



Sustainability Priority Matrix

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

HNI conducted a full materiality assessment in 2022 to identify our strongest environmental, social, and governance priorities across all stakeholder groups. HNI reviews the materiality assessment annually to ensure it accurately reflects the most significant priorities across all topics and stakeholders.

HNI engaged a third-party to conduct the initial materiality assessment with the intent to seek a deeper understanding of HNI's greatest impacts, opportunities, and risks, including how they influence stakeholder decision-making. Perspectives of several key stakeholder groups — including management, members, suppliers, and customers — were gathered 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 and inclusion, climate change and strategy, and training and education. The assessment continues to inform our strategy and reporting, while also providing a framework for planning future sustainability goals and objectives.

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
-  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