

About This Report

HNI reports biennially on the environmental and social performance of our operations. This report focuses on our progress and performance for the full years of 2021 and 2022. The quantitative data used herein covers fiscal years 2021 and 2022, unless otherwise noted.

This report was prepared with reference to the Global Reporting Initiative (GRI) Standards and is informed by the Sustainability Accounting Standards Board (SASB) Standards, the Task Force on Climate-Related Financial Disclosures (TCFD), the United Nations (UN) Global Compact, and the UN Sustainable Development Goals (SDGs).

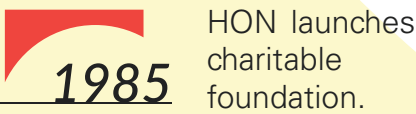
2022 MATERIALITY ASSESSMENT

We conducted a full materiality assessment in 2022 to identify our company’s strongest environmental and social priorities across all stakeholder groups.

In working with a third-party, HNI sought to understand our greatest ESG impacts, opportunities, and risks and the influence of these on our stakeholders’ decision-making. Perspectives of several key stakeholder groups, including management, members, suppliers, and customers, were included through a combination of direct

engagement, analysis, public data, and other research to determine the significance. Items of highest priority to stakeholders included but were not limited to Culture & Inclusion, Climate Change & Strategy, and Training & Education.

HNI confirmed the results of the assessment align well with our current programs. The assessment helps to inform our approach to reporting, serves as a framework for planning our future sustainability goals and objectives, and continues to inform opportunities to improve our ESG strategy.



Sustainability Priority Matrix

Topics are listed in alphabetical order within each priority category and do not represent specific ranking within the category.

Highest Priority

- Climate Change & Strategy
- Culture & Inclusion
- Energy Efficiency & Renewables
- Ethical Business Practices
- Health & Safety
- Privacy and Network & Data Security
- Product Life Cycle Impacts
- Regulatory Compliance
- Training & Education
- Waste Management
- Work-Life Balance & Employee Wellness
- Workplace Practices

High Priority

- Board & Executive Oversight of ESG
- Human Rights
- Product Design & Safety
- Sourcing & Supplier Management
- Supplier Standards for Labor & Human Rights
- Sustainable Packaging

Priority

- Biodiversity Management
- Business Continuity & Planning
- Political Contributions
- Reputational Risks
- Stakeholder Engagement
- Supplier Diversity
- Sustainable Chemistry & Innovation
- Water Management

- Key:**
- Environmental
 - Social
 - Governance