



SASB Building Products & Furnishings Disclosure

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	2024 RESPONSE
Energy Management in Manufacturing	Total Energy Consumed	Quantitative	Gigajoules (GJ)	CG-BF-130a.1	2023: 1,631,149 GJ 2024: 1,569,559 GJ
	Percentage Grid Electricity	Quantitative	Percentage (%)	CG-BF-130a.1	2023: 40% of HNI's total energy consumption 2024: 40% of HNI's total energy consumption
	Percentage Renewable Energy	Quantitative	Percentage (%)	CG-BF-130a.1	2023: 35% - HNI purchased 183,070 MWh of unbundled RECs, of which 159,644 MWh were Green-e Certified RECs. 2024: 38% - HNI purchased 175,294 MWh of unbundled RECs, of which 164,170 MWh were Green-e Certified RECs.
Management of Chemicals in Products	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	<p>HNI has a goal to evaluate 100% of materials and chemical substances in products for human and ecosystem impacts and attempt to minimize those impacts through design for the Environment by 2025. As of 2024, HNI's Workplace Furnishings products achieved 80% of material by spend analyzed, while Kimball International achieved 40% and Residential Building Products achieved 28%. Beyond 2025, HNI will progress our efforts in material and chemical evaluations to eliminate specific chemicals in HNI’s manufactured products by 2032.</p> <p>To assess and manage risk, HNI is integrating our Material Restricted Substance List (MRSL), which aligns with the International Living Future Institute (ILFI) Red List, into our material sourcing process. HNI performs product testing and modeling on manufactured products to ensure these products comply with regulatory requirements.</p> <p>HNI also works with Iowa State University for advanced chemical analysis, specifically leveraging this partnership for proactive analysis related to polyfluoroalkyl substances (PFAS) or “forever chemicals.” Additionally, HNI invested in advanced tools such as XRF analyzers, which are used to determine the elemental composition of materials.</p> <p>HNI's Workplace Furnishings products have achieved certifications such as SCS Indoor Advantage, BIFMA Level, and Declare.</p>
	Percentage of eligible products meeting volatile organic compound (VOC) emissions and content standards	Quantitative	Percentage (%) by revenue	CG-BF-250a.2	A majority of HNI's domestically manufactured office furniture and textile products are certified for low emissions and indoor air quality through the SCS Indoor Advantage Gold program. To become certified, products undergo emissions testing at an independent, accredited laboratory. Products are tested for 35 volatile organic compounds (VOCs), including formaldehyde, in accordance with ANSI/BIFMA M7.1/ X7.1 and CDPH Standard Method v1.1.



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Product Lifecycle Environmental Impacts	Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	Discussion and analysis	Not applicable	CG-BF-410a.1	<p>HNI works with third-party organizations to connect our customers with a network of end-of-use service providers to reuse, refurbish, and recycle decommissioned office furniture, fixtures, and equipment. In 2021, Kimball International partnered with Green Standards, and this partnership was expanded to include HNI Workplace Furnishings in 2025, allowing increased ability to track recovered material in the future.</p> <p>Beyond the Green Standards partnership, we publish disassembly diagrams and environmental data sheets for our products detailing information on product materials and recyclability. HNI product engineering teams are also exploring opportunities to design products with the “end in mind” by increasing recycled content, selecting materials that are more easily recyclable, and designing for ease of repair or ability to refresh fabrics and colors.</p> <p>2024 Corporate Responsibility Report Green Standards, page 25</p>
	(1) Weight of end-of-life material recovered, (2) percentage of recovered materials recycled				<p>Weight of end-of-life material recovered: 2023: 10.84 metric tons</p> <p>Percentage of recovered materials recycled: 2023: 100% of the recovered materials were donated, recycled, resold, or relocated</p>
Wood Supply Chain Management	(1) Total weight of wood fiber materials purchased, (2) percentage from third-party certified forestlands, (3) percentage by standard, and (4) percentage certified to other wood fiber standards, (5) percentage by standard	Quantitative	Metric tons (t), Percentage (%) by weight	CG-BF-430a.1	<p>Purchases of FSC Mix Credit Wood inputs to support our domestically produced FSC Certified office furniture product offering: 2023: 1,901 metric tons 2024: 2,537 metric tons</p> <p>Purchases of FSC Controlled Wood inputs to support our domestically produced FSC Certified office furniture product offering: 2023: 53,119 metric tons 2024: 49,401 metric tons</p> <p>Purchases of wood materials sourced from FSC Forest Management certified forestlands: 2023: data unavailable 2024: 87 metric tons</p>