



SASB Building Products & Furnishings Disclosure

| TOPIC | ACCOUNTING METRIC | CATEGORY | UNIT OF MEASURE | CODE | 2025 RESPONSE |
|--|---|-------------------------|---------------------------|--------------|--|
| Energy Management in Manufacturing | Total Energy Consumed | Quantitative | Gigajoules (GJ) | CG-BF-130a.1 | 1,560,793 GJ |
| | Percentage Grid Electricity | Quantitative | Percentage (%) | CG-BF-130a.1 | 38% of HNI's total energy consumption |
| | Percentage Renewable Energy | Quantitative | Percentage (%) | CG-BF-130a.1 | 34% – HNI purchased 166,621 MWh of unbundled RECS, of which 147,815 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 established a goal to evaluate 100% of materials and chemical substances in its products for human health and ecosystem impacts, and to minimize those impacts through Design for the Environment (DfE) principles by 2025. As of 2025, HNI's Workplace Furnishings segment has achieved 100% of materials (by spend) assessed against this goal. Kimball International has achieved 57% of materials (by spend) analyzed and continues to progress toward full evaluation through ongoing integration of material and chemical assessment processes. The Residential Building Products segment is prioritizing regulatory-driven chemical compliance, including per- and polyfluoroalkyl substances (PFAS) restrictions and alignment with evolving EU chemical regulations. Beyond 2025, HNI is advancing its material and chemical management program with a focus on eliminating priority substances from manufactured products by 2032.</p> <p>HNI has removed regulated PFAS from all textiles and paints. In addition, the company is advancing a broader, enterprise-wide effort to identify PFAS across all segments and product categories and systematically phase out these substances from components and materials where present.</p> <p>To assess and manage risks associated with chemicals of concern, HNI is integrating a Material Restricted Substances List (MRSL) into its sourcing and product development processes. The MRSL aligns with the International Living Future Institute (ILFI) Red List and is used to guide material selection and supplier requirements.</p> <p>HNI conducts product testing and modeling to verify compliance with applicable chemical regulations and internal standards. The company also partners with Iowa State University to perform advanced chemical analyses, including proactive testing for PFAS. In addition, HNI utilizes in-house technologies such as X-ray fluorescence (XRF) analyzers to assess the elemental composition of materials.</p> <p>HNI's Workplace Furnishings and Kimball International products have achieved third-party certifications that support chemical transparency and material health, including SCS Indoor Advantage, BIFMA LEVEL®.</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's Kimball International and Workplace Furnishings segments partner with Green Standards, a third-party organization, to donate, resell, relocate, and recycle decommissioned office furniture, fixtures, and equipment.</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> |
| | (1) Weight of end-of-life material recovered | | | | 100% of the recovered materials were donated, recycled, or resold. |
| | (2) Percentage of recovered materials recycled | | | | |
| Wood Supply Chain Management | (1) Total weight of wood fiber materials purchased | Quantitative | Metric tons (t), Percentage (%) by weight | CG-BF-430a.1 | Purchases of FSC® Mix Credit Wood inputs to support our domestically produced FSC Certified office furniture product offering: 1,698 metric tons |
| | (2) Percentage from third-party certified forestlands | | | | Purchases of FSC Controlled Wood inputs to support our domestically produced FSC Certified office furniture product offering: 46,932 metric tons |
| | (3) Percentage by standard | | | | FSC Trademark license code: FSC-CO14704 |
| | (4) Percentage certified to other wood fiber standards | | | | |
| | (5) Percentage by standard | | | | |
| | ACTIVITY METRIC | CATEGORY | UNIT OF MEASURE | CODE | 2025 RESPONSE |
| | Annual Production | Quantitative | Units | CG-BF-000.A | 10,787,795 units produced |
| | Area of Manufacturing Facilities | Quantitative | Square meters (m2) | CG-BF-000.B | 2025 Form 10-K |