

HNI Corporation has reported the information cited in this GRI content index for the period spanning January 1, 2023 to December 28, 2024 with reference to the GRI Standards and using GRI 1: Foundation 2021.

GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE	RELATED SDGS
GRI 2: General Disclosures 2021			
2-1	Organizational details	HNI Corporation (HNI) is a publicly traded company listed on the New York Stock Exchange (NYSE: HNI). HNI’s world headquarters is located in Muscatine, Iowa. Office furniture products are manufactured in Georgia, Indiana, Iowa, Kentucky, New York, North Carolina, India, and Mexico. Hearth products are manufactured in Iowa, Minnesota, Pennsylvania, and Vermont.	
2-2	Entities included in the organization’s sustainability reporting	This report covers HNI's global operations and includes the same entities as our consolidated financial statements, unless otherwise noted. 2024 Form 10-K	
2-3	Reporting period, frequency and contact point	This report covers fiscal years 2023 and 2024, spanning January 1, 2023 to December 28, 2024. Sustainability data is reported biennially. Please direct questions to CSR@HNICorp.com	
2-4	Restatements of information	HNI updates historical data when there has been a merger, acquisition, and/or divestiture. In this report, historical data has been updated to include Kimball International, which was acquired in 2023. Historical data may have been updated for changes in internal or external reporting methodology, and data estimation is used where necessary. 2024 Corporate Responsibility Report Basis for this Report, page 6	
2-5	External assurance	At this time, HNI has not had this report externally assured.	
2-6	Activities, value chain and other business relationships	HNI Corporation is a provider of workplace furnishings and residential building products, which are its two reportable segments. Workplace furnishings include furniture systems, seating, storage, tables, architectural products, ancillary products, and hospitality products. These products are sold primarily through a national system of independent dealers, office product distributors, eCommerce retailers, and wholesalers but also directly to end-user customers and federal, state, and local governments. Residential building products include a full array of gas, wood, electric, and pellet-fueled fireplaces, inserts, stoves, facings, outdoor fire pits and fire tables, and accessories. These products are sold through a national system of independent dealers and distributors, as well as Corporation-owned installing distribution and retail outlets. The Corporation's workplace furnishings segment sells primarily in the North American market through two channels—the contract channel and the small and medium-sized business channel. End-users across both channels are a mix of commercial, financial, healthcare, government, and education customers. The Corporation sells direct into the hospitality market through the Kimball Hospitality brand. The Corporation also makes export sales through HNI International to independent office furniture dealers and wholesale distributors serving select foreign markets. Through HNI India, the Corporation manufactures and distributes office furniture directly to end-users and through independent dealers and distributors primarily in India. The Corporation also competes in the residential building products industry, where it is the North American market leader in hearth products. Hearth products are typically purchased by builders during the construction of new homes and homeowners during the renovation of existing homes. Distribution is primarily effected through independent and company-owned installing distributors and retail outlets, including ecommerce retailers. The Corporation purchases raw materials, components, and finished goods from a variety of global suppliers, and most items are generally available from multiple sources. Major raw materials include steel, aluminum, zinc, lumber, veneer, particleboard, textiles, paint, hardware, glass, plastic products, packaging, foam, and fiberglass. In 2023, HNI Corporation acquired Kimball International, broadening product offerings in the health and hospitality segments. 2024 Form 10-K	

GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE				RELATED SDGS
2-7	Employees	2023		2024		SDGs 8, 10
		North America Members (Hourly)	4,952	North America Members (Hourly)	4,356	
		North America Members (Salary)	2,538	North America Members (Salary)	2,547	
		Total North America Members	7,490	Total North America Members	6,903	
		Asia Pacific Members (Hourly)	183	Asia Pacific Members (Hourly)	179	
		Asia Pacific Members (Salary)	508	Asia Pacific Members (Salary)	517	
		Total Asia Pacific Members	691	Total Asia Pacific Members	696	
2-8	Workers who are not employees	As of 2024 year end, HNI had approximately 961 workers who are not employees.				SDG 8
		The most common types of non-employee workers are: - Temporary workers, who augment HNI’s employee workforce as needed through periods of peak or seasonal demand, particularly when availability of talent in the local labor market is insufficient to meet the business’ current needs. HNI typically partners with staffing agencies to place these temporary workers as needed within our operations. Most commonly they are used in production, distribution, and office administrative functions. - Contract workers, who are typically self-employed or employed through a contracting agency, and who provide consultation or professional support for focused projects and/or functions for specified period of time.				
2-9	Governance structure and composition	HNI’s Board oversees the Corporation’s corporate social responsibility (“CSR”) strategy and program, which encompasses the Corporation’s climate-related goals, risks, and opportunities. The Board has delegated to each Board committee responsibility for overseeing elements of the Corporation’s CSR program, and the committees regularly report to the Board regarding these program elements. The Audit Committee is charged with overseeing required regulatory compliance and disclosures, the Compensation Committee is tasked with overseeing human capital and member wellness and development efforts, and the Public Policy and Corporate Governance Committee is charged with overseeing all other elements of the Corporation’s CSR program, including climate change, product lifecycle management, and materials sourcing. To maintain competency on sustainability issues, the CSR Director and other internal subject-matter experts inform the Board as issues arise. HNI’s Board also includes directors with executive level experience in roles with responsibility for corporate social responsibility or sustainability at a large organization. The CEO and either the full Board or Public Policy and Corporate Governance Committee are briefed quarterly on risks, opportunities, strategy and progress towards HNI’s CSR targets. HNI Corporation - Governance - Board of Directors 2025 Proxy Statement				SDG 16



GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE	RELATED SDGS
2-10	Nomination and selection of the highest governance body	The HNI Public Policy and Corporate Governance Committee identifies and evaluates candidates for nomination to the Board of Directors. The committee considers basic qualifications for membership (both internal and external requirements), independence, and additional qualifications required of one or more members of the Board. The committee also considers and evaluates nominees recommended by shareholders using the same criteria applicable to other director candidates. Director candidates are evaluated consistent with the Corporation’s corporate governance guidelines, and the Committee considers the mix of director characteristics, experiences, perspectives, skills, and competencies appropriate for the impacts of the Corporation. Although the Corporation has no specific policy on diversity, the guidelines broadly define diversity to include factors such as education, career experience and personality; understanding of and experiences in manufacturing, distribution, technology, finance and marketing; and international experience and culture. Public-Policy-and-Corporate-Governance-Charter.pdf	SDG 5, 16
2-11	Chair of the highest governance body	HNI Corporation's Board of Directors is the highest governing body. Jeffrey Lorenger, HNI President and CEO, is the chairman. Pursuant to the HNI Corporate Governance Guidelines, when the position of Chairman of the Board is not held by an independent director, a Lead Independent Director will be appointed annually. Miguel Calado currently serves as Lead Independent Director. Under the Corporate Governance Guidelines, the Lead Independent Director’s role is to aid and assist the Chairman and the Board in assuring effective corporate governance in overseeing the affairs of the Board and the Corporation. The Corporation maintains strong governance structures and processes to ensure the independence of the Board, eliminate conflicts of interest, and prevent dominance of the Board by management. 2025 Proxy Statement	SDG 16
2-12	Role of the highest governance body in overseeing the management of impacts	HNI's Board oversees the Corporation’s corporate social responsibility (“CSR”) strategy and program, which encompasses the Corporation’s sustainability-related goals, risks, and opportunities. The Board has delegated to each Board committee responsibility for overseeing elements of the Corporation’s CSR program, and the committees regularly report to the Board regarding these program elements. The Audit Committee is charged with overseeing required regulatory compliance and disclosures, the Compensation Committee is tasked with overseeing human capital and member wellness and development efforts, and the Public Policy and Corporate Governance Committee is charged with overseeing all other elements of the Corporation’s CSR program, including climate change, product lifecycle management, and materials sourcing. The CEO is responsible for managing impacts on the economy, environment, and people. The SVP, General Counsel & Secretary, who reports to the CEO, is responsible for managing the environmental impacts and HNI CSR Team, which consists of the HNI Director of CSR, Product Compliance, Safety, and CSR Managers and analysts. Climate and environmental strategies and goals and management of risk are the responsibility of the CSR Team and functional leadership. With CEO and Board oversight, they are required to set reduction and mitigation goals, develop strategies, identify initiatives, and implement action plans. The team members report to the CSR Executive Steering Team at least quarterly and are also reviewed against their individual and corporate goals as part of their position's annual performance review. 2025 Proxy Statement	SDG 16



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GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE	RELATED SDGS
2-13	Delegation of responsibility for managing impacts	HNI's Board oversees the Corporation’s corporate social responsibility (“CSR”) strategy and program, which encompasses the Corporation’s sustainability-related goals, risks, and opportunities. The Board has delegated to each Board committee responsibility for overseeing elements of the Corporation’s CSR program, and the committees regularly report to the Board regarding these program elements. The Audit Committee is charged with overseeing required regulatory compliance and disclosures, the Compensation Committee is tasked with overseeing human capital and member wellness and development efforts, and the Public Policy and Corporate Governance Committee is charged with overseeing all other elements of the Corporation’s CSR program, including climate change, product lifecycle management, and materials sourcing. The CEO is responsible for managing impacts on the economy, environment, and people. The SVP, General Counsel & Secretary, who reports to the CEO, is responsible for managing the environmental impacts and HNI CSR Team, which consists of the HNI Director of CSR, Product Compliance, Safety, and CSR Managers and analysts. Climate and environmental strategies and goals and management of risk are the responsibility of the CSR Team and functional leadership. With CEO and Board oversight, they are required to set reduction and mitigation goals, develop strategies, identify initiatives, and implement action plans. The team members report to the CSR Executive Steering Team at least quarterly and are also reviewed against their individual and corporate goals as part of their position's annual performance review. 2025 Proxy Statement	
2-14	Role of the highest governance body in sustainability reporting	Sustainability reporting is led by the CSR Team and reviewed and approved by the CEO and executive leadership. The CEO and either the full Board or Public Policy and Corporate Governance Committee are briefed quarterly on risks, opportunities, strategy and progress towards HNI's CSR targets.	
2-15	Conflicts of interest	Non-employee directors receive and respond to HNI's Conflict of Interest Questionnaire annually. The questionnaire outlines HNI's policy and allows directors to make any necessary disclosures. HNI Corporate Governance Guidelines HNI Member Code of Integrity	SDG 16
2-16	Communication of critical concerns	HNI's Executive Management team engages with the Board of Directors regarding any critical concerns. There were no reports of critical concerns to the Board of Directors in 2023 or 2024.	
2-17	Collective knowledge of the highest governance body	The Senior Vice President, General Counsel and Secretary, CSR Director, and other internal subject-matter experts inform the Board on sustainability topics as needed. HNI's Board also includes directors with executive level experience in roles with responsibility for corporate social responsibility or sustainability at a large organization. HNI Corporate Governance Guidelines	
2-18	Evaluation of the performance of the highest governance body	HNI Corporate Governance Guidelines	SDG 16
2-19	Remuneration policies	HNI Human Resources and Compensation Committee Charter 2025 Proxy Statement	SDG 16
2-20	Process to determine remuneration	2025 Proxy Statement	SDG 16
2-21	Annual total compensation ratio	2025 Proxy Statement	
2-22	Statement on sustainable development strategy	2024 Corporate Responsibility Report Letter from the CEO, page 3	



GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE	RELATED SDGS
2-23	Policy commitments	As a participant in the UN Global Compact, HNI reaffirms our commitment to the Ten Principles of the UN Global Compact and taking action in support of the Sustainable Development Goals. Our commitments to responsible business conduct are communicated to members through the HNI Member Code of Integrity, to business partners through the HNI Supplier and Service Provider Code of Conduct, and to all stakeholders through our Corporate Responsibility Report. HNI Corporation’s Global Human Rights policy is based on our commitment to being a responsible global citizen and reflects our core beliefs of fairness and respect, integrity without compromise, a community for everyone, and positively impacting the planet. As a signatory to the UN Global Compact, we respect and support human rights, avoid contributing to adverse human rights impacts, and seek to address such impacts if they occur. HNI complies with all applicable laws and regulations and respects internationally recognized human rights standards and guidelines. Members receive training on the HNI Code of Integrity biennially. All new and existing strategic suppliers must acknowledge compliance with the HNI Supplier and Service Provider Code of Conduct. 2024 Corporate Responsibility Report Continued Commitments, page 32 HNI Global Human Rights Policy HNI Member Code of Integrity HNI Supplier Code of Conduct	SDGs 5, 8, 10, 12, 16
2-24	Embedding Policy Commitments	2025 Proxy Statement	
2-25	Processes to remediate negative impacts	HNI Member Code of Integrity HNI Supplier Code of Conduct	
2-26	Mechanisms for seeking advice and raising concerns	HNI’s values are outlined for our members in our Member Code of Integrity. 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. 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. 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. HNI Member Code of Integrity HNI Supplier Code of Conduct	SDG 16
2-27	Compliance with laws and regulations	2024 Form 10-K	

GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE	RELATED SDGS
2-28	Membership associations	HNI and its brands are members of the following organizations: American Academy of Healthcare Interior Designers (AAHID) American Association for Laboratory American Institute of Architects (AIA) American Manufacturing Association American Quilter’s Society (AQS) American Society of Interior Designers (ASID) American Society of Safety Professionals (ASSP) Association of Energy Engineers (AEE) Association of Hazardous Materials Professionals (AHMP) Association of Medical Facility Better Plants Partner with the U.S. Department of Energy Business and Institutional Furniture Manufacturers Association (BIFMA) Center for Health Design Center for Industrial Research and Service (CIRAS) Coalition for Government Procurement (COGP) Education Market Association Executive Committee member of Indiana Partners for Sustainability Great Lakes Women’s Business Council Greater Muscatine Chamber of Commerce and Industry Hardwood Plywood & Veneer Association (HPVA) Health Facility Institute (HFI) Health Product Declaration Collaborative (HPDC) Hearth, Patio, and Barbecue Association (HPBA) Indiana Chamber of Commerce Indiana Partners for Sustainability – IDEM Partner Program Institute for Supply Management® (ISM) Institute of Hazardous Materials Managers (IHMM) 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 Iowa Lean Consortium ISO – International Organization for Standardization Jasper Chamber of Commerce Manufacturers Alliance Safety and Sustainability Council Manufacturers Alliance Ethics and Compliance Council Mid-States Minority Development Council National Association of Worksite Health Centers National Safety Council Office Furniture Distribution Association (OFDA) Partners for Pollution Prevention Pellet Fuels Institute SmartWay Transport Partner Society for Human Resource Management (SHRM) The Center for Health Design Inc TRACE International Tri-State Industrial Safety Council U.N. Global Compact (UNGC) U.S. Green Building Council (USGBC) United Way Voluntary Protection Programs Participants’ Association (VPPPA) Wellness Council of Indiana Women Lead Change	

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2-29	Approach to stakeholder engagement	HNI’s stakeholders were identified as the groups that our business and actions can potentially impact in a significant way. HNI’s stakeholder groups include our members (employees), customers, dealer partners, suppliers and logistics partners, investors, peers, local organizations in our communities, the architectural and design community, general contractors, builders, policy makers, and trade associations. Materiality Table	
2-30	Collective bargaining agreements	Per government regulations, a union agreement covers factory members at our Nagpur facility in India, representing 45% of HNI India members.	
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	HNI performed materiality assessments, including assessments in 2020 and 2022, to determine material topics. For this reporting period, HNI worked with a third-party to conduct a review of the corporation’s 2022 materiality assessment and concluded that it accurately reflects the most significant topics across environmental and social priorities and all stakeholder groups. The materiality assessment was performed using a third-party for outreach to stakeholders including: customers, suppliers, members, industry groups, and leaders in the organization. The first phase of the assessment included direct engagement with key senior leaders to better understand management’s perspective on the risks and opportunities that are most relevant and impactful to HNI’s business success. In the second phase, the perspectives of several key stakeholder groups was analyzed through a combination of direct engagement, analysis of external reported data, and other research to determine the significance of specific environmental and social topics. Using findings from these phases, a thorough quantitative scoring system analysis was conducted to prioritize the topic areas that are most important to HNI's management, internal and external stakeholder perspectives, and ongoing business success. The list of topics is reviewed and approved by senior management. Material topics, risks, and opportunities are reviewed quarterly through HNI's company-wide Enterprise Risk Management program. Topic areas and impacts are also continuously reviewed through monitoring of changes to ESG reporting frameworks and standards, engagement with investors, customers, and other stakeholders, the use of a third-party ESG supply chain risk assessment tool, and industry benchmarking data.	
3-2	List of material topics	Materiality Table	
GRI 201: Economic Performance 2016			
3-3	Management of material topics	2024 Form 10-K	
201-1	Direct economic value generated and distributed	2024 Form 10-K	SDGs 8, 9
201-2	Financial implications and other risks and opportunities due to climate change	CDP Disclosure Sections C2 and C3	SDG 13
201-3	Defined benefit plan obligations and other retirement plans	2024 Form 10-K	
201-4	Financial assistance received from government	HNI receives assistance in the form of tax credits. The tax credits received are primarily for research and development (R&D). In 2023, HNI received \$7.3 million in U.S. federal and state tax credits related to 2022 tax returns. In 2024, HNI received \$9.4 million in U.S. federal and state tax credits related to 2023 tax returns.	

GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE	RELATED SDGS
GRI 203: Indirect Economic Impacts 2016			
3-3	Management of material topics	2024 Corporate Responsibility Report Engaging our Communities, page 13	SDGs 4, 9, 11
203-1	Infrastructure investments and services supported	Since 2019, the HNI Charitable Foundation has donated an average of 1.3% pre-tax profits annually, investing over \$4.1M in community organizations. Over the last two decades, the Foundation also awarded \$7.7M in scholarships to HNI members and their families. 2024 Corporate Responsibility Report Engaging our Communities, page 13	SDGs 4, 9, 11
203-2	Significant indirect economic impacts	In the last two years, the HNI Charitable Foundation supported key projects in the communities where we operate including a \$500,000 pledge to the Regional Wellness Center in Jasper, IN; \$400,000 donated to the Musco Sports Center in Muscatine, IA; \$25,000 donated to the Muscatine Agricultural Learning Center in Muscatine, IA; and \$50,000 donated to the Building Talent Foundation in Minneapolis, MN. 2024 Corporate Responsibility Report Engaging our Communities, page 13	SDGs 3, 4, 8, 9
GRI 204: Procurement Practices 2016			
3-3	Management of material topics	2024 Corporate Responsibility Report Designing for a Better Future: Engaging Suppliers, page 29	SDGs 8, 9, 12
204-1	Proportion of spending on local suppliers	We follow lean management principles in our operations and prioritize local sourcing. Approximately 70% of our direct material spend is with suppliers local (in-country) to our operations.	SDGs 8, 9, 12
GRI 205: Anti-corruption 2016			
3-3	Management of material topics	HNI is committed to conducting business with integrity and strictly prohibits all forms of corruption. HNI members, suppliers, and service providers are expected to follow the anti-corruption policies within the HNI Member Code of Integrity and HNI Supplier and Service Provider Code of Conduct. 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. All new members receive anti-corruption training upon hire, and existing members, including management, receive training every two years. Additional anti-corruption training is provided to members in sales, marketing, and procurement every two years. Strategic suppliers must acknowledge compliance to HNI's Supplier Code of Conduct, covering anti-corruption policies and procedures. HNI Member Code of Integrity HNI Supplier Code of Conduct	SDG 16
205-1	Operations assessed for risks related to corruption	HNI assesses operations for fraud from a financial reporting perspective at a business segment level and for financial functional areas.	SDG 16
205-2	Communication and training about anti-corruption policies and procedures	All new members receive anti-corruption training upon hire, and existing members, including management, receive training every two years. Additional anti-corruption training is provided to members in sales, marketing, and procurement every two years. In 2024, 100% salaried members received anti-corruption communication and training. 100% of tier 1 suppliers have acknowledged compliance to HNI's Code of Conduct, covering anti-corruption policies and procedures.	SDG 16
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

GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE	RELATED SDGS
GRI 206: Anti-competitive Behavior 2016			
3-3	Management of material topics	HNI is committed to competing with integrity. All HNI members receive training on the HNI Member Code of Integrity, which includes HNI's policy on anti-competitive behavior. 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. HNI Member Code of Integrity	SDG 16
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	HNI did not have any legal actions pending or completed during the reporting period regarding anti-competitive behavior or violations of anti-trust and monopoly legislation.	SDG 16
GRI 301: Materials 2016			
3-3	Management of material topics	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 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. 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. 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. HNI's workplace furnishings products have achieved certifications such as SCS Indoor Advantage, BIFMA Level, and Declare. 2024 Corporate Responsibility Report page 25	SDG 12
301-1	Materials used by weight or volume	Our 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.	SDG 12
301-2	Recycled input materials used	For a majority of our US-based products manufactured by our Workplace Furnishings segment, we provide material breakdown information, including recycled content, at an individual product level on our Ecomedes website. https://hni.ecomedes.com/. For a majority of our US-based products manufactured by our Kimball International segment, we provide material breakdown information, including recycled content, at an individual product level on our Ecomedes website. https://kimballinternational.ecomedes.com/. HNI India product Environmental Product Declarations include material breakdown information, including recycled content, and can be viewed at https://www.environdec.com/library Our hearth products feature steel with high recycled content and cast iron hearth products, made at our facility in Vermont, feature 100% post-consumer recycled material. 2024 Corporate Responsibility Report page 24	SDG 12

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301-3	Reclaimed products and their packaging materials	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. 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. 2024 Corporate Responsibility Report page 24	SDG 12																																																															
GRI 302: Energy 2016																																																																		
3-3	Management of material topics	At HNI, we're invested in improving operational efficiency and transitioning to renewable energy sources to reduce our consumption of non-renewable energy. In alignment with our goals, we're conducting energy audits, investing in improved equipment and processes, and installing on-site solar. 2024 Corporate Responsibility Report page 15	SDGs 7, 12, 13																																																															
302-1	Energy consumption within the organization	<table><tr><td>Total energy consumed across HNI's global facilities in GJ</td><td>2023</td><td>2024</td></tr><tr><td></td><td>1,631,149</td><td>1,569,559</td></tr><tr><td>Total fuel consumption from non-renewable sources by business segment in GJ</td><td></td><td></td></tr><tr><td>Workplace Furnishings</td><td>478,137</td><td>474,769</td></tr><tr><td>HHT</td><td>259,933</td><td>240,139</td></tr><tr><td>KII</td><td>187,365</td><td>188,452</td></tr><tr><td>Corporate</td><td>2,540</td><td>2,073</td></tr><tr><td>HNI Total</td><td>927,975</td><td>905,433</td></tr><tr><td></td><td>(57% of Total Energy)</td><td>(58% of Total Energy)</td></tr><tr><td>Total fuel consumption from renewable sources by business segment in GJ</td><td>2023</td><td>2024</td></tr><tr><td>Workplace Furnishings</td><td>23,098</td><td>20,321</td></tr><tr><td>HHT</td><td>0</td><td>0</td></tr><tr><td>KII</td><td>21,025</td><td>11,784</td></tr><tr><td>Corporate</td><td>0</td><td>0</td></tr><tr><td>HNI Total</td><td>44,123</td><td>32,105</td></tr><tr><td>Total electricity consumption by business segment in GJ</td><td>2023</td><td>2024</td></tr><tr><td>Workplace Furnishings</td><td>379,265</td><td>369,572</td></tr><tr><td>HHT</td><td>138,564</td><td>127,096</td></tr><tr><td>KII</td><td>137,896</td><td>132,619</td></tr><tr><td>Corporate</td><td>3,327</td><td>2,735</td></tr><tr><td>HNI Total</td><td>659,052</td><td>632,022</td></tr></table> HNI is committed to reducing consumption of energy from non-renewable sources. Please reference our 2024 Corporate Responsibility Report (Reducing Impacts page 16) and HNI’s annual CDP Disclosure for additional information.	Total energy consumed across HNI's global facilities in GJ	2023	2024		1,631,149	1,569,559	Total fuel consumption from non-renewable sources by business segment in GJ			Workplace Furnishings	478,137	474,769	HHT	259,933	240,139	KII	187,365	188,452	Corporate	2,540	2,073	HNI Total	927,975	905,433		(57% of Total Energy)	(58% of Total Energy)	Total fuel consumption from renewable sources by business segment in GJ	2023	2024	Workplace Furnishings	23,098	20,321	HHT	0	0	KII	21,025	11,784	Corporate	0	0	HNI Total	44,123	32,105	Total electricity consumption by business segment in GJ	2023	2024	Workplace Furnishings	379,265	369,572	HHT	138,564	127,096	KII	137,896	132,619	Corporate	3,327	2,735	HNI Total	659,052	632,022	SDGs 7, 12, 13
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HNI Total	659,052	632,022																																																																

GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE			RELATED SDGS
302-2	Energy consumption outside of the organization	HNI includes in-depth information related to our energy consumption in our annual CDP response. CDP Disclosure			SDGs 7, 12, 13
302-3	Energy intensity	HNI calculates energy intensity as total energy consumption within the organization per metric ton of goods sold. 2023: 8.30 GJ per metric ton of goods sold 2024: 8.58 GJ per metric ton of goods sold			SDGs 7, 12, 13
302-4	Reduction of energy consumption	2024 Corporate Responsibility Report page 15			SDGs 7, 12, 13
302-5	Reductions in energy requirements of products and services	HNI has expanded in-house life cycle assessment capabilities to enable the modeling and analysis of product categories in order to provide clear and transparent metrics on product energy reductions. 2024 Corporate Responsibility Report page 27			SDGs 7, 12, 13
GRI 303: Water and Effluents 2018					
3-3	Management of material topics	Sustainability is managed through HNI's Safety and Sustainability system, which is based on our Conscious Operations and Responsible Environments (CORE) strategy and commitments to respecting people, reducing impacts, and redefining tomorrow. HNI India and Kimball International facilities have achieved ISO 14001 certification, bringing 34% of our manufacturing facilities to this standard. CDP Disclosure Section C9			SDGs 6, 12
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.			SDGs 6, 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 facility is ISO 14001 certified. This system helps drive and ensure compliance with all water-related activities.			SDGs 6, 12
303-3	Water withdrawal	Water Withdrawal in megaliters	2023	2024	SDGs 6, 12
			309	306	
303-4	Water discharge	A majority of HNI's water use is for sanitary purposes and discharged to third-party municipal destinations. Total discharges are not tracked at a company level.			SDGs 6, 12
303-5	Water consumption	A majority of HNI's water use is for sanitary purposes and discharged to third-party municipal destinations. Total discharges are not tracked at a company level.			SDGs 6, 12



GRI Index

GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE			RELATED SDGS
GRI 304: Biodiversity 2016					
3-3	Management of material topics	HNI Supplier Code of Conduct			SDGs 6, 12, 15
304-2	Significant impacts of activities, products, and services on biodiversity	HNI is committed to sourcing wood from legal and sustainable sources that support biodiversity. In 2009, we began offering Forest Stewardship Council (FSC) Certified US-based furniture products to customers. FSC uses the High Conservation Value (HCV) approach in their certification standards. A key part of HCVs is ensuring activity in forests does not have a negative impact on biodiversity.			SDGs 6, 12, 15
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	It is HNI’s policy 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. It is also 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.			SDGs 6, 12, 15
GRI 305: Emissions 2016					
3-3	Management of material topics	At HNI, we're investing in energy reduction strategies and renewable energy sources to reduce our emissions. In addition, we purchase unbundled Renewable Energy Certificates from wind and solar projects in the countries that we operate to cover 100% of our Scope 2 emissions. We continue in our commitments to RE100 and the EPA Green Power Partnership. 2024 Corporate Responsibility Report page 16			SDGs 7, 13
305-1	Direct (Scope 1) GHG emissions	Scope 1 GHG emissions in MTCO₂e	2023 49,622	2024 48,252	SDGs 7, 13
Please reference HNI's annual CDP Disclosure for additional information					
305-2	Energy indirect (Scope 2) GHG emissions	Location-based scope 2 GHG emissions in MTCO₂e	2023 78,071	2024 71,688	SDGs 7, 13
		Market-based scope 2 GHG emissions in MTCO₂e	2023 0*	2024 0**	
*due to the purchase of 183,070 MWh of renewable energy certificates (RECs) **due to the purchase of 175,294 MWh of RECs					
Please reference HNI's annual CDP Disclosure for additional information					
305-3	Other indirect (Scope 3) GHG emissions	Scope 3 GHG emissions were calculated at 1,949,540 MTCO ₂ e in 2023 and 1,893,024 MTCO ₂ e in 2024. The following categories are included in scope 3 emissions calculations: Please reference HNI’s annual CDP Disclosure for additional information.	• Purchased goods and services • Capital goods • Fuel and energy-related activities • Upstream transportation and distribution • Waste generated in operations • Business travel • Employee commuting • Use of Sold Products • End of life treatment of sold products		SDGs 7, 13

GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE			RELATED SDGS
305-4	GHG emissions intensity	HNI’s GHG emissions intensities were calculated as follows: • 2023 Combined Scope 1 and 2: 0.25 MTCO2e per metric ton of goods sold* • 2024 Combined Scope 1 and 2: 0.26 MTCO2e per metric ton of goods sold* • 2023 Scope 3: 8.40 MTCO2e per metric ton of goods sold • 2024 Scope 3: 8.49 MTCO2e per metric ton of goods sold *Intensity calculated using market-based scope 2 emissions			SDGs 7, 13
305-5	Reduction of GHG emissions	2024 Corporate Responsibility Report page 16			SDGs 7, 13
GRI 306: Waste 2020					
3-3	Management of material topics	Sustainability is managed through HNI's Safety and Sustainability system, which is based on our Conscious Operations and Responsible Environments (CORE) strategy and commitments to respecting people, reducing impacts, and redefining tomorrow. HNI India and Kimball International facilities have achieved ISO 14001 certification, bringing 34% of our manufacturing facilities to this standard. 2024 Corporate Responsibility Report page 15			SDGs 11, 12, 13
306-1	Waste generation and significant waste-related impacts	HNI Corporation is pursuing zero waste to landfill for all manufacturing facilities by 2030. 2024 Corporate Responsibility Report page 17			SDGs 11, 12, 13
306-2	Management of significant waste-related impacts	To support HNI’s goal of zero waste to landfill at all manufacturing 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 monthly. 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. To reduce the amount of waste produced in the manufacturing 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. 2024 Corporate Responsibility Report page 21			SDGs 11, 12, 13
306-3	Waste generated	Waste Generated in Metric Tons	2023	2024	SDGs 11, 12, 13
		Non-Hazardous waste	52,790	55,072	
		Hazardous waste	46	18	
306-4	Waste diverted from disposal	Waste Diverted from Disposal in Metric Tons	2023	2024	SDGs 11, 12, 13
		Non-Hazardous waste	41,846	48,572	
		Hazardous waste	0	0	
306-5	Waste directed to disposal	Waste Directed to Disposal in Metric Tons	2023	2024	SDGs 11, 12, 13
		Non-Hazardous waste	10,944	6,501	
		Hazardous waste	46	18	

GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE	RELATED SDGS
GRI 308: Supplier Environmental Assessment 2016			
3-3	Management of material topics	HNI manages supplier environmental impacts through our HNI Supplier and Service Provider Code of Conduct, which requires suppliers to treat its employees with fairness and respect while also providing a safe and healthy work environment. We require strategic direct material suppliers covering at least 80% of direct material spend to acknowledge compliance with this Code. HNI assesses strategic suppliers using supplier scorecards that integrate factors such as quality, reliability, cost, and business relationship with third-party environmental, social, and governance assessments to provide comprehensive insights into supplier performance, risk, and sustainability efforts. Based on assessment of vulnerability and risk, HNI prioritizes suppliers located in Asia, for which we have a targeted and robust corporate social responsibility auditing process run by a third-party to ensure suppliers follow appropriate labor, safety, environmental, and other CSR requirements. The program is based on SA8000 standards with additional EHS-related regulations. Audits are conducted on an annual basis. 2024 Corporate Responsibility Report Designing for a Better Future: Engaging Suppliers, page 29 HNI Supplier Code of Conduct	SDGs 8, 9, 12
308-1	New suppliers that were screened using environmental criteria	All new and existing suppliers must comply with our Code of Conduct. HNI assesses strategic suppliers using supplier scorecards that integrate factors such as quality, reliability, cost, and business relationship with third-party environmental, social, and governance assessments to provide comprehensive insights into supplier performance, risk, and sustainability efforts. This process covers strategic suppliers representing over 80% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend. Based on assessment of vulnerability and risk, HNI prioritizes suppliers located in Asia, for which we have a targeted and robust corporate social responsibility auditing process run by a third party to ensure suppliers follow appropriate labor, safety, environmental, and other CSR requirements. The program is based on SA8000 standards with additional EHS-related regulations. Audits are conducted on an annual basis. 2024 Corporate Responsibility Report Designing for a Better Future: Engaging Suppliers, page 29	SDGs 8, 9, 12
308-2	Negative environmental impacts in the supply chain and actions taken	In 2024, HNI incorporated third-party environmental, social, and governance assessments into our supplier scorecard process and assessed 177 suppliers for negative impacts. The results of these assessments will be used to facilitate discussions in quarterly business reviews with suppliers and enable collaboration toward improvement. HNI audited 15 suppliers in 2024, and 15 suppliers in 2023. No suppliers were identified with significant actual negative environmental impacts. Approximately eight suppliers were flagged for potential negative environmental impacts in the following areas: - Industrial Waste Management: inadequate classification and collection of industrial waste - Energy Efficiency & Emissions: lack of energy efficiency assessments and greenhouse gas (GHG) evaluations to identify emission reduction opportunities. 100% of suppliers identified with potential negative impacts agreed to take corrective actions to mitigate or reduce the negative environmental impact. No suppliers were identified with significant actual negative environmental impacts, and no relationships were terminated as a result. Instead, all non-compliant suppliers implemented corrective action plans (CAPs) to address potential issues and enhance environmental performance. 2024 Corporate Responsibility Report Designing for a Better Future: Engaging Suppliers, page 29	SDGs 8, 9, 12

GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE	RELATED SDGS																																	
GRI 401: Employment 2016																																				
3-3	Management of material topics	2024 Corporate Responsibility Report Respecting People, page 8	SDGs 8																																	
401-1	New employee hires and employee turnover	Total number and rate of new hourly employee hires by region <table><tr><td></td><td>2023</td><td>2024</td></tr><tr><td>North America</td><td>1,148 (23.2%)</td><td>1,026 (23.6%)</td></tr><tr><td>Asia Pacific</td><td>2 (1.1%)</td><td>3 (1.7%)</td></tr></table> Total number and rate of new salary employee hires by region <table><tr><td>North America</td><td>241 (9.5%)</td><td>270 (10.6%)</td></tr><tr><td>Asia Pacific</td><td>12 (6.0%)</td><td>16 (7.5%)</td></tr></table> Total number and rate of hourly employee turnover by region <table><tr><td>North America</td><td>1,595 (32.2%)</td><td>1,313 (30.1%)</td></tr><tr><td>Asia Pacific</td><td>5 (2.7%)</td><td>7 (3.9%)</td></tr></table> Total number of salary employee turnover by region <table><tr><td>North America</td><td>316 (12.5%)</td><td>251 (9.9%)</td></tr><tr><td>Asia Pacific</td><td>18 (3.5%)</td><td>9 (1.7%)</td></tr></table> Total turnover by region <table><tr><td>North America</td><td>1,911 (25.5%)</td><td>1,564 (22.7%)</td></tr><tr><td>Asia Pacific</td><td>23 (3.3%)</td><td>16 (2.3%)</td></tr></table>		2023	2024	North America	1,148 (23.2%)	1,026 (23.6%)	Asia Pacific	2 (1.1%)	3 (1.7%)	North America	241 (9.5%)	270 (10.6%)	Asia Pacific	12 (6.0%)	16 (7.5%)	North America	1,595 (32.2%)	1,313 (30.1%)	Asia Pacific	5 (2.7%)	7 (3.9%)	North America	316 (12.5%)	251 (9.9%)	Asia Pacific	18 (3.5%)	9 (1.7%)	North America	1,911 (25.5%)	1,564 (22.7%)	Asia Pacific	23 (3.3%)	16 (2.3%)	SDGs 8
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401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	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 life insurance, health care benefits, disability insurance, parental leave, retirement plans, a member stock purchase plan, as well as other financial benefits and programs that address overall wellness. Benefits - HNI Benefits Prospective Employees HNICorp	SDGs 3, 5, 8																																	
401-3	Parental Leave	Paid Parental Leave and Adoption & Surrogacy Assistance - HNI Benefits	SDGs 3, 5, 8																																	
GRI 403: Occupational Health and Safety 2018																																				
3-3	Management of material topics	HNI CORE Policy HNI Member Code of Integrity	SDG 8																																	
403-1	Occupational health and safety management system	HNI employs a comprehensive safety and sustainability management system that applies to all global members, including contractors and temporary agency workers. Our system integrates compliance with regional legal requirements, such as the Occupational Safety and Health Administration (OSHA), Norma Oficial Mexicana (NOM), and state regulations, alongside best practice risk management standards and guidelines, including ISO 45001, ISO 14001, and OSHA Voluntary Protection Program. All HNI members are required to adhere to applicable health and safety guidelines. To ensure the effective implementation of safe practices, members receive training that reinforces a strong safety culture and fosters collaboration across all levels of the organization.	SDG 8																																	

GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE	RELATED SDGS
403-2	Hazard identification, risk assessment, and incident investigation	HNI is committed to zero harm, recognizing the need to identify, investigate and correct any potentially harmful situations detected on site and to ensure the safety of all. Our global team of trained safety professionals complete annual Job Safety Analysis (JSA) and Job Hazard Analysis (JHA) evaluations to proactively identify and prevent hazards, utilizing the hierarchy of control. HNI seeks regular feedback from members at every level to address proactive opportunities to improve safety through the Mi Ideas program, a tiered escalation process for members to share safety improvement ideas or concerns. This program allows members to submit written ideas which are reviewed by team leaders and elevated for discussion and implementation during daily tiered meetings. HNI's safety appeal process enables members to cease their operation and immediately report safety concerns to their group leader, who will investigate with the site safety manager. Once the concern has been addressed and corrected and the member feels safe, operation resumes. The HNI Code of Integrity and Safety Appeal Corporate Standards include a retaliatory policy statement to ensure members are protected against reprisals when reporting concerns. When an incident or near miss does occur, a multifunctional team conducts a root cause analysis, utilizing a variety of problem-solving tools such as the Eight Disciplines, 5 Why's and A3, to systematically review the incident and design, implement and evaluate corrective solutions.	SDG 8
403-3	Occupational health services	HNI is committed to championing member health and safety. Occupational health services vary based on site operations and number of members. Some facilities offer on-site wellness clinics, operated by a third-party, which provide occupational health services as well as job-specific analysis and wellness coaching intended to positively impact members’ daily health. For facilities without on-site clinics, HNI employs third-party services to provide a wide range of occupational health services and specialists, job-specific analysis and wellness coaching. On-site and third-party clinics utilize independent, encrypted electronic medical records system (EMR) to ensure member information remains confidential. The HNI Code of Integrity includes a retaliatory policy statement to ensure members are protected against reprisals when utilizing occupational health services.	SDG 8
403-4	Worker participation, consultation, and communication on occupational health and safety	HNI’s zero harm philosophy encourages a collaborative approach to safety with assigned Safety and Sustainability Committees at each manufacturing and distribution site. These member-led committees, which include cross-functional volunteers, are tasked with supporting a culture of safety throughout HNI facilities. Committee responsibilities include raising awareness of health and safety issues, recognizing safety risks, incident investigation and developing recommendations for improvement. Committees are required to meet at least monthly, and leadership provides resources such as time allocation, safe space, and budget for committees to execute their work. Individual members are vital to ensuring the success and continuous improvement of our safety and sustainability management system. At HNI, all members must complete safety training, and we encourage members to submit concerns, feedback and suggestions through formal programs such as Mi Ideas and Safety Appeals. Our Safety and Sustainability team is comprised of health and safety professionals from across HNI and is responsible for supporting our committees and driving safety and sustainability strategies, metrics, and programs.	SDG 8
403-5	Worker training on occupational health and safety	Every new HNI member completes safety training during onboarding. During this training, members learn about our CSR policy that promotes Conscious Operations and Responsible Environments (CORE) and our commitment to Zero Harm, as well as the potential hazards that may be encountered on site. Each member receives further specialized training based on legal requirements and identified hazards specific to their roles and responsibilities. Training may include correct use of personal protective equipment (PPE), hearing conservation, noise prevention, machine guarding, lock out, tag out, lifting techniques, and chemical hazards. Members also complete safe work practices training on an annual basis. Office-based members participate in ergonomics and safety awareness training. HNI safety trainings are assessed for alignment with OSHA recommendations on an annual basis. All trainings are held during work hours and are provided free of charge. The training delivery format varies based on training content and relevant regulations. HNI CORE Policy	SDG 8



GRI Index

GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE	RELATED SDGS															
403-6	Promotion of worker health	HNI encourages worker health and wellbeing by offering comprehensive health, dental, and vision insurance, 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. HNI onsite clinics also offer non-occupational consultations and, in some instances, personalized wellness programs. On-site and third-party clinics utilize independent, encrypted electronic medical records system (EMR) to ensure member information remains confidential. The HNI Code of Integrity includes a retaliatory policy statement to ensure members are protected against reprisals when utilizing health services.	SDGs 3, 8															
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	At HNI, we work diligently to protect the safety and occupational health of our visitors, suppliers and contractors. We require visitors, suppliers and contractors to adhere to our safety policies and procedures. HNI on-site clinic services are available for all visitors, suppliers and contractors for initial care and referrals.	SDG 8															
403-8	Workers covered by an occupational health and safety management system	The HNI Safety and Sustainability management system covers all HNI members, as well as contractors and temporary agency workers. A portion of HNI's U.S. operations have achieved certification through the OSHA Voluntary Protection Program (VPP). Annual internal audits are conducted at 100% of North American-based manufacturing and distribution centers. Annual external audits are performed at OSHA VPP and ISO certified sites. Our HNI India safety management system covers HNI India members and has achieved ISO 45001 certification.	SDG 8															
403-9	Work-related injuries	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. HNI's Kimball International segment received the Indiana Governor's Workplace Safety Award in both 2024 and 2025. HNI members continued to work safely in 2023 and 2024, with incident rates below the industry average. <table><tr><th>Indicent Rates</th><th>2023</th><th>2024</th></tr><tr><td>HNI TRIR</td><td>1.94</td><td>2.33</td></tr><tr><td>BLS TRIR</td><td>3.50</td><td>2.61</td></tr><tr><td>HNI LTCR</td><td>0.45</td><td>0.43</td></tr><tr><td>BLS LTCR</td><td>1.10</td><td>0.80</td></tr></table> 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. Rates calculated based on 200,000 hours worked. This data represents HNI’s U.S.-based operations.	Indicent Rates	2023	2024	HNI TRIR	1.94	2.33	BLS TRIR	3.50	2.61	HNI LTCR	0.45	0.43	BLS LTCR	1.10	0.80	SDG 8
Indicent Rates	2023	2024																
HNI TRIR	1.94	2.33																
BLS TRIR	3.50	2.61																
HNI LTCR	0.45	0.43																
BLS LTCR	1.10	0.80																
403-10	Work-related ill health	The HNI Safety and Sustainability management system includes standards to identify and reduce work related ill-health including radiation safety, hearing conservation and respiratory programs.	SDG 8															



GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE	RELATED SDGS
GRI 404: Training and Education 2016			
3-3	Management of material topics	2024 Form 10-K	SDGs 4, 8
404-1	Average hours of training per year per employee	All salaried HNI members receive an average of 2.5 hours of compliance training and 1 hour of cybersecurity training per year. All HNI members receive safety training, with average annual hours varying in accordance with their respective role requirements. All HNI members have access to career development training and tools; however these hours were not tracked in a comprehensive format for 2023 and 2024. In 2025, HNI launched an integrated learning management system which will allow for tracking of career development training hours per employee.	SDGs 4, 8
404-2	Programs for upgrading employee skills and transition assistance programs	All HNI members have the opportunity to achieve and succeed in their careers. HNI invests in apprenticeships, on-the-job training, robust performance and talent-management processes, and leadership development programs. Members are trained on our Code of Integrity, business communications, workplace substance abuse prevention, and more. Additionally, members have access to a wide range of job-specific trainings. Through our Early Career Development and Rotation Program, we offer new college graduates and other young professionals 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.	SDG 8
404-3	Percentage of employees receiving regular performance and career development reviews	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. 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	SDG 8
GRI 405: Diversity and Equal Opportunity 2016			
3-3	Management of material topics	2024 Corporate Responsibility Report Respecting People, page 9 2025 Proxy Statement HNI Member Code of Integrity	SDGs 5, 8
405-1	Diversity of governance bodies and employees	HNI Board of Directors information can be found on our investor website. (https://investors.hnicorp.com/governance/board-of-directors/default.aspx)	SDGs 5, 8
405-2	Ratio of basic salary and remuneration of women to men	HNI routinely evaluates our members' job functions, responsibilities, and conducts compensation analysis.	SDGs 5, 8, 10
GRI 406: Non-discrimination 2016			
3-3	Management of material topics	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. HNI Member Code of Integrity 2024 Corporate Responsibility Report Respecting People, page 8	SDGs 5, 8

GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE	RELATED SDGS
406-1	Incidents of discrimination and corrective actions taken	At HNI, we do not tolerate discrimination and all members are expected to follow our HNI Member Code of Integrity, which includes treating fellow members with honesty, dignity, fairness, and respect. 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. 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. 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.	SDGs 5, 8
GRI 407: Freedom of Association and Collective Bargaining 2016			
3-3	Management of material topics	HNI's commitment to basic human rights is a core component of the way we do business and how we engage our members and business partners. As part of this commitment, HNI respects the rights of members to associate, organize, and bargain collectively in a lawful and peaceful manner without penalty. All new and existing strategic suppliers must comply with the HNI Supplier and Service Provider Code of Conduct, which outlines HNI's human rights policy. In addition to our Code of Conduct, HNI's standard Master Supply Agreement terms include ESG requirements. HNI assesses strategic suppliers using supplier scorecards that integrate factors such as quality, reliability, cost, and business relationship with environmental, social, and governance assessments to provide comprehensive insights into supplier performance, risk, and sustainability efforts. Based on assessment of vulnerability and risk, HNI prioritizes suppliers located in Asia, for which we have a targeted and robust corporate social responsibility auditing process run by a third-party to ensure suppliers follow appropriate labor, safety, environmental, and other CSR requirements. The program is based on SA8000 standards with additional EHS-related regulations. Audits are conducted on an annual basis. HNI Global Human Rights Policy HNI Supplier Code of Conduct	SDG 8
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Based on assessment of vulnerability and risk, HNI prioritizes suppliers located in Asia, for which we have a targeted and robust corporate social responsibility auditing process run by a third-party to ensure suppliers follow appropriate labor, safety, environmental, and other CSR requirements. The program is based on SA8000 standards with additional EHS-related regulations. Audits are conducted on an annual basis.	SDG 8
GRI 408: Child Labor 2016			
3-3	Management of material topics	HNI's commitment to basic human rights is a core component of the way we do business and how we engage our members and business partners. We strictly prohibit the use of child labor. All new and existing strategic suppliers must comply with the HNI Supplier and Service Provider Code of Conduct, which outlines HNI's human rights policy. In addition to our Code of Conduct, HNI's standard Master Supply Agreement terms include ESG requirements. HNI assesses strategic suppliers using supplier scorecards that integrate factors such as quality, reliability, cost, and business relationship with environmental, social, and governance assessments to provide comprehensive insights into supplier performance, risk, and sustainability efforts. Based on assessment of vulnerability and risk, HNI prioritizes suppliers located in Asia, for which we have a targeted and robust corporate social responsibility auditing process run by a third-party to ensure suppliers follow appropriate labor, safety, environmental, and other CSR requirements. The program is based on SA8000 standards with additional EHS-related regulations. Audits are conducted on an annual basis. HNI Global Human Rights Policy HNI Supplier Code of Conduct	SDGs 8, 16

GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE	RELATED SDGS
408-1	Operations and suppliers at significant risk for incidents of child labor	Based on assessment of vulnerability and risk, HNI prioritizes suppliers located in Asia, for which we have a targeted and robust corporate social responsibility auditing process run by a third-party to ensure suppliers follow appropriate labor, safety, environmental, and other CSR requirements. The program is based on SA8000 standards with additional EHS-related regulations. Audits are conducted on an annual basis.	SDGs 8, 16
GRI 409: Forced or Compulsory Labor 2016			
3-3	Management of material topics	HNI’s commitment to basic human rights is a core component of the way we do business and how we engage our members and business partners. We strictly prohibit the use of forced or compulsory labor. All new and existing strategic suppliers must comply with the HNI Supplier and Service Provider Code of Conduct, which outlines HNI's human rights policy. In addition to our Code of Conduct, HNI's standard Master Supply Agreement terms include ESG requirements. HNI assesses strategic suppliers using supplier scorecards that integrate factors such as quality, reliability, cost, and business relationship with environmental, social, and governance assessments to provide comprehensive insights into supplier performance, risk, and sustainability efforts. Based on assessment of vulnerability and risk, HNI prioritizes suppliers located in Asia, for which we have a targeted and robust corporate social responsibility auditing process run by a third-party to ensure suppliers follow appropriate labor, safety, environmental, and other CSR requirements. The program is based on SA8000 standards with additional EHS-related regulations. Audits are conducted on an annual basis. HNI Global Human Rights Policy HNI Supplier Code of Conduct	SDGs 8, 16
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Based on assessment of vulnerability and risk, HNI prioritizes suppliers located in Asia, for which we have a targeted and robust corporate social responsibility auditing process run by a third-party to ensure suppliers follow appropriate labor, safety, environmental, and other CSR requirements. The program is based on SA8000 standards with additional EHS-related regulations. Audits are conducted on an annual basis.	SDGs 8, 16
GRI 413: Local Communities 2016			
3-3	Management of material topics	2024 Corporate Responsibility Report Engaging our Communities, page 13	SDGs 4, 8
413-1	Operations with local community engagement, impact assessments, and development programs	At HNI, we actively partner with the communities in which we operate to promote education, health and key issues impacting members, their families and the company. In addition to the financial support of the HNI Charitable Foundation, HNI promotes member volunteerism including notable programs such as the City of Hope partnership. This partnership includes HNI members, suppliers, dealers and channel partners who together raised over \$1.5M in 2023 and 2024 to support doctors in advancing technology, finding cures and providing world class health care. Furthermore, HNI members serve the community in a variety of ways, including, but not limited to: Leaders Who Lunch, a monthly professional lunch held to introduce 6th grade students to career opportunities and leadership attributes; members volunteer with local high schools and apprenticeship programs to communicate the value of manufacturing careers with students in our region; members connect with K-6 students to support the development of STEM and coding skills; and members are encouraged to partner with local charitable organizations like the United Way to give back to their local communities. 2024 Corporate Responsibility Report Engaging our Communities, page 13	SDGs 4, 8
413-2	Operations with significant actual and potential negative impacts on local communities	We have not identified any consequential negative impacts on our local communities.	

GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE	RELATED SDGS
GRI 414: Supplier Social Assessment 2016			
3-3	Management of material topics	HNI manages supplier social impacts through our HNI Supplier and Service Provider Code of Conduct, which requires suppliers to treat its employees with fairness and respect while also providing a safe and healthy work environment. We require strategic direct material suppliers covering at least 80% of direct material spend to acknowledge compliance with this Code. HNI assesses strategic suppliers using supplier scorecards that integrate factors such as quality, reliability, cost, and business relationship with environmental, social, and governance assessments to provide comprehensive insights into supplier performance, risk, and sustainability efforts. Based on assessment of vulnerability and risk, HNI prioritizes suppliers located in Asia, for which we have a targeted and robust corporate social responsibility auditing process run by a third-party to ensure suppliers follow appropriate labor, safety, environmental, and other CSR requirements. The program is based on SA8000 standards with additional EHS-related regulations. Audits are conducted on an annual basis. 2024 Corporate Responsibility Report Designing for a Better Future: Engaging Suppliers, page 29 HNI Supplier Code of Conduct	SDGs 8, 9, 10
414-1	New suppliers that were screened using social criteria	All new and existing suppliers must comply with our Code of Conduct. HNI assesses strategic suppliers using supplier scorecards that integrate factors such as quality, reliability, cost, and business relationship with environmental, social, and governance assessments to provide comprehensive insights into supplier performance, risk, and sustainability efforts. This process covers strategic suppliers representing over 80% of Workplace Furnishings and Kimball International spend and over 50% of Residential Building products spend. Based on assessment of vulnerability and risk, HNI prioritizes suppliers located in Asia, for which we have a targeted and robust corporate social responsibility auditing process run by a third party to ensure suppliers follow appropriate labor, safety, environmental, and other CSR requirements. The program is based on SA8000 standards with additional EHS-related regulations. Audits are conducted on an annual basis. 2024 Corporate Responsibility Report Designing for a Better Future: Engaging Suppliers, page 29	SDGs 8, 9, 10
414-2	Negative social impacts in the supply chain and actions taken	In 2024, HNI incorporated third-party environmental, social, and governance assessments into our supplier scorecard process and assessed 177 suppliers for negative impacts. The results of these assessments will be used to facilitate discussions in quarterly business reviews with suppliers and enable collaboration toward improvement. HNI audited 15 suppliers in 2024, and 15 suppliers in 2023. No suppliers were identified with significant actual negative social impacts. Approximately ten suppliers were flagged for potential negative social impacts in the following areas: - Excessive Overtime: Monthly worker overtime exceeding legal limits. - Inadequate Occupational Health (OH&S) Surveillance: Lack of proper PPE or insufficient OH&S training 100% of suppliers identified with potential negative impacts agreed to take corrective actions to mitigate or reduce the negative social impact. No suppliers were identified with significant actual negative social impacts, and no relationships were terminated as a result. Instead, all non-compliant suppliers implemented corrective action plans (CAPs) to address potential issues and enhance social performance. 2024 Corporate Responsibility Report Designing for a Better Future: Engaging Suppliers, page 29	SDGs 8, 9, 10

GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE	RELATED SDGS
GRI 415: Public Policy 2016			
3-3	Management of material topics	HNI does not make corporate campaign contributions to national, state, or local parties, political committees, or candidates for elective office. HNI will not make any corporate contributions which assume a second-step transaction which will benefit a party, committee or candidate not otherwise legally entitled to receive HNI funds. No corporate funds, properties or services (including meeting rooms, aircraft, automobiles, computer or mailing services) shall be contributed or used directly or indirectly for the purpose of assisting or influencing the nomination or election of any candidate to public office. HNI periodically will make its position known concerning existing and proposed legislation that affects the company by communicating its position directly to local, state, and federal elected officials and other governmental bodies. The company also participates from time to time in the efforts of trade associations, industry groups, and other coalitions to express viewpoints and inform elected officials and the public in general on issues affecting the company.	
415-1	Political contributions	Per Company policy, HNI does not make corporate campaign contributions to national, state, or local parties, political committees, or candidates for elective office.	
GRI 416: Customer Health and Safety 2016			
3-3	Management of material topics	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 third-party verified to meet industry sustainability and wellness standards. HNI's Kimball International segment has a ISO/IEC 17025 accredited testing laboratory, equipped with state-of-the-art digital tools, real-time cycle data tracking, and camera systems with web-based viewing capabilities to monitor off-hours testing. Our hearth products are 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. We also invest in education about fireplace safety. In partnership with Safe Kids Worldwide, a nonprofit organization working to keep kids safe from injuries, HNI continues to communicate the importance of fireplace safety to parents, caregivers, and children through Safe Kids members in the U.S. and community educators. Community educators include fire departments, health departments, health professionals and hearth retailers, among others. 2024 Corporate Responsibility Report Redefining Tomorrow, page 25	SDG 12
416-1	Assessment of the health and safety impacts of product and service categories	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement: 2023: 100% of manufactured products 2024: 100% of manufactured products	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.	



GRI STANDARD	DISCLOSURE TITLE	2024 RESPONSE	RELATED SDGS
GRI 418: Customer Privacy 2016			
3-3	Management of material topics	The Audit Committee has responsibility for assisting the Board in its oversight of enterprise risk management including privacy, cybersecurity, and data security. Management updates the Board and the Audit Committee on cybersecurity risk management at least quarterly, and any significant cybersecurity events are reviewed with our Board. HNI has a dedicated team within the Information Technology department that oversees and implements cybersecurity management, compliance with applicable data protection and data privacy requirements, and incident response and crisis management plans. The team also provides ongoing cybersecurity education.	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	HNI has not received any substantiated complaints concerning breaches of customer privacy, nor experienced any customer data breaches which required HNI to report such data breach to regulatory authorities during the reporting period. 2025 Proxy Statement	SDG 16