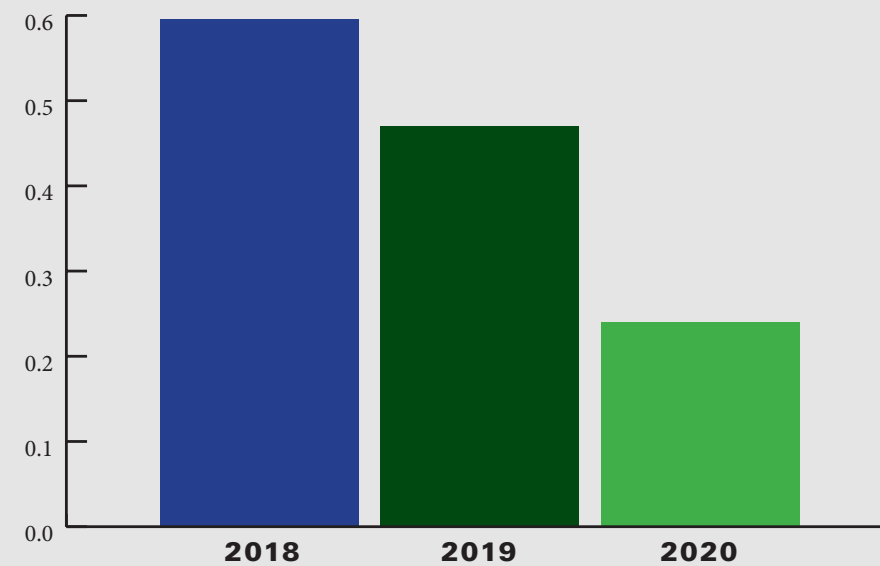
Megajoules per Ton of Products Sold



8% reduction in energy per ton of product sold from 2018 to 2020.

COMBINED SCOPE 1 AND 2 EMISSIONS

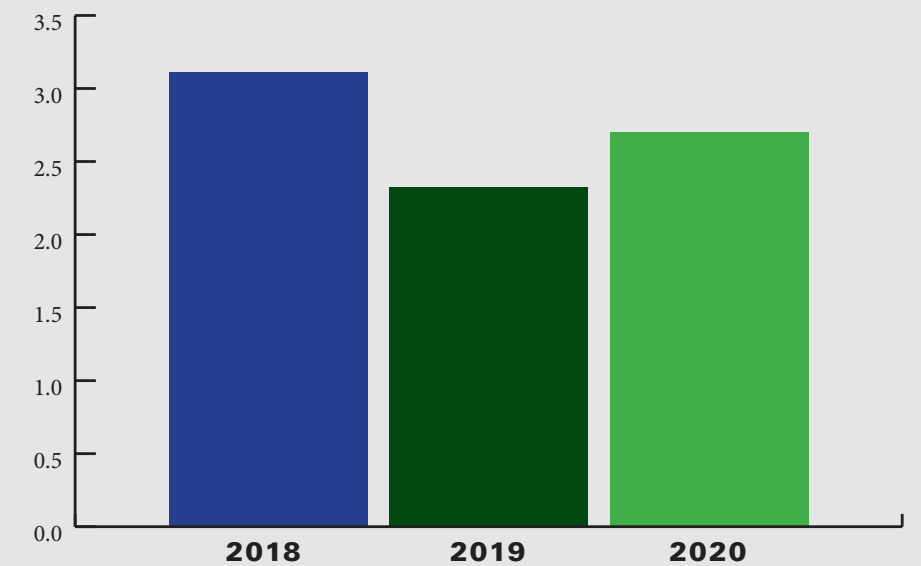
Metric Tons of CO₂e per Ton of Products Sold



60% reduction in combined Scope 1 and 2 emissions from 2018 to 2020. The calculated reduction includes purchased renewable energy credits (RECs).

SCOPE 3 EMISSIONS

Metric Tons of CO₂e per Ton of Products Sold



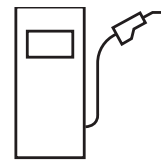
13% reduction in Scope 3 emissions from 2018 to 2020.

OUR GOALS: REDUCING IMPACTS

Efficient Transportation

Transportation is another opportunity for emissions reductions. In 2020, we became an official SmartWay Shipper Partner, and over 95% of our third-party carrier miles annually are with SmartWay Transport partners.

On an ongoing basis, we conduct broad-ranging assessments of our transportation processes to improve load planning, increase backhauls to reduce empty miles, increase our use of rail and intermodal transportation, and more.



116,000 gallons

FUEL SAVED IN 2020 THROUGH EFFICIENCY EFFORTS

Clean Technology

To support clean technology, we installed four electric vehicle (EV) charging stations in 2020 at our HNI HQ and Allsteel HQ locations in Muscatine, Iowa. In 2018, we installed two EV charging stations at our Wayland, New York, facility.

Our stations are available to employees during work hours and to the general public during off-hours.



OUR GOALS: REDUCING IMPACTS

Moving to Zero Waste

HNI will be moving all facilities to zero waste to landfill by 2030, building upon the goal we set in 2018.

For the past several years, our Lamex and HNI India facilities have diverted more than 95% of their waste from the landfill, and both sites achieved over 99% diversion in 2020. In the U.S., since 2018, we have focused our efforts on two sites: Cedartown, Georgia, and our Oak Steel facility in Muscatine, Iowa. At the end of 2020, these sites had achieved more than 80% and 90% waste diversion rates, respectively, an important first step toward our goals.

The learnings from these sites have inspired activity across our footprint, and we began the zero-waste-to-landfill process at the majority of our furniture manufacturing facilities. The first step is completing in-depth waste profiles and waste mapping exercises, including the development of solutions for difficult-to-recycle materials such as particleboard, wood waste, paint waste, plastics, and others.



Globally, we diverted over 24,700 tons of waste from the landfill in 2020.

Water Efficiency

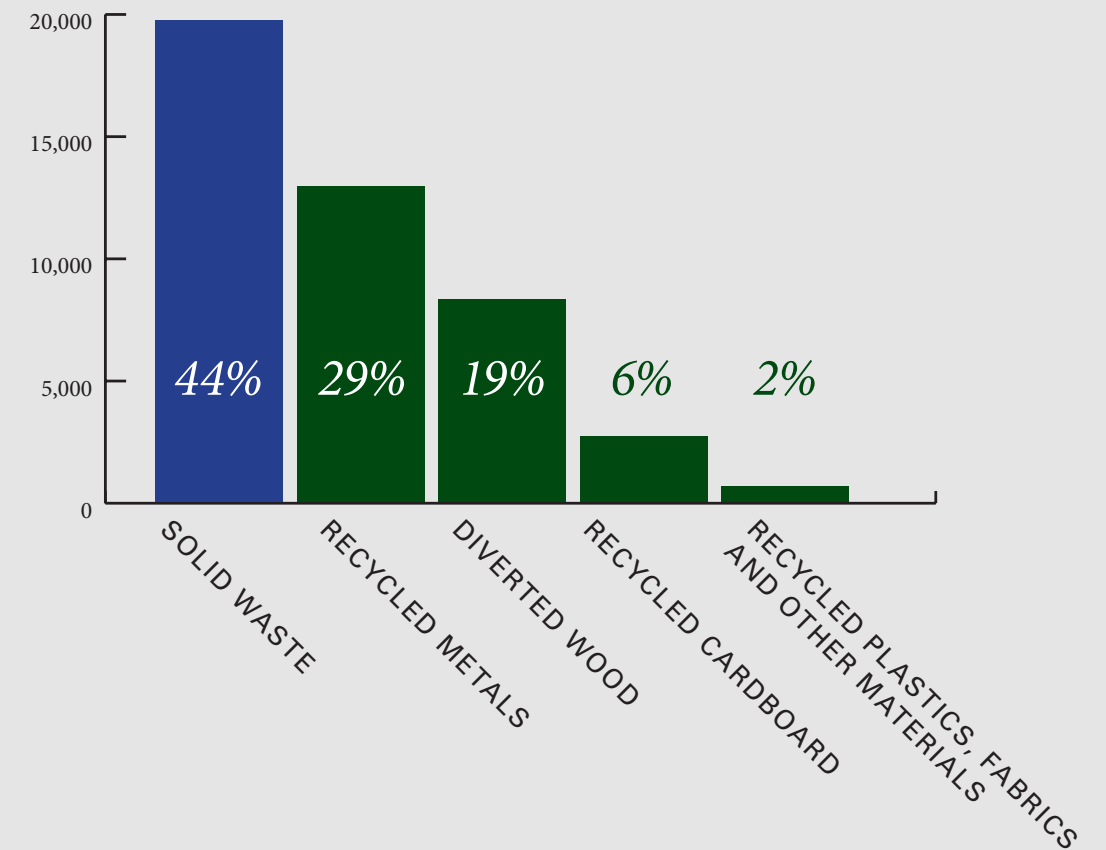
Although water efficiency is not identified as a material issue for HNI and our water use is relatively small for a company our size, we are pursuing and achieving improvements as part of our comprehensive environmental efforts.



Since 2018, our total water consumption has decreased by 30%.

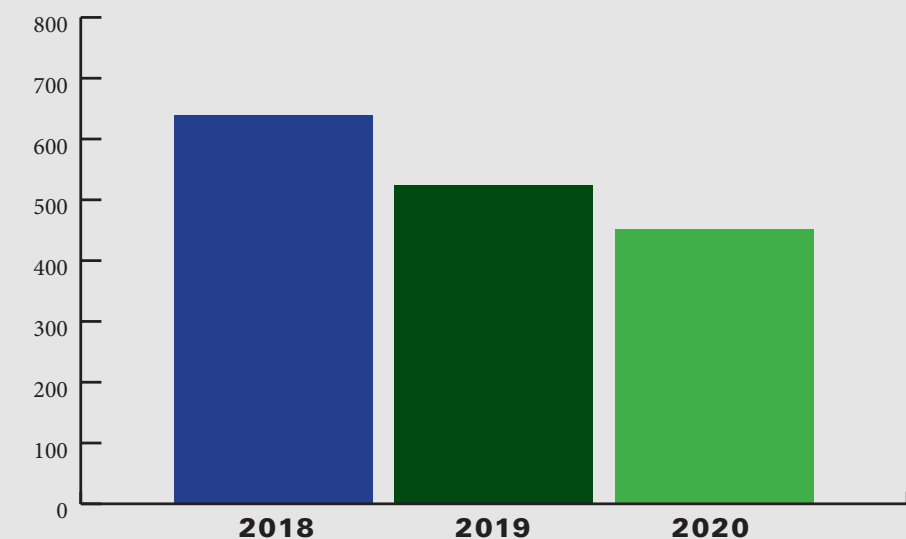
WASTE AND RECYCLING

Types of Waste Generated in Tons



WATER INTENSITY REDUCTION

Gallons of Water per Ton of Products Sold



OUR GOALS: REDUCING IMPACTS

Putting Member Safety First

The safety of our members is our top priority, and the most basic requirement for reducing our impacts to create a more responsible tomorrow. Safety and sustainability involve more than just manufacturing processes; they are part of the lean, continuous-improvement mindset behind everything we do.

We strive for a zero-incident workplace.

Our Safety Strategy

As part of our culture of continuous improvement, relentless drive to do better, and commitment to our members, we enhanced our safety program in 2020 and established a new Safety and Sustainability organization comprised of leaders across HNI. This focused organization is responsible for driving our safety and sustainability efforts to even better performance with updated strategies, metrics, and programs.

Our safety strategies are focused on proactive, preventative measures, including early intervention and reporting, member engagement throughout the entire organization, hazard identification and risk reduction, and ergonomic improvements to prevent injuries before they happen. We are committed to fostering a culture of awareness, where members are mindful of their environments and are empowered to act.





Our Goals: Respecting People

To change the world, we begin from within. We create a culture of diversity and respect among our members, partners, and communities so our customers can trust that the products they place in their environments were made responsibly. Everything we do and everything we are begins with our members, who live our core beliefs and drive our success every day.

OUR GOALS: RESPECTING PEOPLE

Diversity, Equity, and Inclusion

At HNI, our member-owner culture is built on empowerment and accountability for all our members, but the events of 2020 have drawn our attention to issues of racial injustice.

We are committed to supporting Black and other underrepresented groups in our organization and local communities. We have always believed that the qualities that make us different also make us more creative and collaborative, and we know that we need to do more to support the growth of all our members.

Hello. *nǐ hǎo* *namaste*
hola

Our Inclusive Culture

Diversity, equity, and inclusion (DEI) aren't just core beliefs at HNI – they are operational imperatives. Our members speak 16 unique languages in our Muscatine, Iowa, site alone, and we will not allow language or cultural barriers to be an obstacle to the success of our members.

We value using each other's differences in experiences and ideas to solve problems and better serve our customers.

In 2020, we began a series of focus groups to better understand the needs of our members, and with this data in hand, we are working to establish the resources and structures needed to support an equitable and inclusive workplace.



OUR GOALS: RESPECTING PEOPLE



In early 2021, we launched HNI Belong, a broad-ranging initiative based on listening to our members and further building our HNI community for everyone, where members can perform to their full potential.

Steered by the HNI Belong Executive Council, HNI Belong integrates inclusiveness in our business by recognizing, utilizing, and celebrating our members' unique characteristics and talents.

We have rolled out unconscious bias training to our members and will launch additional initiatives to drive awareness and education, and measure our progress in this important area.

We believe getting to the place of belonging, where all members can contribute their best, is one of the goals of DEI.



“We are starting an important journey together. With an open mind and a new lens to view each other, we will build a stronger HNI.”

Jeffrey D. Lorenger

Chairman, President and Chief Executive Officer
HNI Corporation

Our comprehensive framework focuses on three key areas:

1.

LEADERSHIP COMMITMENT AND ALIGNMENT

We expect our leaders to live HNI's core beliefs. A key responsibility of our leaders is to build and develop a diverse pipeline of talent, contribute to achieving our goals, and be stewards of our DEI initiatives.

2.

DIVERSE TALENT

Diverse backgrounds support the foundation of our culture by bringing unique perspectives together to solve business problems requiring creativity, collaboration, and innovation. We will optimize the available internal and external talent pool by attracting, developing, and retaining diverse talent.

3.

INCLUSIVE WORKPLACE AND CULTURE

Living HNI's core beliefs and creating a community for everyone where all members are welcome and feel valued is important. We value using each other's differences in experiences and ideas to solve problems and better serve our customers.

We believe in promoting member development, actively seeking different perspectives, and supporting HNI's member resource groups.

OUR GOALS: RESPECTING PEOPLE

Advancing Diversity

In 2019, our Chairman, President and Chief Executive Officer, Jeffrey Lorenger, joined the leaders of now over 2,000 companies and signed the CEO Action for Diversity & Inclusion™ pledge, the largest CEO-driven business commitment to advance diversity and inclusion within the workplace.

We have also increased our efforts to develop both the current and the next generation of women leaders. In 2019, we joined the EPIC Corporate Challenge, led by Women Lead Change, Iowa’s premiere leadership organization for women. The challenge is an invitation to Iowa-based companies to formally commit to grow and retain women at all levels.

We are fully committed to achieving our DEI goals and enhancing the diversity of our leadership teams. To further drive the success of our business, HNI has set goals to increase the number of women leaders (manager and above) to 40% and ethnically diverse leaders (manager and above) to 15% by 2026.

Enhancing the diversity of HNI’s leaders requires building a sustainable, deep, and diverse talent pipeline. We will continue our progress in this area through the hiring and development of top performers and by increasing the number of women and ethnically diverse leaders.

By 2026, we aim to increase diversity in our leadership. We are on our way to achieving our goals:

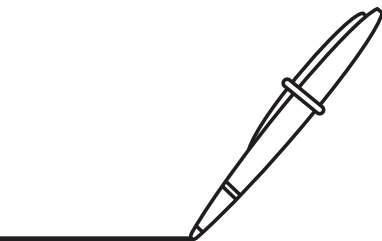
WOMEN LEADERS



ETHNICALLY DIVERSE LEADERS



Six of our nine independent board members are women or ethnic minorities. We were recognized in 2018, 2019, and 2020 for the diversity of our Board of Directors by Women on Boards and The Women’s Forum of New York.



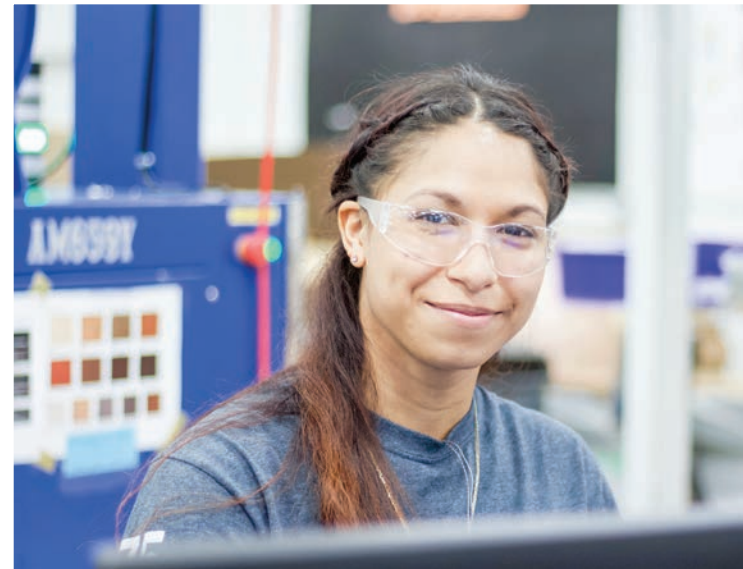
CEO **ACT!ON FOR DIVERSITY & INCLUSION**

Our Chairman, President and Chief Executive Officer, Jeffrey Lorenger, signed the CEO Action for Diversity & Inclusion™ pledge and HNI joined the EPIC Corporate Challenge to advance diversity, inclusion, and increase the number of women and ethnically diverse leaders.

OUR GOALS: RESPECTING PEOPLE

Recruiting Diverse Talent

One of the most vital aspects of creating and building strong teams is the creation of strong pipelines of talent into the organization. In recent years, we have worked with Women in Business, Society of Women Engineers, Society of Hispanic Professional Engineers, National Society of Black Engineers, and many more to help us recruit the next generation of top talent.



Supporting Women in STEM



In 2019, we launched our Women in STEM resource group, designed to empower and support women to achieve their full potential in engineering and technical careers. The group organizes valuable networking opportunities and events, connecting members at all levels of the organization.

So far, many of our members have participated in events such as live virtual chats with senior leaders, women in leadership career pathing sessions, mentoring opportunities, community outreach, hosting tours of our plants for local students, and more.



OUR GOALS: RESPECTING PEOPLE

Giving Back: Member-led Philanthropy and Volunteerism

Helping our communities thrive isn't just a feel-good activity; it's an investment to encourage economic development and create sustainable environments that support our members and retirees.

When our communities thrive, so does our business. To that end, we have set a goal to invest at least 1% of pre-tax profits, on average, in communities where HNI operates through a combination of financial and in-kind donations.



OUR GOALS: RESPECTING PEOPLE

HNI's Charitable Foundation

HNI's Charitable Foundation was established in 1985 to improve the quality of life in the communities where we operate, where our members live, and where they and their children go to school.

In alignment with our sustainability vision, the foundation has a strong focus on educational, civic and community, and health and human services projects that directly or indirectly benefit our members and their families.

Charitable Foundation giving for 2019 and 2020

\$2.7 M

Donated over \$2.7 million to nearly 100 different community organizations.

\$175 K

Matched over \$175,000 in member contributions to multiple local United Way causes.

\$200 K

Donated over \$200,000 to local Muscatine, Iowa, non-profits.

\$100 K

Provided \$100,000 donation to purchase supplies to create COVID-19 Personal Protective Equipment, which our members made and donated to local healthcare centers.



Since 1999, the HNI Scholarship Program has provided over \$6.5 million in scholarships to members' children.

OUR GOALS: RESPECTING PEOPLE

City of Hope

Our flagship partnership continues to be City of Hope, an independent research and treatment center and a worldwide leader in the fight against cancer, diabetes, and other life-threatening diseases, including COVID-19.

HNI members from many of our brands, along with our suppliers, business partners, and customers have come together to connect and support City of Hope, raising just under \$7 million since 2002, including a record \$655,000 in 2019.



Raised a record \$655,000 in 2019 for City of Hope.

Product Donations

In addition to our financial contributions, our products are uniquely suited to in-kind donations, as organizations of all types need the right furniture and supplies to create work environments that foster connections and collaboration.

From 2018 through 2020, we donated more than \$425,000 worth of product to local organizations including schools, fire departments, academic clubs, homeless shelters, learning centers, Habitat for Humanity, YMCA, museums, and many more.



Donated more than \$425,000 worth of furniture products to organizations in need.



OUR GOALS: RESPECTING PEOPLE

Youth Mentoring and Education

Leveraging our relationship with the Muscatine, Iowa, schools, many of our members participated in our inaugural year of “Leaders Who Lunch,” an education and coaching series for sixth grade girls to connect with women leaders.

Our ongoing STEM education partnerships, continue to reach a wide range of students, including young women.

Since our last report, we held a design challenge among high schools, sponsored students to attend the International Manufacturing Technology show, and implemented Youth Skills Training programs, job shadowing, and other student programs at our Hearth and Home Technologies locations.



ABLE Project™

In 2020, we also sponsored the Active Bystandership for Law Enforcement (“ABLE”) Project, housed within the Georgetown University Law Center. The mission of the ABLE Project™ is to bring free active bystandership training to police agencies across the U.S., teaching officers practical intervention skills to prevent mistakes and misconduct by other officers.

The training protects civilians and officers from harm by giving officers the tools they need to intervene in another officer’s actions before potential problems become real problems.

OUR GOALS: RESPECTING PEOPLE

Member Volunteerism

The most direct way our members make a difference in our communities is by volunteering their time and expertise to the causes that matter to our stakeholders. Members drive volunteerism at their sites, focusing on the issues that are most important in their communities.

Across the country, our members donate time to large, national organizations like United Way, Big Brothers Big Sisters, Junior Achievement, Special Olympics, and Boys and Girls Clubs of America.

Our members also volunteer for local causes and regularly organize supply drives for organizations in need, including schools, charities, food banks, and more.

Global Caring

Our members around the globe drive additional philanthropy, responding to the needs of their communities.

At HNI India, this includes everything from furniture, book, and clothing donations to schools and orphanages, to food-packet and hand-sanitizer donations in response to COVID-19.

At our Lamex division in China, members hold blood drives, volunteer at local senior citizen centers, and participate in community clean-up days, among other efforts. Across our company and across the world, we are connecting people to the resources they need.



OUR GOALS: RESPECTING PEOPLE

Do Good, Feel Good

Our Hearth and Home Technologies team in Lakeville, Minnesota, started their own “Do Good, Feel Good” group offering members time off to engage in a wide variety of member-led community activities, such as:

- *Revitalization efforts at Urban Ventures Farm, which provides organic foods to underprivileged communities.*
- *Donation of member-made tie blankets to House of Charity, which provides shelter for the homeless.*
- *A household necessities donation drive for communities affected by 2020’s unrest in Minneapolis.*
- *School supply and grocery donations through the 360 Communities charitable organization and their Armful of Love program.*
- *Bimonthly food deliveries to the elderly through Meals on Wheels of Dakota County.*



About this Report

HNI reports biennially on the environmental and social performance of HNI's wholly owned operations. This report focuses on our progress and performance for full-year 2019 and 2020. The quantitative data used herein covers Jan. 1, 2019 to Dec. 31, 2020, unless otherwise noted.

The report's narrative includes activities, data points, and cumulative data from prior years and through early 2021, where this information provides more comprehensive and current insights into our sustainability efforts. Throughout fiscal year 2020, some amount of the reductions in energy, emissions, water, and waste may be due to the impacts of COVID-19.

This report was written with references made to the Global Reporting Initiative's (GRI) standard framework, the United Nations Global Compact Communication on Progress and Sustainable Development Goals (SDGs), the Sustainability Accounting Standards Board (SASB) framework, and the Task Force for Climate-related Disclosures (TCFD), among other third-party experts. Our full indices for these frameworks are available in the appendix.

In early 2020, HNI undertook internal research to better understand the material topics relevant to our stakeholders. A full description of this process and results is provided in our GRI content index.



GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
Organizational Profile			
102-1	Name of the organization	HNI Corporation (HNI)	
102-2	Activities, brands, products, and services	<p>HNI Corporation is a leading provider of workplace furnishings and residential building products. Our recognized family of global brands offers exceptional products and services for any workplace or residential application.</p> <p>Our office furniture products include panel-based and freestanding furniture systems, seating, storage, tables, and architectural products. Our family of furniture brands includes: HON, Allsteel, Gunlocke, HBF, Design Public Group, Danish Design Store, Maxon, HBF Textiles, OFM, HON Basyx, Respawn, Lamex, and HNI India.</p> <p>Our residential building products are the most respected in the industry and include a full array of gas, electric, wood, and biomass burning fireplaces, inserts, stoves, facings, and accessories. Our fireplace brands include: Heat & Glo, Heatilator, Fireside Hearth and Home, Majestic, Quadra-Fire, Vermont Castings, Harman, Stellar, Monessen, SimpliFire, and PelPro.</p>	
102-3	Location of headquarters	HNI Corporation's world headquarters is located in Muscatine, Iowa.	
102-4	Location of operations	HNI's office furniture products are manufactured in Georgia, Iowa, New York, North Carolina, China, and India. HNI's hearth products are manufactured in Iowa, Minnesota, Pennsylvania, and Vermont.	
102-5	Ownership and legal form	HNI Corporation is a publicly traded company listed on the New York Stock Exchange (NYSE: HNI).	
102-6	Markets served	Reference 2021 Form 10-K	
102-7	Scale of the organization	Reference 2021 Form 10-K	

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS																																																																						
102-8	Information on employees and other workers	<table border="1"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> <th>Total</th> <th>% Male</th> <th>% Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>U.S. Members (Hourly)</td> <td>2,906</td> <td>1,511</td> <td>4,417</td> <td>66%</td> <td>34%</td> <td>100%</td> </tr> <tr> <td>U.S. Members (Salaried)</td> <td>1,299</td> <td>747</td> <td>2,046</td> <td>63%</td> <td>37%</td> <td>100%</td> </tr> <tr> <td>Total Domestic Members</td> <td>4,205</td> <td>2,258</td> <td>6,463</td> <td>65%</td> <td>35%</td> <td>100%</td> </tr> <tr> <td>Total Temporary Members</td> <td>-</td> <td>-</td> <td>164</td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> <th>Total</th> <th>% Male</th> <th>% Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Asia Pacific Members (Hourly)</td> <td>325</td> <td>31</td> <td>356</td> <td>91%</td> <td>9%</td> <td>100%</td> </tr> <tr> <td>Asia Pacific Members (Salaried)</td> <td>358</td> <td>144</td> <td>502</td> <td>71%</td> <td>29%</td> <td>100%</td> </tr> <tr> <td>Total Asia Pacific Members</td> <td>683</td> <td>175</td> <td>858</td> <td>80%</td> <td>20%</td> <td>100%</td> </tr> <tr> <td>Total Temporary Members</td> <td>-</td> <td>-</td> <td>77</td> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>Data presented is from 2020.</p>		Male	Female	Total	% Male	% Female	Total	U.S. Members (Hourly)	2,906	1,511	4,417	66%	34%	100%	U.S. Members (Salaried)	1,299	747	2,046	63%	37%	100%	Total Domestic Members	4,205	2,258	6,463	65%	35%	100%	Total Temporary Members	-	-	164					Male	Female	Total	% Male	% Female	Total	Asia Pacific Members (Hourly)	325	31	356	91%	9%	100%	Asia Pacific Members (Salaried)	358	144	502	71%	29%	100%	Total Asia Pacific Members	683	175	858	80%	20%	100%	Total Temporary Members	-	-	77				SDG 8
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102-9	Supply chain	<p>HNI partners with suppliers who are experts in their industries and who share our values and culture of integrity. In both our office furniture and hearth segments, international and domestic, we require our suppliers to comply with our Code of Conduct. Our Code of Conduct contains criteria addressing treating others with fairness and respect; being open, honest and trustworthy; operating facilities and sourcing materials in an environmentally sustainable and socially responsible manner; and following all laws and regulations. We prioritize working with suppliers who share our focus on creating high-quality products and materials, delivered on-time, that are cost-effective, and safely manufactured.</p> <p>We source raw materials domestically that we transform in our manufacturing facilities, including steel, aluminum, zinc, wood materials, and surface finishes, among other materials. We partner with knowledgeable suppliers around the globe to source technically complex components and sub-assemblies.</p> <p>For suppliers located in Asia, we have a targeted and robust corporate social responsibility (CSR) 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 environmental, health, and safety (EHS) related regulations. 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.</p>	SDGs 8, 9, 10, 12																																																																						
102-10	Significant changes to the organization and its supply chain	Reference 2021 Form 10-K																																																																							

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
102-11	Precautionary Principle or approach	HNI’s environmental objective is to reduce and, when practical, eliminate the human and ecosystem impacts of materials and manufacturing processes. Integrating sustainable objectives into core business systems is consistent with our vision, ensures our commitment to being a sustainable enterprise, and remains a priority for all members.	SDG 12
102-12	External initiatives	<p>HNI and its brands participate in many voluntary initiatives, including the following:</p> <ul style="list-style-type: none"> • BIFMA LEVEL Certification Program • CDP • CEO Action for Diversity and Inclusion • Chemical Footprint Project • China Environmental Labeling Product • Cradle to Cradle Certified Products Program • Environmental Product Declarations (EPDs) • EPA Green Power Partnership • FACTS Certification Program • Fitwel Certification • Forest Stewardship Council (FSC) • Health Product Declarations (HPDs) • mindful MATERIALS • Oeko-Tex • Renewable Energy 100 (RE100) • Science Based Targets Initiative (SBTi) • SCS Indoor Advantage Program • U.N. Global Compact (UNGC) • WELL Building Certification • We Mean Business Coalition 	
102-13	Membership of associations	<p>HNI and its brands are members of the following organizations:</p> <ul style="list-style-type: none"> • American Society of Interior Designers (ASID) • American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) • ASTM International • Better Plants Partner with the U.S. Department of Energy • Business and Institutional Furniture Manufacturers Association (BIFMA) • Business Climate Leaders • China National Furniture Association (CNFA) • Coalition for Government Procurement • Federation of Hong Kong Industries • Greater Muscatine Chamber of Commerce and Industry • Green Chemistry and Commerce Council • Health Product Declaration Collaborative (HPDC) • Hearth, Patio, and Barbecue Association (HPBA) • Hong Kong Brand Development Council • Hong Kong General Chamber of Commerce • Interior Design Continuing Education Council (IDCEC) • International Interior Design Association (IIDA) • International WELL Building Institute (IWBI) • Iowa Association of Business and Industry (ABI) • Iowa Business Council (IBC) • Iowa Lean Consortium • Iowa Sustainable Business Forum (ISBF) • MAPI Ethics and Compliance Council • Pellet Fuels Institute • Renewable Energy Buyers Alliance (REBA) • SmartWay Shipper Partner • TRACE International • U.N. Global Compact (UNGC) • U.S. Green Building Council (USGBC) • United Way • We Mean Business Coalition • Women Lead Change 	
Strategy			
102-14	Statement from senior decision-maker	A Note from Our CEO, page 4	
102-15	Key impacts, risks, and opportunities	Reference 2021 Form 10-K	

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	HNI Corporation website HNI Member Code of Integrity	SDGs 5, 8, 10, 12, 16
102-17	Mechanisms for advice and concerns about ethics	<p>HNI’s values are outlined for our members in our Member Code of Integrity booklet. It is HNI’s expectation that any suspected violations of our Code, company policy, and the law are reported immediately through the appropriate channels so that HNI may investigate.</p> <p>We encourage members to discuss any concerns with their manager or with their Member and Community Relations (MCR) manager. If a resolution cannot be achieved, concerns are escalated to additional levels of management, including the CEO or Vice President of MCR.</p> <p>For members, partners, or suppliers who would like to report concerns anonymously and confidentially, our web- and phone-based Speak Up system is available. Concerns reported through Speak Up are routed through the appropriate channels until a resolution can be achieved.</p>	SDGs 5, 8, 10, 12, 16
Governance			
102-18	Governance structure	HNI’s Investor Overview website	
102-19	Delegating authority	HNI’s Corporate Governance Guidelines	
102-20	Executive-level responsibility for economic, environmental, and social topics	<p>HNI’s Board of Directors oversees economic, environmental, social, and governance impacts.</p> <p>HNI’s Public Policy and Corporate Governance Committee Charter</p>	
102-21	Consulting stakeholders on economic, environmental, and social topics	<p>HNI’s member-driven culture means that people always come first, and it is through their energy, enthusiasm, and engagement that we will continue to improve. We encourage and seek dialogue with our stakeholders on an ongoing basis.</p> <p>Members: Our employees - referred to as members - are encouraged and empowered to share their ideas and feedback through periodic employee surveys, two-way meetings, member meetings, Mi Ideas, training and development discussions, and through our Speak Up portal, where they can report concerns.</p> <p>Customers and Dealer Partners: We seek customer feedback and input throughout the product development process and product life cycles, through research, product trainings, and feedback sessions, which we use to improve our products and services.</p> <p>Investors: We aim to be transparent and openly communicate with investors. As a public company, HNI engages with our shareholders on financial performance, business strategy, environmental, social, and governance performance, and other topics.</p> <p>Suppliers: We collaborate regularly with our suppliers on a variety of initiatives. We hold annual supplier conferences to engage with our network on our strategies, initiatives, and encourage their feedback. Our Code of Conduct outlines our supplier expectations.</p> <p>Our Communities: Our company and our members are firmly rooted in our communities providing countless hours of volunteer work, charitable support, and local contributions to make our communities stronger.</p>	SDGs 5, 8, 10, 12, 16

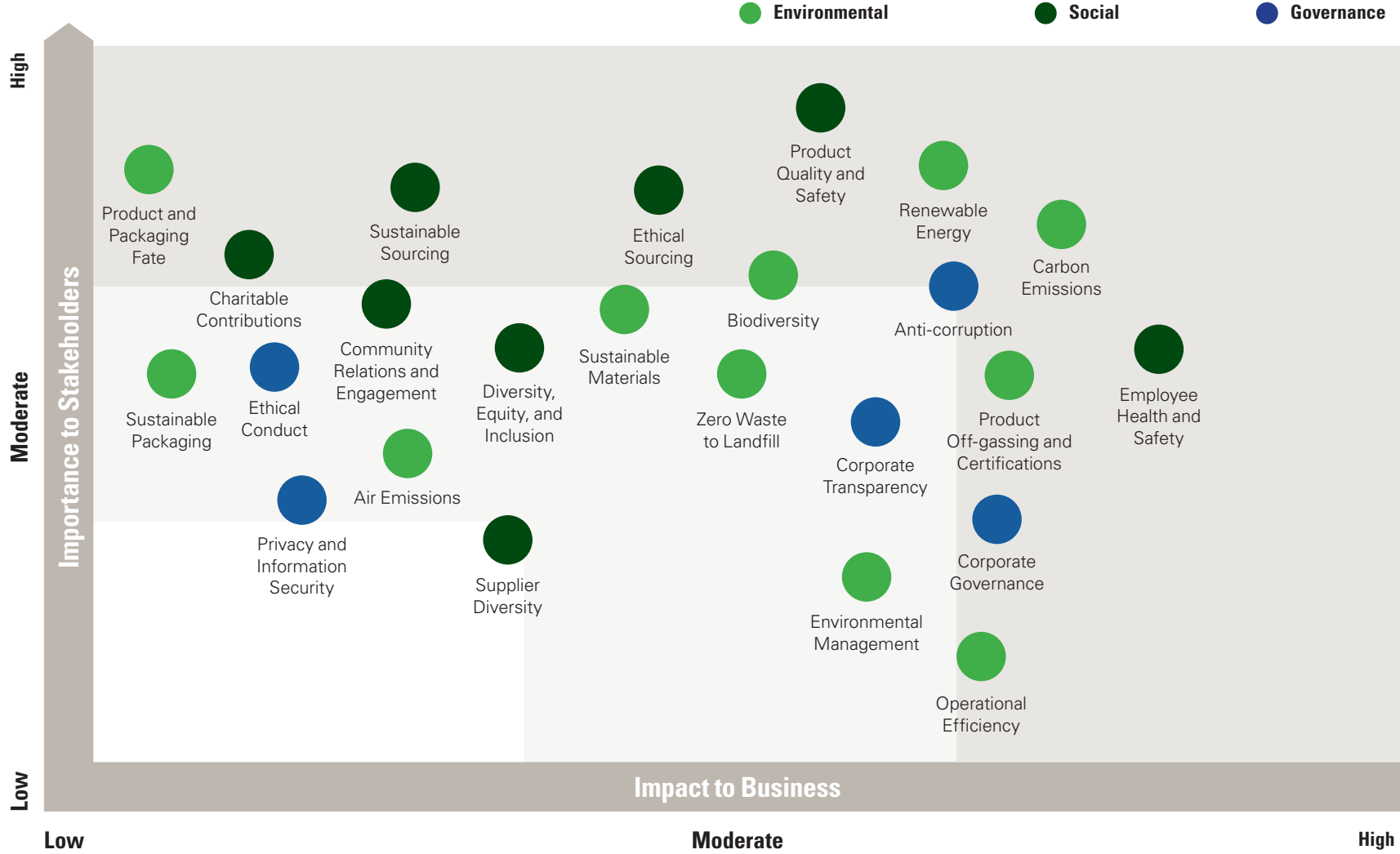
GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
102-22	Composition of highest governance body and its committees	HNI's Governance Committee Composition	SDGs 5, 16
102-23	Chair of the highest governance body	HNI's Board of Directors	SDG 16
102-24	Nominating and selecting the highest governance body	HNI's Corporate Governance Guidelines	SDG 16
102-25	Conflicts of interest	HNI Member Code of Integrity 2021 Proxy Statement (Schedule 14a)	SDG 16
102-26	Roles of the highest governance body in setting purpose, values, and strategy	HNI's Public Policy and Corporate Governance Committee Charter	
102-27	Collective knowledge of highest governance body	HNI's Corporate Governance Guidelines	
102-28	Evaluating the highest governance body's performance	HNI's Corporate Governance Guidelines	
102-29	Identifying and managing economic, environmental, and social impacts	HNI's Board of Directors oversees economic, environmental, social, and governance impacts.	
102-30	Effectiveness of risk management processes	HNI's Audit Committee Charter	
102-31	Review of economic, environmental, and social topics	HNI's Board of Directors oversees economic, environmental, social, and governance impacts.	SDGs 5, 6, 7, 8, 9, 10, 12, 13, 15, 16
102-32	Highest governance body's role in sustainability reporting	HNI's Executive Management team engages with the Board of Directors regarding sustainability reporting.	SDGs 5, 6, 7, 8, 9, 10, 12, 13, 15, 16
102-33	Communicating critical concerns	HNI's Executive Management team engages with the Board of Directors regarding any critical concerns.	
102-34	Nature and total number of critical concerns	None.	
102-35	Remuneration policies	HNI's Human Resources and Compensation Committee Charter 2021 Proxy Statement (Schedule 14a)	SDG 16
102-36	Process for determining remuneration	HNI's Human Resources and Compensation Committee Charter	

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
102-37	Stakeholder's involvement in remuneration	Annually, HNI's shareholders are asked to approve the compensation of named executive officers.	SDG 16
102-38	Annual total compensation ratio	2021 Proxy Statement (Schedule 14a)	
102-39	Percentage increase in annual total compensation ratio	2021 Proxy Statement (Schedule 14a) 2020 Proxy Statement (Schedule 14a)	
Stakeholder Engagement			
102-40	List of stakeholder groups	HNI's stakeholder groups include our members (employees), customers, dealer partners, our suppliers and logistic partners, investors, local organizations in our communities, the architectural and design community, general contractors, builders, policy makers, and trade associations.	SDGs 5, 6, 7, 8, 9, 10, 12, 13, 15, 16
102-41	Collective bargaining agreements	None of HNI's employees are covered by collective bargaining agreements.	
102-42	Identifying and selecting stakeholders	HNI's stakeholders were identified as the groups which our business and actions can potentially impact in a significant way.	
102-43	Approach to stakeholder engagement	<p>HNI's materiality assessment covers sustainability, environmental, social, and governance issues. The list of potential material topics was developed through internal and external research, benchmarking, customer requests, member feedback, and considering our business and sustainability strategies.</p> <p>Topics determined to be material are those that can or do significantly impact our ability to meet our goals, impact our organization, or impact members.</p> <p>The results of our materiality assessment are shown in section 102-44. HNI has prepared responses to relevant sections in the GRI, SASB, and TCFD standards, and has noted impact to the U.N. Global Compact's Sustainable Development Goals (SDGs).</p>	

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
102-44	Key topics and concerns raised	 <p>The materiality matrix plots various topics based on their importance to stakeholders (y-axis, Low to High) and their impact on business (x-axis, Low to High). Topics are categorized by color: Environmental (green), Social (dark green), and Governance (blue). Key high-impact, high-importance topics include Product Quality and Safety, Sustainable Sourcing, Ethical Sourcing, and Carbon Emissions. Other significant topics include Product and Packaging Fate, Sustainable Packaging, and Air Emissions.</p>	
Reporting Practices			
102-45	Entities included in the consolidated financial statements	Reference 2021 Form 10-K	
102-46	Defining report content and topic Boundaries	About This Report, page 34	
102-47	List of material topics	See GRI content index section 102-44.	
102-48	Restatements of information	This is HNI's first report referencing the GRI Standards. There are no restatements of information at this time.	

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
102-49	Changes in reporting	This is HNI's first report referencing the GRI Standards. There are no changes regarding previous reporting periods.	
102-50	Reporting period	This report covers HNI's fiscal year 2020, spanning January 1, 2020 to December 31, 2020.	
102-51	Date of most recent report	This is HNI's first report covering the GRI Standards.	
102-52	Reporting cycle	Biennial.	
102-53	Contact point for questions regarding the report	Please direct questions to csr@hnicorp.com .	
102-54	Claims of reporting in accordance with the GRI Standards	HNI has prepared this report in reference to the GRI Standards.	
102-55	GRI content index	The GRI Standards content index begins on page 35 of this document.	
102-56	External assurance	HNI has not had this report externally assured.	
<i>Economic Performance</i>			
103-1	Explanation of material topic and its boundary	Reference 2021 Form 10-K	
103-2	The management approach and its components	Reference 2021 Form 10-K	
103-3	Evaluation of the management approach	Reference 2021 Form 10-K	
201-1	Direct economic value generated and distributed	Reference 2021 Form 10-K	SDGs 5, 7, 9
201-2	Financial implications and other risks and opportunities due to climate change	Reference 2021 Form 10-K HNI Corporation's annual CDP Climate Disclosure	
201-3	Defined benefit plan obligations and other retirement plans	Reference 2021 Form 10-K	
201-4	Financial assistance received from government	HNI has not received significant financial assistance from the government in the past three years.	

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
<i>Procurement Practices</i>			
103-1	Explanation of material topic and its boundary	Our Goals: Redefining Tomorrow, pages 15 and 16	
103-2	The management approach and its components	Our Goals: Redefining Tomorrow, pages 15 and 16	
103-3	Evaluation of the management approach	Our Goals: Redefining Tomorrow, pages 15 and 16	
204-1	Proportion of spending on local suppliers	<p>HNI follows lean management principles in our operations and therefore, prioritize local sourcing. We spend about 80% of our purchasing power with suppliers local (in-country) to our operations.</p> <p>Our U.S.-based furniture segment maintains various levels of supplier diversity for both direct and indirect supply chain requirements. We recognize the value of offering opportunities to small, minority, woman-owned, and other historically disadvantaged businesses that meet our primary objective of superior product quality. We are committed to partnering with and expanding opportunities for diverse suppliers within the HNI business. In 2020, our supplier spend included approximately 49% with small businesses and 11% with minority suppliers.</p>	SDGs 8, 9, 12
<i>Anti-Corruption</i>			
103-1	Explanation of material topic and its boundary	Reference 2021 Form 10-K HNI Member Code of Integrity	
103-2	The management approach and its components	Reference 2021 Form 10-K HNI Member Code of Integrity	
103-3	Evaluation of the management approach	Reference 2021 Form 10-K HNI Member Code of Integrity	
205-1	Operations assessed for risks related to corruption	<p>It is the policy of HNI Corporation that our members and suppliers adhere to standards of ethical conduct. We are committed to conducting business with honesty, respect, and integrity - with every member, every customer, every supplier, every shareholder, every time.</p> <p>HNI Member Code of Integrity HNI Supplier Code of Conduct</p>	SDG 16
205-2	Communication and training about anti-corruption policies and procedures	<p>HNI trains members on anti-corruption on a periodic basis. In 2020, our members completed more than 2,900 hours of training on our Member Code of Ethics, anti-bribery, and conflicts of interest.</p> <p>HNI Member Code of Integrity HNI Supplier Code of Conduct</p>	SDG 16

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
205-3	Confirmed incidents of corruption and actions taken	HNI strictly prohibits all forms of corruption. Related to bribery and corruption, there are no known incidents or legal cases which would have an impact on our organization or stakeholders. HNI investigates all reported incidents of questionable or unethical behavior, and we do not allow retaliation against members who make good faith reports of possible ethics violations. We provide our members and partners with the ability to report anonymously through our Speak Up system.	SDG 16
Materials			
103-1	Explanation of material topic and its boundary	Our Goals: Redefining Tomorrow, pages 10 through 16	
103-2	The management approach and its components	Our Goals: Redefining Tomorrow, pages 10 through 16	
103-3	Evaluation of the management approach	Our Goals: Redefining Tomorrow, pages 10 through 16	
301-1	Materials used by weight or volume	HNI's furniture products feature steel, aluminum, wood, structural plastics, foam, glass, paint, and fabrics. Our hearth products feature steel, cement, refractory, glass, paint, and complex electrical components. Product material weight and volume can vary significantly based on product type.	SDGs 8, 12
301-2	Recycled input materials used	For a majority of HNI's U.S.-based furniture products, we provide material breakdown information, include recycled contents of our materials, on our Environmental Data Sheets, available on brand websites. Our Hearth products feature steel with high recycled content. Cast-steel components, made at our facility in Vermont, feature 100% post-consumer recycled material.	SDGs 8, 12
301-3	Reclaimed products and their packaging materials	Our Goals: Redefining Tomorrow, pages 10 through 16	
Energy			
103-1	Explanation of material topic and its boundary	HNI Corporation's annual CDP Climate Disclosure	
103-2	The management approach and its components	HNI Corporation's annual CDP Climate Disclosure	
103-3	Evaluation of the management approach	HNI Corporation's annual CDP Climate Disclosure	

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
302-1	Energy consumption within the organization	Energy consumed across HNI's global facilities was calculated at: 2018: 1.57 million MMBTU 2019: 1.46 million MMBTU 2020: 1.41 million MMBTU	SDGs 7, 8, 12, 13, 15
302-2	Energy consumption outside of the organization	HNI Corporation's annual CDP Climate Disclosure	SDGs 7, 8, 12, 13, 15
302-3	Energy intensity	HNI's 2020 energy intensity (total energy use per metric ton of goods sold) was calculated at 6.92 MMBTU per metric ton of goods sold. From 2018 through 2020, HNI reduced our global energy intensity by nearly 8%.	SDGs 7, 8, 12, 13, 15
302-4	Reduction of energy consumption	From 2018 through 2020, HNI reduced our global energy intensity (total energy use per metric ton of goods sold) by nearly 8%.	SDGs 7, 8, 12, 13, 15
302-5	Reductions in energy requirements of products and services	HNI has addressed energy efficiency in our furniture portfolio by offering LED task light models. HNI's hearth products meet EPA standards. We were among the first in the industry to develop the intermittent pilot ignition system for gas fireplaces and inserts. This system conserves energy by providing an ignition flame only when a unit is in operation, instead of a standing pilot that burns 24/7. Almost all of our gas fireplaces and inserts use this technology. We are also investing in the development of electric fireplaces for markets that have prohibited natural gas for new construction.	SDGs 7, 8, 12, 13, 15
Water			
103-1	Explanation of material topic and its boundary	Our Goals: Reducing Impacts, page 21	
103-2	The management approach and its components	Our Goals: Reducing Impacts, page 21	
103-3	Evaluation of the management approach	Our Goals: Reducing Impacts, page 21	
303-1	Interactions with water as a shared resource	HNI recognizes that water is a scarce natural resource in many parts of the world and we are working to become more efficient with our water use at all facilities. Within our facilities, we use water for cutting, painting, finishing, molding, and cleaning processes, as well as for the needs of our members. We monitor our consumption on an ongoing basis and identify opportunities to reduce our water use. We also work with local municipalities on permitting, where needed. At facilities with finishing systems, we test our water regularly to ensure we are within permit limits, and we ensure our facilities and maintenance teams act in accordance with regulations. We are in compliance with water discharge regulations.	SDG 6, SDG 12
303-2	Management of water discharge-related impacts	HNI operates in compliance with all discharge limits and regularly tests and monitors discharged water. Our HNI India and Lamex facilities are ISO 14001 certified. This system helps drive and ensure compliance with all water-related activities.	SDG 6, SDG 12

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
303-5	Water consumption	Water consumed across HNI’s global facilities was calculated at: 2018 Water Use: 147 million gallons 2019 Water Use: 150 million gallons 2020 Water Use: 101 million gallons	SDG 6, SDG 12
<i>Biodiversity</i>			
103-1	Explanation of material topic and its boundary	HNI Supplier Code of Conduct	
103-2	The management approach and its components	HNI Supplier Code of Conduct	
103-3	Evaluation of the management approach	HNI Supplier Code of Conduct	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	HNI does not own, lease, or manage any sites in or adjacent to protected areas or areas of high biodiversity value outside protected areas as defined by the IUCN Protected Area Management Categories, Ramsar Convention, or national legislation.	SDGs 8, 12, 13, 15
304-2	Significant impacts of activities, products, and services on biodiversity	<p>HNI is committed to sourcing wood from legal and sustainable sources that support biodiversity.</p> <p>In 2009, we began offering FSC Certified U.S.-based furniture products to customers. FSC uses the High Conservation Value (HCV) approach – identifying, managing, and monitoring – in their certification standards and more generally as a resource for conservation planning. FSC seeks to maintain, enhance, and promote the importance of these values. A key part of HCVs is ensuring activity in forests does not have a negative impact on biodiversity – that is, the diversity within and between species, and the ecosystem as a whole, including forests. For FSC, maintaining and implementing management of biodiversity and HCVs go hand-in-hand.</p> <p>HNI purchases more than 70,000 tons of FSC Controlled Wood inputs annually.</p>	SDGs 8, 12, 13, 15
304-3	Habitats protected or restored	HNI purchased forestry carbon offsets in 2020 which supported the planting of trees in the Mississippi River Valley, a vital habitat for migratory birds, plants, and animal species.	SDGs 8, 12, 13, 15
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>It is the policy of HNI Corporation to avoid sourcing species of wood materials that are CITES (Convention on International Trade in Endangered Species of Wild Fauna and Flora) listed or identified on the IUCN Red List (International Union for Conservation of Nature’s Red List of Threatened Species) as endangered, critically endangered, or extinct in the wild.</p> <p>Furthermore, it is HNI’s policy to avoid using wood from forest areas where traditional or civil rights are violated; forest areas where high conservation values are threatened by management activities; wood from forests in which genetically modified trees are planted; wood that has been harvested illegally; or wood harvested from areas which have been converted from natural forest to plantations or non-forest uses.</p>	SDGs 8, 12, 13, 15

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
Emissions			
103-1	Explanation of material topic and its boundary	HNI Corporation's annual CDP Climate Disclosure	
103-2	The management approach and its components	HNI Corporation's annual CDP Climate Disclosure	
103-3	Evaluation of the management approach	HNI Corporation's annual CDP Climate Disclosure	
305-1	Direct (Scope 1) GHG emissions	HNI's Scope 1 GHG emissions were calculated at 52,892 MTCO2e in 2020.	SDGs 7, 12, 13, 15
305-2	Energy indirect (Scope 2) GHG emissions	HNI's Scope 2 GHG emissions in 2020 are zero, due to the purchase of 170,000 MWh of renewable electricity. Our Scope 2 GHG emissions before renewable electricity purchases were calculated at 70,604 MTCO2e in 2020.	SDGs 7, 12, 13, 15
305-3	Other indirect (Scope 3) GHG emissions	<p>HNI's Scope 3 GHG emissions were calculated at 604,737 MTCO2e in 2020 and included emissions associated with the following:</p> <ul style="list-style-type: none"> • Purchased goods and services • Upstream and downstream transportation • Fuel and energy-related activities • Waste generation • Employee commuting and business travel • Use of products and product end of life 	SDGs 7, 12, 13, 15
305-4	GHG emissions intensity	<p>In 2020, HNI's GHG emissions intensities were calculated at:</p> <ul style="list-style-type: none"> • Combined Scope 1 and 2: 0.26 tons of CO2e per metric ton of goods sold* • Scope 3: 2.98 tons of CO2e per metric ton of goods sold <p>*The calculated combined Scope 1 and 2 emissions intensity includes purchased RECs.</p>	SDGs 7, 12, 13, 15
305-5	Reduction of GHG emissions	<p>HNI reduced our combined Scope 1 and 2 GHG emissions intensity by 60% from 2018 to 2020*. We reduced our Scope 3 GHG emissions intensity by 13% from 2018 to 2020.</p> <p>*The calculated reduction in our combined Scope 1 and 2 emissions intensity includes purchased RECs.</p>	SDGs 7, 12, 13, 15
Waste			
103-1	Explanation of material topic and its boundary	Our Goals: Reducing Impacts, page 21	
103-2	The management approach and its components	Our Goals: Reducing Impacts, page 21	

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
103-3	Evaluation of the management approach	Our Goals: Reducing Impacts, page 21	
306-1	Waste generation and significant waste-related impacts	<p>HNI is pursuing zero waste to landfill for all facilities, a goal we plan to achieve by 2030. During the manufacture of our office furniture and hearth products, some waste is generated. While we strive to recycle and divert as much of our production waste as possible, currently, the fate of our production material waste depends on the material types. Steel, aluminum, and most metals are easily recycled, while other materials, like particleboard, spent sand, cement, and plastics are more difficult to recycle.</p> <p>Our Goals: Reducing Impacts, page 21</p>	SDGs 6, 12, 13, 15
306-2	Management of significant waste-related impacts	<p>To support HNI’s goal of zero waste to landfill at all facilities by 2030, our internal teams have been leading waste audits and waste mapping efforts to understand how much waste is currently recycled or landfilled at each facility. We work with our supplier and waste hauling partners to track monthly totals and review those numbers on a regular basis. Some of our facilities produce hazardous waste. The hauling and disposal of all hazardous waste is managed by a third-party who follows all applicable regulatory requirements.</p> <p>To reduce the amount of waste produced in the manufacture of our products, our internal teams work to identify opportunities to remove waste from processes internally, as well as upstream at our suppliers’ facilities, and downstream for our customers through our Design for the Environment process. We also continue to identify opportunities for reuse, as well as identify partners to assist us with recycling any waste materials.</p> <p>Our Goals: Reducing Impacts, page 21</p>	SDGs 6, 12, 13, 15
306-3	Waste generated	In 2020, HNI’s facilities generated approximately 20,000 tons of waste and 93 tons of hazardous waste.	SDGs 6, 12, 13, 15
306-4	Waste diverted from disposal	<p>In 2020, HNI’s facilities diverted over 21,600 tons of waste through recycling and reuse efforts. Materials recycled included:</p> <ul style="list-style-type: none"> • Over 12,950 tons of aluminum and steel • Over 5,100 tons of wood waste • Over 2,700 tons of cardboard and paper • Over 125 tons of fabric scraps • Over 600 tons of other materials 	SDGs 6, 12, 13, 15
306-5	Waste directed to disposal	<p>In 2020, HNI’s facilities produced approximately 20,000 tons of waste that were directed to landfills.</p> <p>Some facilities produced wood waste that was diverted from the landfill and incinerated for energy. In 2020, our facilities sent over 460 tons of wood waste for incineration at waste to energy facilities. We also burned over 3,000 tons of wood scraps in an on-site boiler at one of our facilities.</p>	SDGs 6, 12, 13, 15
Supplier Environmental Assessment			
103-1	Explanation of material topic and its boundary	<p>HNI Supplier Code of Conduct Our Goals: Redefining Tomorrow, pages 15 and 16</p>	
103-2	The management approach and its components	<p>HNI Supplier Code of Conduct Our Goals: Redefining Tomorrow, pages 15 and 16</p>	

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS												
103-3	Evaluation of the management approach	HNI Supplier Code of Conduct Our Goals: Redefining Tomorrow, pages 15 and 16													
308-1	New suppliers that were screened using environmental criteria	<p>HNI partners with suppliers who are experts in their industries and who share our values and culture of integrity. In both our office furniture and hearth segments, international and domestic, we require our suppliers to comply with our Code of Conduct. Our Code of Conduct contains criteria addressing treating others with fairness and respect; being open, honest and trustworthy; operating facilities and sourcing materials in an environmentally sustainable and socially responsible manner; and following all laws and regulations. We prioritize working with suppliers who share our focus on creating high-quality products and materials, delivered on-time, that are cost-effective, and safely manufactured.</p> <p>For suppliers located in Asia, we have a targeted and robust corporate social responsibility (CSR) 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 environmental, health, and safety (EHS) related regulations. 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.</p> <p>HNI Supplier Code of Conduct Our Goals: Redefining Tomorrow, pages 15 and 16</p>	SDGs 8, 9, 10, 12												
Employment															
103-1	Explanation of material topic and its boundary	HNI Member Code of Integrity													
103-2	The management approach and its components	HNI Member Code of Integrity													
103-3	Evaluation of the management approach	HNI Member Code of Integrity													
401-1	New employee hires and employee turnover	<table border="1"> <thead> <tr> <th></th> <th>Hourly</th> <th>Salaried</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>U.S. Number of New Hires</td> <td>570</td> <td>213</td> <td>783</td> </tr> <tr> <td>U.S. Turnover</td> <td>20.6%</td> <td>10.2%</td> <td>17.4%</td> </tr> </tbody> </table> <p>Data presented is from 2020.</p>		Hourly	Salaried	Total	U.S. Number of New Hires	570	213	783	U.S. Turnover	20.6%	10.2%	17.4%	SDGs 5, 8
	Hourly	Salaried	Total												
U.S. Number of New Hires	570	213	783												
U.S. Turnover	20.6%	10.2%	17.4%												
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>All members of the HNI family have access to a comprehensive benefits package to help them live happy, healthy, fulfilled lives while at work and at home. Our benefits package includes health benefits, financial benefits, and programs that address overall wellness.</p> <p>HNI Benefits Overview HNI Careers Overview</p>	SDGs 5, 8												

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
<i>Occupational Health and Safety</i>			
103-1	Explanation of material topic and its boundary	Our Goals: Reducing Impacts, page 22	
103-2	The management approach and its components	Our Goals: Reducing Impacts, page 22	
103-3	Evaluation of the management approach	Our Goals: Reducing Impacts, page 22	
403-1	Occupational health and safety management system	<p>HNI operates occupational health and safety programs that comply with applicable workplace safety standards. We train all members on safe practices and applicable regulatory requirements, and empower all members to report incidents and work safely, as we focus on continuous improvement.</p> <p>Our Goals: Reducing Impacts, page 22</p>	SDG 8
403-2	Hazard identification, risk assessment, and incident investigation	<p>It is the policy of HNI Corporation to be certain that all unsafe acts and conditions are eliminated or safeguarded in order to ensure that all members work in a safe company. At each of our facilities, we assess our processes for risk of injury. We evaluate each role's required PPE (personal protective equipment) and movements, and teach members how to work safely. We perform ergonomic assessments and focus on identifying and reducing ergonomic risks. We take proactive steps to protect our members' safety and physical well-being by promoting stretching to help members prepare for their day of work. Periodic audits of processes and facilities take place, both by our Safety Managers and our Operations Leadership to ensure safe, ergonomic working conditions.</p> <p>We believe all members are responsible for safety. We encourage all members to report conditions they feel are unsafe, either to their site Safety Manager, group lead, or other leader at their site. All reports are investigated thoroughly.</p> <p>When an incident or near miss does happen, we investigate immediately to identify the cause and assign responsibility for corrective action. Through our Safety Appeal Process, members provide feedback and report concerns. Once a concern is reported, we begin investigating immediately.</p>	SDG 8
403-3	Occupational health services	<p>At HNI, the safety of our members is our top priority. When an incident occurs that requires treatment or care outside of our facilities, our leadership team is informed and every step is taken to ensure our members receive the best care possible.</p> <p>In addition, we focus on overall health and safety for our members by providing health insurance to all full-time members and promoting preventive care through annual physicals and other initiatives. We encourage all members to be the healthiest version of themselves, both at work and at home.</p>	SDG 8

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>Safety is a member responsibility at HNI from day one. Upon hiring, each new member must complete safety training and commit to working safely, as well as abide by our Safe Member philosophy. Some sites have member-led Safety Committees, which are made up of volunteers from each functional area, the site Safety Manager, and a leadership champion. The Safety Committees help raise awareness of health and safety issues, recognize and identify workplace risks, develop recommendations, and help address and reduce risks, in addition to supporting the culture of Safety throughout the facility.</p> <p>We encourage members to report any perceived unsafe work conditions. When this happens, members are instructed to cease their operation and immediately report the concern to their group leader, who will investigate with the Safety Manager. Once the concern has been addressed and corrected and the member feels safe, the operation resumes.</p> <p>Our recently established corporate Safety and Sustainability organization is comprised of leaders from across HNI and helps promote a healthy and safe work environment. This focused organization is responsible for driving our safety and sustainability efforts to even better performance with updated strategies, metrics, and programs.</p> <p>Our Goals: Reducing Impacts, page 22</p>	SDG 8
403-5	Worker training on occupational health and safety	<p>Upon hiring, each new HNI member must complete safety training and commit to working safely, as well as abide by our safe member philosophy. Throughout the year, and depending on job tasks and responsibilities, additional trainings are held. Most members go through annual training on safe work practices. The Safety and Sustainability organization has implemented new ways to distribute training electronically and will employ our learning management system to better track completion.</p> <p>For non-production members, our furniture brands offer ergonomic education and video trainings so that members can work safely and comfortably.</p>	SDG 8
403-6	Promotion of worker health	<p>HNI wants to see its members live happy, healthy, fulfilled lives while at work and while at home. We offer health, dental, and vision insurance to our members, along with a member assistance program (MAP), to provide support for members' mental, emotional, and financial wellbeing. As part of our health coverage, members also have access to virtual care through our Doctor on Demand program and through our wellness programs, including health coaching, tobacco cessation, and educational services to reduce metabolic syndrome health risks.</p>	SDG 8
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>Our teams at HNI work diligently to protect member safety and we have many processes and controls in place to assist us with this effort. Within our facilities, we utilize a hierarchy of controls to ensure our processes and people are safe. We implement equipment safeguards and controls, and require personal protective equipment (PPE) appropriate for the production process. To protect members who may be working with or around chemicals, we have a chemical approval process which evaluates all chemicals coming into our facilities. Our management teams periodically review our practices and progress and take action to ensure any new risks have been considered.</p>	SDG 8
403-8	Workers covered by an occupational health and safety management system	<p>All HNI sites operate with a safety program in place. Our HNI India facility has achieved ISO 45001 certification, while our Lamex facility in China has achieved ISO 14001 certification. HNI is working to develop more robust environmental, health, and safety systems at other facilities that align with both ISO 14001 and ISO 45001.</p>	SDG 8

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS																								
403-9	Work-related injuries	<p>Safety continues to be a priority at HNI. We are focused on continuously improving our safety performance and driving proactive, preventative measures, including early intervention and reporting, member engagement throughout the entire organization, hazard identification and risk reduction, and ergonomic improvements to prevent injuries before they happen.</p> <table border="1"> <thead> <tr> <th></th> <th>HNI TRIR</th> <th>BLS TRIR</th> <th></th> <th>HNI LTCR</th> <th>BLS LTCR</th> </tr> </thead> <tbody> <tr> <td>2018</td> <td>2.69</td> <td>4.16</td> <td>2018</td> <td>0.42</td> <td>1.19</td> </tr> <tr> <td>2019</td> <td>4.11</td> <td>4.03</td> <td>2019</td> <td>0.65</td> <td>1.03</td> </tr> <tr> <td>2020</td> <td>3.48</td> <td>4.02</td> <td>2020</td> <td>0.67</td> <td>1.01</td> </tr> </tbody> </table> <p>U.S. Bureau of Labor Statistics (BLS) data is based on the previous year's reported data due to reporting lags. The BLS data has been weighted by the average number of hours worked for each of our industry segments. This data represents HNI's U.S.-based operations.</p>		HNI TRIR	BLS TRIR		HNI LTCR	BLS LTCR	2018	2.69	4.16	2018	0.42	1.19	2019	4.11	4.03	2019	0.65	1.03	2020	3.48	4.02	2020	0.67	1.01	SDG 8
	HNI TRIR	BLS TRIR		HNI LTCR	BLS LTCR																						
2018	2.69	4.16	2018	0.42	1.19																						
2019	4.11	4.03	2019	0.65	1.03																						
2020	3.48	4.02	2020	0.67	1.01																						
403-10	Work-related ill health	<p>HNI facilities have put several controls and systems in place to reduce work-related ill health. Related to chemicals used in our facilities, we conduct chemical inventories each year to address any chemical hazards and work with process engineers to analyze changes for employee exposure and safety risks. We use OSHA and NIOSH mitigation practices and provide information to regulatory bodies when applicable.</p>	SDG 8																								
Training and Education																											
103-1	Explanation of material topic and its boundary	HNI Careers Overview																									
103-2	The management approach and its components	HNI Careers Overview																									
103-3	Evaluation of the management approach	HNI Careers Overview																									
404-1	Average hours of training per year per employee	HNI members completed over 100,000 hours of training in 2020.	SDGs 5, 8																								

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
404-2	Programs for upgrading employee skills and transition assistance programs	<p>Building a better tomorrow means equipping our members to make better choices, and to be better leaders, today. HNI’s leadership development programs have been recognized by Chief Executive magazine as among the best in the world, and we are working continuously to make them even better.</p> <p>Our required annual trainings are just the start. Members are trained on our Code of Integrity, conflict resolution, effective communication, workplace substance abuse prevention, and more each year, with a wide range of job-specific trainings to help them succeed. Additional developmental trainings are also offered, covering topics ranging from business information processes to presentations skills to negotiation tactics.</p> <p>At HNI, we believe in growth without limits. Through our Early Career Development and Rotation Program, we offer new college graduates and other young professionals uncommon access to senior leaders so they can learn from the best, and we provide a wide variety of opportunities for flexible career experiences across our organization.</p> <p>On the manufacturing side, we actively work with local high schools and apprenticeship programs to communicate the value of manufacturing careers with students in our region.</p>	SDGs 5, 8
404-3	Percentage of employees receiving regular performance and career development reviews	<p>HNI’s strong culture of ownership, and a sense of shared responsibility for the success of the company, is a key element to our success. In our unique and powerful member-owned environment, each member has the opportunity to participate in making our business better. We trust them to make key decisions, expect them to grow professionally and empower them to move our business forward.</p> <p>Each HNI member has an annual performance review and is provided access to internal job postings, opportunities for career development, and trainings that help them build their knowledge and skills.</p>	SDGs 5, 8
<i>Diversity and Equal Opportunity</i>			
103-1	Explanation of material topic and its boundary	HNI Member Code of Integrity Our Goals: Respecting People, pages 24 through 27 Reference 2021 Form 10-K	
103-2	The management approach and its components	HNI Member Code of Integrity Our Goals: Respecting People, pages 24 through 27 Reference 2021 Form 10-K	
103-3	Evaluation of the management approach	HNI Member Code of Integrity Our Goals: Respecting People, pages 24 through 27 Reference 2021 Form 10-K	

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS																				
405-1	Diversity of governance bodies and employees	<table border="1" data-bbox="922 381 1965 716"> <thead> <tr> <th data-bbox="982 430 1210 457">Our Board of Directors</th> <th data-bbox="1342 430 1396 457">2020</th> <th data-bbox="1500 430 1701 457">Our Members (U.S.)</th> <th data-bbox="1851 430 1905 457">2020</th> </tr> </thead> <tbody> <tr> <td data-bbox="982 478 1162 505">Board Members</td> <td data-bbox="1342 478 1372 505">10</td> <td data-bbox="1500 478 1701 505">Women Members</td> <td data-bbox="1851 478 1911 505">35%</td> </tr> <tr> <td data-bbox="982 526 1072 553">Women</td> <td data-bbox="1342 526 1372 553">5</td> <td data-bbox="1500 526 1809 553">Ethnically Diverse Members</td> <td data-bbox="1851 526 1911 553">21%</td> </tr> <tr> <td data-bbox="982 573 1291 600">Ethnically Diverse Members</td> <td data-bbox="1342 573 1372 600">2</td> <td data-bbox="1500 573 1680 600">Women Leaders</td> <td data-bbox="1851 573 1911 600">29%</td> </tr> <tr> <td data-bbox="982 621 1240 648">Independent Members</td> <td data-bbox="1342 621 1372 648">9</td> <td data-bbox="1500 621 1791 648">Ethnically Diverse Leaders</td> <td data-bbox="1851 621 1911 648">7%</td> </tr> </tbody> </table> <p data-bbox="922 737 1252 764">Data presented is from 2020.</p>	Our Board of Directors	2020	Our Members (U.S.)	2020	Board Members	10	Women Members	35%	Women	5	Ethnically Diverse Members	21%	Ethnically Diverse Members	2	Women Leaders	29%	Independent Members	9	Ethnically Diverse Leaders	7%	SDGs 5, 8
Our Board of Directors	2020	Our Members (U.S.)	2020																				
Board Members	10	Women Members	35%																				
Women	5	Ethnically Diverse Members	21%																				
Ethnically Diverse Members	2	Women Leaders	29%																				
Independent Members	9	Ethnically Diverse Leaders	7%																				
405-2	Ratio of basic salary and remuneration of women to men	HNI routinely evaluates our members' job functions and responsibilities, and conducts compensation analysis.	SDGs 5, 8																				
Non-Discrimination																							
103-1	Explanation of material topic and its boundary	HNI Member Code of Integrity Our Goals: Respecting People, pages 24 through 27																					
103-2	The management approach and its components	HNI Member Code of Integrity Our Goals: Respecting People, pages 24 through 27																					
103-3	Evaluation of the management approach	HNI Member Code of Integrity Our Goals: Respecting People, pages 24 through 27																					
406-1	Incidents of discrimination and corrective actions taken	<p data-bbox="922 1355 2519 1514">HNI strives to be a great place to work. We operate in a spirit of cooperation and value treating each other honestly and with fairness and respect. At HNI, everyone is welcome. We value using each other's differences in experiences and ideas to solve problems and better serve our customers. We take seriously our commitment to acting with integrity and maintaining an inclusive work environment. We do not tolerate discrimination and all HNI members are expected to follow our HNI Member Code of Integrity, which includes treating fellow members with honesty, dignity, fairness, and respect.</p> <p data-bbox="922 1549 1270 1576">HNI Member Code of Integrity</p>	SDGs 5, 8, 16																				

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
<i>Freedom of Association and Collective Bargaining</i>			
103-1	Explanation of material topic and its boundary	HNI Supplier Code of Conduct	
103-2	The management approach and its components	HNI Supplier Code of Conduct	
103-3	Evaluation of the management approach	HNI Supplier Code of Conduct	
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>HNI expects our suppliers to treat their employees with fairness and respect while also providing a safe and healthy work environment. We strictly prohibit child labor, involuntary or forced labor, abuse, and discrimination. Our suppliers must respect the rights of employees to associate, organize, and bargain collectively in a lawful and peaceful manner, without penalty.</p> <p>For suppliers located in Asia, we have a targeted and robust corporate social responsibility (CSR) 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 environmental, health, and safety (EHS) related regulations. 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.</p> <p>HNI Supplier Code of Conduct</p>	SDG 8
<i>Child Labor</i>			
103-1	Explanation of material topic and its boundary	HNI Supplier Code of Conduct	
103-2	The management approach and its components	HNI Supplier Code of Conduct	
103-3	Evaluation of the management approach	HNI Supplier Code of Conduct	
408-1	Operations and suppliers at significant risk for incidents of child labor	<p>HNI expects our suppliers to treat their employees with fairness and respect while also providing a safe and healthy work environment. We strictly prohibit child labor, involuntary or forced labor, abuse, and discrimination.</p> <p>For suppliers located in Asia, we have a targeted and robust corporate social responsibility (CSR) 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 environmental, health, and safety (EHS) related regulations. 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.</p> <p>HNI Supplier Code of Conduct</p>	SDGs 8, 16

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
<i>Forced or Compulsory Labor</i>			
103-1	Explanation of material topic and its boundary	HNI Supplier Code of Conduct	
103-2	The management approach and its components	HNI Supplier Code of Conduct	
103-3	Evaluation of the management approach	HNI Supplier Code of Conduct	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>HNI expects our suppliers to treat their employees with fairness and respect while also providing a safe and healthy work environment. We strictly prohibit child labor, involuntary or forced labor, abuse, and discrimination.</p> <p>For suppliers located in Asia, we have a targeted and robust corporate social responsibility (CSR) 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 environmental, health, and safety (EHS) related regulations. 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.</p> <p>HNI Supplier Code of Conduct</p>	SDGs 5, 8, 16
<i>Human Rights Assessment</i>			
103-1	Explanation of material topic and its boundary	HNI Supplier Code of Conduct	
103-2	The management approach and its components	HNI Supplier Code of Conduct	
103-3	Evaluation of the management approach	HNI Supplier Code of Conduct	
412-1	Operations that have been subject to human rights reviews or impact assessments	<p>HNI expects our suppliers to treat their employees with fairness and respect while also providing a safe and healthy work environment. We strictly prohibit child labor, involuntary or forced labor, abuse, and discrimination. All new and existing suppliers must comply with our Code of Conduct.</p> <p>For suppliers located in Asia, we have a targeted and robust corporate social responsibility (CSR) 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 environmental, health, and safety (EHS) related regulations. 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.</p> <p>HNI Supplier Code of Conduct</p>	SDGs 8, 16

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<p>HNI expects our suppliers to treat their employees with fairness and respect while also providing a safe and healthy work environment. We strictly prohibit child labor, involuntary or forced labor, abuse, and discrimination. All new and existing suppliers must comply with our Code of Conduct.</p> <p>For suppliers located in Asia, we have a targeted and robust corporate social responsibility (CSR) 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 environmental, health, and safety (EHS) related regulations. 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.</p> <p>HNI Supplier Code of Conduct</p>	SDGs 8, 16
Local Communities			
103-1	Explanation of material topic and its boundary	Our Goals: Respecting People, pages 28 through 34	
103-2	The management approach and its components	Our Goals: Respecting People, pages 28 through 34	
103-3	Evaluation of the management approach	Our Goals: Respecting People, pages 28 through 34	
413-1	Operations with local community engagement, impact assessments, and development programs	<p>The most direct way our members make a difference in our communities is by volunteering their time and expertise to the causes that matter to our stakeholders. Members drive volunteerism at their sites, focusing on the issues that are most important in their communities.</p> <p>Our members and our organization take pride in sharing our expertise with our communities. From our “Leaders Who Lunch” program, which offers mentorship and coaching to sixth grade girls, to our STEM partnerships with local schools and Youth Skills Training programs, our members enjoy connecting with young members of our communities. We also share our knowledge of lean manufacturing with area businesses. Through partnerships with local chambers of commerce, or through memberships in groups like the Iowa Lean Consortium, we share tools and best practices through facility tours and training sessions.</p> <p>Our Goals: Respecting People, pages 28 through 34</p>	SDGs 5, 8, 10, 16
413-2	Operations with significant actual and potential negative impacts on local communities	<p>We have not identified any consequential negative impacts on our local communities.</p> <p>Our Goals: Respecting People, pages 28 through 34</p>	

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
Supplier Social Assessment			
103-1	Explanation of material topic and its boundary	HNI Supplier Code of Conduct Our Goals: Redefining Tomorrow, pages 15 and 16	
103-2	The management approach and its components	HNI Supplier Code of Conduct Our Goals: Redefining Tomorrow, pages 15 and 16	
103-3	Evaluation of the management approach	HNI Supplier Code of Conduct Our Goals: Redefining Tomorrow, pages 15 and 16	
414-1	New suppliers that were screened using social criteria	<p>All new and existing suppliers must comply with our Code of Conduct. For suppliers located in Asia, we have a targeted and robust corporate social responsibility (CSR) 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 environmental, health, and safety (EHS) related regulations. 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.</p> <p>Additionally, in 2020, we created a survey for our suppliers with questions drawing from topics in the U.N. Global Compact, SA8000 standard, and the BIFMA e3 standard, among others. This survey is currently underway, with results expected later in 2021.</p> HNI Supplier Code of Conduct Our Goals: Redefining Tomorrow, pages 15 and 16	SDGs 8, 9, 10, 12
414-2	Negative social impacts in the supply chain and actions taken	<p>For suppliers located in Asia, we have a targeted and robust corporate social responsibility (CSR) 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 environmental, health, and safety (EHS) related regulations. 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.</p> <p>Through our recent assessments, we identified 217 non-conformities and worked with those suppliers on improvements to correct the non-conformities.</p> HNI Supplier Code of Conduct Our Goals: Redefining Tomorrow, pages 15 and 16	SDGs 8, 9, 10, 12

GRI Content Index

GRI STANDARD	DISCLOSURE LANGUAGE	HNI 2020 RESPONSE	RELATED SDGS
Customer Health and Safety			
103-1	Explanation of material topic and its boundary	Our Goals: Redefining Tomorrow, pages 10 through 16	
103-2	The management approach and its components	Our Goals: Redefining Tomorrow, pages 10 through 16	
103-3	Evaluation of the management approach	Our Goals: Redefining Tomorrow, pages 10 through 16	
416-1	Assessment of the health and safety impacts of product and service categories	<p>HNI’s brands address customer health, safety, and well-being throughout our product development processes for our office furniture and hearth products. We strive to develop furniture products that meet industry safety standards and ergonomic guidelines, use low-emitting materials, and are verified by third parties to meet industry sustainability and wellness standards.</p> <p>Our hearth products are also designed to meet industry safety standards. We were the first in our industry to require a safety barrier screen on all our gas fireplaces or inserts and continue to offer free or reduced-cost safety screens to customers and fireplace owners.</p> <p>In addition to producing safe products and providing safety barrier screens for our fireplaces, we also invest in education about fireplace safety in partnership with Safe Kids Worldwide, a nonprofit organization working to keep kids safe from injuries. In 2019 and 2020, we communicated the importance of fireplace safety to parents, caregivers, and children through Safe Kids members in the U.S. and community educators. Community educators included fire departments, health departments, health professionals and hearth retailers, among others.</p> <p>In addition, Safe Kids regularly conducts national awareness campaigns on social media to promote fireplace safety.</p>	SDG 12
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	HNI has not suffered or received any material administrative or judicial sanctions for failing to comply.	

TCFD Disclosure

TCFD DISCLOSURE RECOMMENDATION		HNI 2020 DISCLOSURE	REFERENCE
Governance			
a)	Describe the board’s oversight of climate-related risks and opportunities.	HNI’s Board of Directors oversees economic, environmental, social, and governance impacts.	
b)	Describe management’s role in assessing and managing climate-related risks and opportunities.	HNI’s Executive Management team engages with the Board of Directors regarding sustainability reporting.	
Strategy			
a)	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	HNI has provided a detailed process for identifying, assessing, and responding to climate-related risks and opportunities. The details on the potential short, medium, and long-term risks and opportunities can be found in HNI’s annual CDP climate disclosure.	HNI Corporation’s annual CDP Climate Disclosure, Section C2
b)	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	The potential impact of climate-related risks and opportunities on HNI’s business strategy and financial planning are identified in our annual CDP climate disclosure.	HNI Corporation’s annual CDP Climate Disclosure, Section C2
c)	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	HNI has set science-based carbon emission reduction targets that are aligned with the most ambitious goals of the 2015 Paris Climate Agreement (1.5°C scenario). HNI’s strategy is aligned to achieving these goals.	HNI Corporation’s annual CDP Climate Disclosure, Section C2
Risk Management			
a)	Describe the organization’s processes for identifying and assessing climate-related risks.	HNI has provided a detailed process for identifying, assessing, and responding to climate-related risks and opportunities. The details on the potential short, medium, and long-term risks and opportunities can be found in HNI’s annual CDP climate disclosure.	HNI Corporation’s annual CDP Climate Disclosure, Section C2
b)	Describe the organization’s processes for managing climate-related risks.	HNI’s process for managing climate-related risks is provided in our annual CDP climate disclosure.	HNI Corporation’s annual CDP Climate Disclosure, Section C2
c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Climate-related risks are integrated into the HNI Enterprise Risk Management (ERM) system, which are detailed in our annual CDP climate disclosure.	HNI Corporation’s annual CDP Climate Disclosure, Section C2

TCFD Disclosure

TCFD DISCLOSURE RECOMMENDATION		HNI 2020 DISCLOSURE	REFERENCE
<i>Metrics and Targets</i>			
a)	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Metrics used by HNI to assess climate-related risks and opportunities are provided in our annual CDP climate disclosure.	HNI Corporation's annual CDP Climate Disclosure, Sections C1 and C4
b)	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Scope 1, 2, and 3 GHG emissions are provided in HNI's annual CDP climate disclosure.	HNI Corporation's annual CDP Climate Disclosure, Section C6
c)	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Targets used by HNI to assess climate-related risks and opportunities are provided in our annual CDP climate disclosure.	HNI Corporation's annual CDP Climate Disclosure, Sections C1 and C4

SASB Disclosure

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	HNI 2020 DISCLOSURE
<i>Energy Management in Manufacturing</i>	<ol style="list-style-type: none"> Total energy consumed, Percentage grid electricity, Percentage renewable 	Quantitative	Gigajoules (GJ), Percentage (%)	CG-BF-130a.1	<ol style="list-style-type: none"> Energy consumed across HNI's global facilities was calculated at 1,483,694 Gigajoules in 2020. Purchased electricity made up 41% of HNI's 2020 energy consumption. HNI purchased 170,000 MWh of RECs in 2020, of which 100,000 MWh were Green-e Certified RECs. This represented 24% of HNI's 2020 energy consumption.
<i>Management of Chemicals in Products</i>	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and analysis	Not applicable	CG-BF-250a.1	GRI content index, section 403-2, page 50 Our Goals: Redefining Tomorrow page 12
	Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	Quantitative	Percentage (%) by revenue	CG-BF-250a.2	87% of HNI's U.S. manufactured office furniture and textile products are certified for indoor air quality through the SCS Indoor Advantage Gold program.
<i>Product Life cycle Environmental Impacts</i>	Description of efforts to manage product life cycle impacts and meet demand for sustainable products	Discussion and analysis	Not applicable	CG-BF-410a.1	Our Goals: Redefining Tomorrow page 12
	<ol style="list-style-type: none"> Weight of end-of-life material recovered, Percentage of recovered materials recycled 				GRI content index, section 306, pages 47 and 48 Our Goals: Redefining Tomorrow pages 10 through 16
<i>Wood Supply Chain Management</i>	<ol style="list-style-type: none"> Total weight of wood fiber materials purchased, Percentage from third-party certified forestlands, Percentage by standard, and Percentage certified to other wood fiber standards, Percentage by standard 	Quantitative	Metric tons (t), Percentage (%) by weight	CG-BF-430a.1	In 2020, HNI purchased 2,289 metric tons of FSC Certified wood inputs and 45,837 metric tons of FSC Controlled Wood inputs to support our U.S. produced FSC Certified office furniture products. In addition, we also purchased nearly 16,000 metric tons of other sustainably-sourced wood inputs.

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	HNI 2020 DISCLOSURE
<i>Annual Production</i>	Quantitative	Multiple allowed	CG-BF-000.A	Reference 2021 Form 10-K
<i>Area of Manufacturing Facilities</i>	Quantitative	Square meters (m2)	CG-BF-000.B	Reference 2021 Form 10-K



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This report contains “forward-looking” statements based on current expectations regarding future plans, events, outlook, objectives, and financial performance, specifically including, but not limited to, the goals stated on page eight. Forward-looking statements can be identified by words including “expect,” “believe,” “anticipate,” “estimate,” “may,” “will,” “would,” “could,” “confident”, or other similar words, phrases, or expressions. Forward-looking statements involve known and unknown risks and uncertainties, which may cause the Corporation’s actual future results and performance to differ materially from expected results. A description of these risks can be found in the Corporation’s annual and quarterly reports filed with the Securities and Exchange Commission on Forms 10-K and 10-Q. The Corporation assumes no obligation to update, amend, or clarify forward-looking statements.