



GRI Index

HNI Corporation has reported the information cited in this GRI content index for the period spanning December 29, 2024, to January 3, 2026, with reference to the GRI Standards and using GRI 1: Foundation 2021.

GRI STANDARD	DISCLOSURE TITLE	2025 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, 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, except for Steelcase Inc., which was acquired in December 2025. 2025 Form 10-K	
2-3	Reporting period, frequency and contact point	This report covers fiscal year 2025, spanning December 29, 2024, to January 3, 2026. Sustainability data is reported annually. Please direct questions to CSR@HNICorp.com. Forward-Looking Statements This report contains forward-looking statements within the meaning of Section 21E of the Securities Exchange Act of 1934 and Section 27A of the Securities Act of 1933, which involve risks and uncertainties. Any statements, plans, objectives, expectations, strategies, beliefs, or future performance or events to the extent they are not statements of historical fact are forward-looking statements. Words, phrases or expressions such as "anticipate," "believe," "could," "confident," "continue," "estimate," "expect," "forecast," "hope," "intend," "likely," "may," "might," "objective," "plan," "possible," "potential," "predict," "project", "target," "trend," and similar words, phrases or expressions are intended to identify forward looking statements but are not the exclusive means of identifying such statements. Forward-looking statements are based on information available and assumptions made at the time the statements are made. Forward-looking statements involve risks and uncertainties that could cause actual results to differ materially from those expressed in or implied by the forward-looking statements. Forward-looking statements speak only as of the date they are made, and HNI does not undertake or assume any obligation to update publicly any of these statements to reflect actual results, new information or future events, changes in assumptions, or changes in other factors affecting forward-looking statements, except to the extent required by applicable law.	
2-4	Restatements of information	HNI updates historical data following mergers, acquisitions, or divestitures. This report reflects the removal of HNI India, divested in April 2025. This report does not include data for Steelcase, which was acquired in December 2025. Historical data has also been updated for changes in internal or external reporting methodology and error correction. 2025 Corporate Responsibility Progress Report Basis for this Report, page 5	
2-5	External assurance	HNI engaged ERM CVS, an independent third-party assurance provider, to conduct limited assurance of HNI's Scope 1, Scope 2, Scope 3, and biogenic greenhouse gas (GHG) emissions, as well as water withdrawals, in accordance with ISO 14064-3 and ISAE 3000 (Revised) standards. All other data presented in this report has not been subject to independent third-party assurance. While HNI has made reasonable efforts to ensure the accuracy and completeness of all reported data, readers should be aware that unassured data has been compiled from internal management systems and may be subject to estimation methodologies, data collection limitations, and other inherent uncertainties. Verification Statement Basis of Reporting	



GRI STANDARD	DISCLOSURE TITLE	2025 RESPONSE	RELATED SDGS												
2-6	Activities, value chain and other business relationships	<p>HNI Corporation is a provider of workplace furnishings and residential building products, which are its two reportable segments.</p> <p>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.</p> <p>The workplace furnishings market consists of two primary channels—the contract channel and the small and medium-sized business (“SMB”) channel. End users across both channels represent a mix of commercial, health care, government, and education customers. While the Corporation primarily competes in the United States, it also distributes products to other countries in regions throughout the globe including North America, Europe, the Middle East, Africa, and Asia Pacific.</p> <p>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.</p> <p>The Corporation purchases raw materials, components, and finished goods from a variety of suppliers, most of which are generally available from multiple sources. Major raw materials and components include steel, aluminum, zinc, lumber, veneer, particleboard, textiles, paint, hardware, glass, plastic products, packaging, foam, and fiberglass.</p> <p>2025 Form 10-K</p>													
2-7	Employees	<p>2025</p> <table border="0"> <tr> <td>North America Members (Hourly)</td> <td>4,201</td> </tr> <tr> <td>North America Members (Salary)</td> <td>2,539</td> </tr> <tr> <td>Total North America Members</td> <td>6,740</td> </tr> <tr> <td>Asia Pacific Members (Hourly)</td> <td>28</td> </tr> <tr> <td>Asia Pacific Members (Salary)</td> <td>393</td> </tr> <tr> <td>Total Asia Pacific Members</td> <td>421</td> </tr> </table>	North America Members (Hourly)	4,201	North America Members (Salary)	2,539	Total North America Members	6,740	Asia Pacific Members (Hourly)	28	Asia Pacific Members (Salary)	393	Total Asia Pacific Members	421	SDGs 8, 10
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2-8	Workers who are not employees	<p>As of 2025 year end, HNI had approximately 873 workers who are not employees.</p> <p>The most common types of non-employee workers are:</p> <ul style="list-style-type: none"> • 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. 	SDG 8												



GRI STANDARD	DISCLOSURE TITLE	2025 RESPONSE	RELATED SDGS
2-9	Governance structure and composition	<p>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.</p> <p>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, energy management, waste management, product lifecycle management, and materials sourcing.</p> <p>To maintain competency in sustainability and climate 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.</p> <p>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.</p> <p>HNI Corporation - Governance - Board of Directors</p> <p>2026 Proxy Statement</p>	SDG 16
2-10	Nomination and selection of the highest governance body	<p>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.</p> <p>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.</p> <p>Public Policy and Corporate Governance Charter</p>	SDG 5, 16
2-11	Chair of the highest governance body	<p>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.</p> <p>2026 Proxy Statement</p>	SDG 16



GRI STANDARD	DISCLOSURE TITLE	2025 RESPONSE	RELATED SDGS
2-12	Role of the highest governance body in overseeing the management of impacts	<p>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.</p> <p>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, energy management, waste management, product lifecycle management, and materials sourcing.</p> <p>Climate-related risks and opportunities are overseen by management through HNI Corporation’s management level CSR process. The SVP, General Counsel & Secretary, who reports to the CEO, is responsible for managing the HNI CSR Team, which consists of the HNI Director of CSR, Product Compliance, Safety, and CSR Managers and analysts. Climate strategies and goals and risk management 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. Progress on goals is reported at least quarterly. Specific responsibilities of the CEO include assessment, management, monitoring, and measurement of impacts, risks, and opportunities, as well as oversight of related environmental policies and targets. These responsibilities also extend to managing strategy and financial planning such as acquisitions, mergers, divestitures, and capital/operational expenditures. HNI’s executive compensation framework also incorporates individual performance objectives, which have included CSR-related advancement.</p> <p>2026 Proxy Statement</p>	SDG 16
2-13	Delegation of responsibility for managing impacts	<p>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.</p> <p>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, energy management, waste management, product lifecycle management, and materials sourcing.</p> <p>Climate-related risks and opportunities are overseen by management through HNI Corporation’s management level CSR process. The SVP, General Counsel & Secretary, who reports to the CEO, is responsible for managing the HNI CSR Team, which consists of the HNI Director of CSR, Product Compliance, Safety, and CSR Managers and analysts. Climate strategies and goals and risk management 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. Progress on goals is reported at least quarterly. Specific responsibilities of the CEO include assessment, management, monitoring, and measurement of impacts, risks, and opportunities, as well as oversight of related environmental policies and targets. These responsibilities also extend to managing strategy and financial planning such as acquisitions, mergers, divestitures, and capital/operational expenditures. HNI’s executive compensation framework also incorporates individual performance objectives, which have included CSR-related advancement.</p> <p>2026 Proxy Statement</p>	
2-14	Role of the highest governance body in sustainability reporting	<p>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.</p>	



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2-15	Conflicts of interest	<p>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.</p> <p>HNI Corporate Governance Guidelines</p> <p>HNI Member Code of Integrity</p>	SDG 16
2-16	Communication of critical concerns	<p>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 2025.</p>	
2-17	Collective knowledge of the highest governance body	<p>The Senior Vice President, General Counsel and Secretary, CSR Director, and other internal subject-matter experts inform the Board on sustainability topics 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.</p> <p>HNI Corporate Governance Guidelines</p>	
2-18	Evaluation of the performance of the highest governance body	<p>HNI Corporate Governance Guidelines</p>	SDG 16
2-19	Remuneration policies	<p>HNI Human Resources and Compensation Committee Charter</p> <p>2026 Proxy Statement</p>	SDG 16
2-20	Process to determine remuneration	<p>2026 Proxy Statement</p>	SDG 16
2-21	Annual total compensation ratio	<p>2026 Proxy Statement</p>	
2-22	Statement on sustainable development strategy	<p>2025 Corporate Responsibility Progress Report Letter from the CEO, page 2</p>	
2-23	Policy commitments	<p>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.</p> <p>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.</p> <p>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.</p> <p>2025 Corporate Responsibility Progress Report Continued Commitments, page 14</p> <p>HNI Global Human Rights Policy</p> <p>HNI Member Code of Integrity</p> <p>HNI Supplier Code of Conduct</p>	SDGs 5, 8, 10, 12, 16
2-24	Embedding Policy Commitments	<p>2026 Proxy Statement</p>	



GRI STANDARD	DISCLOSURE TITLE	2025 RESPONSE	RELATED SDGS
2-25	Processes to remediate negative impacts	<p>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.</p> <p>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, General Counsel, or Vice President of MCR.</p> <p>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.</p> <p>HNI Member Code of Integrity</p> <p>HNI Supplier Code of Conduct</p>	
2-26	Mechanisms for seeking advice and raising concerns	<p>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.</p> <p>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, General Counsel, or Vice President of MCR.</p> <p>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.</p> <p>HNI Member Code of Integrity</p> <p>HNI Supplier Code of Conduct</p>	SDG 16
2-27	Compliance with laws and regulations	2025 Form 10-K	



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2-28	Membership associations	<p>HNI and its brands are members of the following organizations:</p> <p>American Academy of Healthcare Interior Designers (AAHID) American Association for Laboratory Accreditation 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 Professionals 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 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) Voluntary Protection Programs Participants’ Association (VPPPA) Wellness Council of Indiana</p>	
2-29	Approach to stakeholder engagement	<p>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.</p> <p>Materiality Table</p>	
2-30	Collective bargaining agreements	<p>In 2025, HNI did not have any members represented by collective bargaining agreements.</p>	



GRI STANDARD	DISCLOSURE TITLE	2025 RESPONSE	RELATED SDGS
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	<p>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.</p> <p>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 was reviewed and approved by senior management.</p> <p>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.</p>	
3-2	List of material topics	Materiality Table	
GRI 101: Biodiversity 2024			
101-1	Policies to halt and reverse biodiversity loss	<p>HNI’s Supplier and Service Provide Code of Conduct contains policies related to biodiversity loss. 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.</p> <p>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.</p> <p>HNI Supplier Code of Conduct</p>	SDGs 12,15
101-2	Management of biodiversity impacts	<p>HNI has taken action to avoid and minimize negative impacts on biodiversity in our supply chain by sourcing wood from legal and sustainable sources that support biodiversity.</p> <p>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.</p> <p>FSC Trademark license code: FSC-CO14704</p> <p>HNI Supplier Code of Conduct</p>	SDGs 12,15
GRI 201: Economic Performance 2016			
3-3	Management of material topics	2025 Form 10-K	



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201-1	Direct economic value generated and distributed	2025 Form 10-K	SDGs 8, 9
201-2	Financial implications and other risks and opportunities due to climate change	TCFD Report	SDG 13
201-3	Defined benefit plan obligations and other retirement plans	2025 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 2025, HNI received \$7.5 million in U.S. federal and state tax credits related to 2024 tax returns.	
GRI 203: Indirect Economic Impacts 2016			
3-3	Management of material topics	The HNI Charitable Foundation was established in 1985 to improve the quality of life in the communities where our members live and work by addressing issues related to education and health that are important to our members, their families, and the future of our company. HNI Charitable Foundation	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 \$6.3M in community organizations. Over the last two decades, the Foundation also awarded \$7.75M in scholarships to HNI members and their families.	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 \$1M pledge to the University of Iowa Tippie College of Business expansion, \$500K to the Indiana Health University expansion, \$60K to Aligned Impact Muscatine, and \$50K to the Muscatine Community College Technology Center Expansion.	SDGs 3, 4, 8, 9
GRI 204: Procurement Practices 2016			
3-3	Management of material topics	HNI Corporation strives to maintain a culture of integrity. This culture depends on treating others with fairness and respect; being open, honest, and trustworthy; operating in an environmentally sustainable and socially responsible manner; and following all laws and regulations. HNI requires the same commitment to integrity from its suppliers and service providers. To that end, all supply agreements are made subject to the terms of HNI's Service Provider Code of Conduct .	SDGs 8, 9, 12
204-1	Proportion of spending on local suppliers	We follow lean management principles in our operations and prioritize local sourcing.	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



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205-2	Communication and training about anti-corruption policies and procedures	<p>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.</p> <p>100% of salaried members received anti-corruption communication and training.</p> <p>100% of strategic suppliers, defined as those suppliers that account for 75% of our spend, have acknowledged compliance to HNI's Code of Conduct, covering anti-corruption policies and procedures.</p>	SDG 16
205-3	Confirmed incidents of corruption and actions taken	<p>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.</p>	SDG 16
GRI 206: Anti-competitive Behavior 2016			
3-3	Management of material topics	<p>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.</p> <p>HNI Member Code of Integrity</p>	SDG 16
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<p>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.</p>	SDG 16
GRI 301: Materials 2016			
3-3	Management of material topics	<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 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 per- and polyfluoroalkyl substances (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>	SDG 12



GRI STANDARD	DISCLOSURE TITLE	2025 RESPONSE	RELATED SDGS
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	<p>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.</p> <p>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.</p> <p>Our hearth products feature steel with high recycled content and cast iron hearth products, made at our facility in Vermont, featuring 100% post-consumer recycled material.</p> <p>2025 Corporate Responsibility Progress Report page 6</p>	SDG 12
301-3	Reclaimed products and their packaging materials	<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>	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.	SDGs 7, 12, 13



GRI STANDARD	DISCLOSURE TITLE	2025 RESPONSE	RELATED SDGS																																								
302-1	Energy consumption within the organization	<p>Total energy consumed across HNI's global facilities in GJ 2025</p> <table border="0"> <tr> <td>Workplace Furnishings</td> <td>825,761</td> </tr> <tr> <td>HHT</td> <td>375,830</td> </tr> <tr> <td>KII</td> <td>353,635</td> </tr> <tr> <td>Corporate</td> <td>5,567</td> </tr> <tr> <td>HNI Total</td> <td>1,560,793</td> </tr> </table> <p>Total fuel consumption from non-renewable sources by business segment in GJ 2025</p> <table border="0"> <tr> <td>Workplace Furnishings</td> <td>472,000</td> </tr> <tr> <td>HHT</td> <td>258,162</td> </tr> <tr> <td>KII</td> <td>217,443</td> </tr> <tr> <td>Corporate</td> <td>2,619</td> </tr> <tr> <td>HNI Total</td> <td>950,224</td> </tr> </table> <p style="text-align: right;">(61% of Total Energy)</p> <p>Total fuel consumption from renewable sources by business segment in GJ 2025</p> <table border="0"> <tr> <td>Workplace Furnishings</td> <td>10,736</td> </tr> <tr> <td>HHT</td> <td>0</td> </tr> <tr> <td>KII</td> <td>0</td> </tr> <tr> <td>Corporate</td> <td>0</td> </tr> <tr> <td>HNI Total</td> <td>10,736</td> </tr> </table> <p style="text-align: right;">(1% of Total Energy)</p> <p>Total electricity consumption by business segment in GJ 2025</p> <table border="0"> <tr> <td>Workplace Furnishings</td> <td>343,025</td> </tr> <tr> <td>HHT</td> <td>117,668</td> </tr> <tr> <td>KII</td> <td>136,192</td> </tr> <tr> <td>Corporate</td> <td>2,948</td> </tr> <tr> <td>HNI Total</td> <td>599,833</td> </tr> </table> <p style="text-align: right;">(38% of Total Energy)</p> <p>HNI is committed to reducing consumption of energy from non-renewable sources. Please reference HNI's annual CDP Disclosure for additional information.</p> <p>CDP Disclosure</p>	Workplace Furnishings	825,761	HHT	375,830	KII	353,635	Corporate	5,567	HNI Total	1,560,793	Workplace Furnishings	472,000	HHT	258,162	KII	217,443	Corporate	2,619	HNI Total	950,224	Workplace Furnishings	10,736	HHT	0	KII	0	Corporate	0	HNI Total	10,736	Workplace Furnishings	343,025	HHT	117,668	KII	136,192	Corporate	2,948	HNI Total	599,833	SDGs 7, 12, 13
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302-2	Energy consumption outside of the organization	<p>HNI shares in-depth information related to our energy usage, greenhouse gas emissions, targets, and management of climate issues in our annual CDP response.</p> <p>CDP Disclosure</p>	SDGs 7, 12, 13																																								
302-3	Energy intensity	<p>HNI calculates energy intensity as total energy consumption within the organization per metric ton of goods sold.</p> <p>2025: 8.65 GJ per metric ton of goods sold</p>	SDGs 7, 12, 13																																								



GRI STANDARD	DISCLOSURE TITLE	2025 RESPONSE	RELATED SDGS
302-4	Reduction of energy consumption	HNI shares in-depth information related to our energy usage, greenhouse gas emissions, targets, and management of climate issues in our annual CDP response. 2025 Corporate Responsibility Progress Report , page 9 CDP Disclosure	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.	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. Kimball International facilities has achieved ISO 14001 certification, bringing 36% 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 applicable facility-level discharge limits and regularly tests and monitors discharged water at facilities subject to permitting requirements. HNI does not currently track aggregate water discharges at a consolidated company level. As part of our continuous improvement culture, HNI is in the process of rolling out process water usage monitoring systems.	SDGs 6, 12
303-3	Water withdrawal	Water withdrawal in megaliters for 2025: 255* * Data assured to a limited level of assurance by ERM CVS. See HNI's Verification Statement and Basis of Reporting for additional information.	SDGs 6, 12
303-4	Water discharge	HNI uses water for operations, irrigation, and sanitary purposes. The majority of water is discharged to third-party municipal destinations. Total water discharges are not currently tracked at a consolidated company level, and accordingly, HNI is unable to report a company-wide discharge volume at this time. As part of our continuous improvement culture, HNI is in the process of rolling out process water usage monitoring systems.	SDGs 6, 12
303-5	Water consumption	HNI uses water for operations, irrigation, and sanitary purposes. As part of our continuous improvement culture, HNI is rolling out process water usage monitoring systems. The majority of water is discharged to third-party municipal destinations. Total discharges are not tracked at a company level.	SDGs 6, 12
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 in the countries where we operate to cover 100% of our Scope 2 emissions. We continue in our commitments to RE100 and the EPA Green Power Partnership. 2025 Corporate Responsibility Progress Report page 6	SDGs 7, 13



GRI STANDARD	DISCLOSURE TITLE	2025 RESPONSE	RELATED SDGS																						
305-1	Direct (Scope 1) GHG emissions	<p>2025 Scope 1 GHG emissions in MTCO₂e: 50,459*</p> <p>2025 Biogenic emissions from combustion of wood in MTCO₂e: 945*</p> <p>* Data assured to a limited level of assurance by ERM CVS. See HNI's Verification Statement and Basis of Reporting for additional information.</p>	SDGs 7, 13																						
305-2	Energy indirect (Scope 2) GHG emissions	<p>Location-based scope 2 GHG emissions in MTCO₂e 2025 64,863*</p> <p>Market-based scope 2 GHG emissions in MTCO₂e 2025 0*†</p> <p>* Data assured to a limited level of assurance by ERM CVS. See HNI's Verification Statement and Basis of Reporting for additional information.</p> <p>† Market-based Scope 2 emissions are calculated as zero due to the purchase of 166,621 MWh of unbundled renewable energy certificates (RECs), which cover 100% of HNI's electricity consumption for reporting purposes. The purchase of unbundled RECs does not represent a direct reduction in GHG emissions at HNI's facilities.</p> <p>Please reference HNI's annual CDP Disclosure for additional information.</p>	SDGs 7, 13																						
305-3	Other indirect (Scope 3) GHG emissions	<table border="0"> <tr> <td style="vertical-align: top;"> <p>Scope 3 GHG emissions were calculated at 1,800,252 MTCO₂e in 2025. Biogenic emissions from use of sold products were calculated at 412,145 MTCO₂e in 2025.</p> <p>Total Scope 3 and biogenic emissions from use of sold products were assured to a limited level of assurance by ERM CVS. Please reference HNI's annual CDP Disclosure, Verification Statement, and Basis of Reporting for additional information.</p> <p>The categories listed at right are included in Scope 3 emissions calculations:</p> </td> <td style="vertical-align: top;"> <table border="0"> <thead> <tr> <th>Category</th> <th>MTCO₂e</th> </tr> </thead> <tbody> <tr> <td>Purchased goods and services</td> <td>334,068</td> </tr> <tr> <td>Capital goods</td> <td>8,394</td> </tr> <tr> <td>Fuel and energy-related activities</td> <td>23,782</td> </tr> <tr> <td>Upstream transportation and distribution</td> <td>62,996</td> </tr> <tr> <td>Waste generated in operations</td> <td>15,059</td> </tr> <tr> <td>Business travel</td> <td>3,639</td> </tr> <tr> <td>Employee commuting</td> <td>16,434</td> </tr> <tr> <td>Use of sold products</td> <td>1,328,437</td> </tr> <tr> <td>End of life treatment of sold products</td> <td>7,443</td> </tr> </tbody> </table> </td> </tr> </table>	<p>Scope 3 GHG emissions were calculated at 1,800,252 MTCO₂e in 2025. Biogenic emissions from use of sold products were calculated at 412,145 MTCO₂e in 2025.</p> <p>Total Scope 3 and biogenic emissions from use of sold products were assured to a limited level of assurance by ERM CVS. Please reference HNI's annual CDP Disclosure, Verification Statement, and Basis of Reporting for additional information.</p> <p>The categories listed at right are included in Scope 3 emissions calculations:</p>	<table border="0"> <thead> <tr> <th>Category</th> <th>MTCO₂e</th> </tr> </thead> <tbody> <tr> <td>Purchased goods and services</td> <td>334,068</td> </tr> <tr> <td>Capital goods</td> <td>8,394</td> </tr> <tr> <td>Fuel and energy-related activities</td> <td>23,782</td> </tr> <tr> <td>Upstream transportation and distribution</td> <td>62,996</td> </tr> <tr> <td>Waste generated in operations</td> <td>15,059</td> </tr> <tr> <td>Business travel</td> <td>3,639</td> </tr> <tr> <td>Employee commuting</td> <td>16,434</td> </tr> <tr> <td>Use of sold products</td> <td>1,328,437</td> </tr> <tr> <td>End of life treatment of sold products</td> <td>7,443</td> </tr> </tbody> </table>	Category	MTCO ₂ e	Purchased goods and services	334,068	Capital goods	8,394	Fuel and energy-related activities	23,782	Upstream transportation and distribution	62,996	Waste generated in operations	15,059	Business travel	3,639	Employee commuting	16,434	Use of sold products	1,328,437	End of life treatment of sold products	7,443	SDGs 7, 13
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305-4	GHG emissions intensity	<p>HNI's GHG emissions intensities were calculated as follows:</p> <ul style="list-style-type: none"> • 2025 Combined Scope 1 and 2: 0.28 MTCO₂e per metric ton of goods sold* • 2025 Scope 3: 8.13 MTCO₂e per metric ton of goods sold <p>* Intensity calculated using market-based Scope 2 emissions</p>	SDGs 7, 13																						
305-5	Reduction of GHG emissions	<p>HNI shares in-depth information related to our energy usage, greenhouse gas emissions, targets, and management of climate issues in our annual CDP response.</p> <p>CDP Disclosure</p>	SDGs 7, 13																						



GRI STANDARD	DISCLOSURE TITLE	2025 RESPONSE	RELATED SDGS																								
GRI 306: Waste 2020																											
3-3	Management of material topics	<p>Sustainability is managed through HNI’s Safety and Sustainability Management System, which is based on our Conscious Operations and Responsible Environments (CORE) strategy and commitments to respecting people, reducing impacts, and redefining tomorrow. Kimball International facilities have achieved ISO 14001 certification, bringing 36% of our manufacturing facilities to this standard.</p> <p>HNI’s Safety and Sustainability Management System includes our zero waste to landfill waste management strategy and program, with the goal of achieving zero waste to landfill for all manufacturing facilities by 2030. This program requires zero waste facilities to conduct waste stream audits, develop waste reduction and diversion plans within operations, and implement office waste recycling programs.</p> <p>2025 Corporate Responsibility Progress Report page 10</p>	SDGs 11, 12, 13																								
306-1	Waste generation and significant waste-related impacts	HNI’s waste-related impacts are primarily from production-related activities and the downstream disposal of decommissioned products by customers. Within our own operations, our largest waste streams include wood (56%), metal (20%), mixed waste (9%), cardboard (8%), and foundry sand (2%).	SDGs 11, 12, 13																								
306-2	Management of significant waste-related impacts	<p>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.</p> <p>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.</p>	SDGs 11, 12, 13																								
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GRI 308: Supplier Environmental Assessment 2016																							
3-3	Management of material topics	<p>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.</p> <p>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.</p> <p>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.</p> <p>HNI Supplier Code of Conduct</p>	SDGs 8, 9, 12																				
308-1	New suppliers that were screened using environmental criteria	<p>All new and existing suppliers must comply with our Code of Conduct.</p> <p>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 direct material spend.</p> <p>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.</p>	SDGs 8, 9, 12																				
308-2	Negative environmental impacts in the supply chain and actions taken	<p>In 2024, HNI incorporated third-party environmental, social, and governance assessments into our supplier scorecard process, and in 2025, we assessed over 180 suppliers for negative impacts. The results of these assessments are used to facilitate discussions in quarterly business reviews with suppliers and enable collaboration toward improvement.</p> <p>In 2025, HNI conducted onsite audits of 21 Asia-based suppliers across China, Vietnam, Malaysia, and Taiwan, representing over 51% of HNI's Asia-based strategic suppliers. No suppliers were identified with significant actual negative social impacts. Nine suppliers were flagged for potential negative environmental impacts. Potential negative environmental impacts identified during the assessments were limited to routine compliance observations related to:</p> <ul style="list-style-type: none"> • Hazardous waste management practices • Completion of GHG inventories to support emission reduction planning • Verification of required EIA approvals <p>Since no significant actual impacts were identified, remediation of environmental impacts was not required and no supplier relationships were terminated as a result of the 2025 assessments. For suppliers with potential impacts, 100% developed and implemented corrective action plans (CAPs) to remediate identified issues and strengthen their environmental performance.</p>	SDGs 8, 9, 12																				



GRI STANDARD	DISCLOSURE TITLE	2025 RESPONSE	RELATED SDGS
GRI 401: Employment 2016			
3-3	Management of material topics	HNI Member Code of Integrity	SDGs 8
401-1	New employee hires and employee turnover	<p>Total number and rate of new hourly employee hires by region 2025</p> <p>North America 650 (15.5%) Asia Pacific 3 (10.7%)</p> <p>Total number and rate of new salary employee hires by region</p> <p>North America 194 (7.6%) Asia Pacific 87 (22.1%)</p> <p>Total number and rate of all new hires by region</p> <p>North America 844 (12.5%) Asia Pacific 90 (21.4%)</p> <p>Total number and rate of all new hires at HNI</p> <p>934 (13.0%)</p> <p>Total number and rate of hourly employee turnover by region</p> <p>North America 1,181 (28.1%) Asia Pacific 1 (3.6%)</p> <p>Total number and rate of salary employee turnover by region</p> <p>North America 273 (10.8%) Asia Pacific 42 (10.7%)</p> <p>Total number and rate of all turnover by region</p> <p>North America 1,454 (21.6%) Asia Pacific 43 (10.2%)</p> <p>Total number and rate of all employee turnover at HNI</p> <p>1,497 (20.9%)</p>	SDGs 8
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>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.</p> <p>Benefits - HNI Benefits</p> <p>Prospective Employees HNICorp</p>	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	<p>HNI CORE Policy</p> <p>HNI Member Code of Integrity</p>	SDG 8



GRI STANDARD	DISCLOSURE TITLE	2025 RESPONSE	RELATED SDGS
403-1	Occupational health and safety management system	<p>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.</p> <p>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.</p>	SDG 8
403-2	Hazard identification, risk assessment, and incident investigation	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>	SDG 8
403-3	Occupational health services	<p>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.</p> <p>At HNI, we utilize an 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.</p>	SDG 8
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>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.</p> <p>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.</p> <p>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.</p>	SDG 8



GRI STANDARD	DISCLOSURE TITLE	2025 RESPONSE	RELATED SDGS
403-5	Worker training on occupational health and safety	<p>Every new HNI member completes safety training during onboarding. During this training, members learn about our Corporate Responsibility 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.</p> <p>Office-based members participate in ergonomics and safety awareness training.</p> <p>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.</p> <p>HNI CORE Policy</p>	SDG 8
403-6	Promotion of worker health	<p>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.</p> <p>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.</p>	SDGs 3, 8
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>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.</p> <p>On a monthly basis, we review the data for discomforts, near misses and/or injury data. Based on the leading and lagging data, we develop corrective action plans to change with any emerging trends. On a quarterly basis, we review the leading and lagging indicators of health and safety to ensure we have the proper corrective action and resources to resolve any unfavorable safety conditions or behaviors. On an annual basis, we review the leading and lagging indicators of health and safety to ensure we continue to provide a healthy and safe work environment for our members.</p>	SDG 8
403-8	Workers covered by an occupational health and safety management system	<p>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 external audits are performed at OSHA VPP and ISO certified sites. HNI conducts an annual assessment of all operational systems, including our Safety and Sustainability Management System.</p>	SDG 8



GRI STANDARD	DISCLOSURE TITLE	2025 RESPONSE	RELATED SDGS
403-9	Work-related injuries	<p>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 2024, 2025, and 2026.</p> <p>HNI members continued to work safely in 2025, with incident rates below the industry average.</p> <p>2025 HNI TRIR 1.61 2025 BLS TRIR 2.24 2025 HNI LTCR 0.57 2025 BLS LTCR 0.62</p> <p>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 are calculated based on 200,000 hours worked. This data represents HNI’s U.S.-based operations.</p>	SDG 8
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 404: Training and Education 2016			
3-3	Management of material topics	2025 Form 10-K	SDGs 4, 8
404-1	Average hours of training per year per employee	<p>All HNI members have access to career development training and tools. In 2025, tech-enabled members spent an average of 89 minutes completing digital training courses. In addition, 893 members completed in-person development courses led by the HNI learning & development team.</p> <p>All salaried HNI members receive an average of 2.5 hours of compliance training annually. All HNI hourly members receive ad-hoc training through stand-up meetings and other activities. All HNI members receive safety training, with average annual hours varying in accordance with their respective role requirements. All digitally enabled HNI members receive cybersecurity training and simulated phishing exercises each month. Additional training is provided to individual members who fail simulated phishing exercises, and to all digitally enabled members during periods of elevated risk.</p>	SDGs 4, 8
404-2	Programs for upgrading employee skills and transition assistance programs	<p>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.</p> <p>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.</p> <p>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.</p>	SDG 8
404-3	Percentage of employees receiving regular performance and career development reviews	<p>HNI’s strong culture of ownership, and a sense of shared responsibility for the success of the company, are key elements 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.</p> <p>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</p>	SDG 8



GRI STANDARD	DISCLOSURE TITLE	2025 RESPONSE	RELATED SDGS
GRI 405: Diversity and Equal Opportunity 2016			
3-3	Management of material topics	2026 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 .	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	<p>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.</p> HNI Member Code of Integrity	SDGs 5, 8
406-1	Incidents of discrimination and corrective actions taken	<p>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.</p> <p>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, General Counsel, or Vice President of MCR.</p> <p>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.</p>	SDGs 5, 8



GRI STANDARD	DISCLOSURE TITLE	2025 RESPONSE	RELATED SDGS
GRI 407: Freedom of Association and Collective Bargaining 2016			
3-3	Management of material topics	<p>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.</p> <p>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 and requires suppliers to respect the rights of employees to associate, organize, and bargain collectively in a lawful and peaceful manner without penalty. HNI's standard Master Supply Agreement terms also require compliance with the Supplier Code of Conduct, as well as other corporate responsibility and ESG requirements.</p> <p>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.</p> <p>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.</p> <p>HNI Global Human Rights Policy</p> <p>HNI Supplier Code of Conduct</p>	SDG 8
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>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.</p>	SDG 8
GRI 408: Child Labor 2016			
3-3	Management of material topics	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>HNI Global Human Rights Policy</p> <p>HNI Supplier Code of Conduct</p>	SDGs 8, 16
408-1	Operations and suppliers at significant risk for incidents of child labor	<p>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.</p>	SDGs 8, 16



GRI STANDARD	DISCLOSURE TITLE	2025 RESPONSE	RELATED SDGS
GRI 409: Forced or Compulsory Labor 2016			
3-3	Management of material topics	<p>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.</p> <p>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 and prohibits the use of forced labor of any kind. HNI’s standard Master Supply Agreement terms also require compliance with the Supplier Code of Conduct as well as other corporate responsibility and ESG requirements.</p> <p>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.</p> <p>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.</p> <p>HNI Global Human Rights Policy</p> <p>HNI Supplier Code of Conduct</p>	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	<p>The HNI Charitable Foundation was established in 1985 to improve the quality of life in the communities where our members live and work by addressing issues related to education and health that are important to our members, their families, and the future of our company. Since 2019, the HNI Charitable Foundation has exceeded its goal to invest 1% of pre-tax profits on average, in communities where HNI operates.</p> <p>2025 Corporate Responsibility Progress Report Respecting People, page 7</p>	SDGs 4, 8
413-1	Operations with local community engagement, impact assessments, and development programs	<p>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 raise funds to support doctors in advancing technology, finding cures, and providing world class health care.</p> <p>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.</p>	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	2025 RESPONSE	RELATED SDGS
GRI 414: Supplier Social Assessment 2016			
3-3	Management of material topics	<p>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.</p> <p>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.</p> <p>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.</p> <p>HNI Supplier Code of Conduct</p>	SDGs 8, 9, 10
414-1	New suppliers that were screened using social criteria	<p>All new and existing suppliers must comply with our Code of Conduct.</p> <p>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 direct material spend.</p> <p>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.</p>	SDGs 8, 9, 10
414-2	Negative social impacts in the supply chain and actions taken	<p>In 2024, HNI incorporated third-party environmental, social, and governance assessments into our supplier scorecard process, and in 2025, we assessed over 180 suppliers for negative impacts. The results of these assessments are used to facilitate discussions in quarterly business reviews with suppliers and enable collaboration toward improvement.</p> <p>In 2025, HNI conducted onsite audits of 21 Asia-based suppliers across China, Vietnam, Malaysia, and Taiwan, representing over 51% of HNI's Asia-based strategic suppliers. No suppliers were identified with significant actual negative social impacts. Potential negative social impacts observed during the assessments were limited to routine and predominantly minor compliance observations across the audited suppliers in the following areas:</p> <ul style="list-style-type: none"> • Working hour management • General occupational health and safety (OH&S) administration • Social insurance practices • Labor policy compliance • Tier 2 supplier oversight <p>Since no significant actual impacts were identified, remediation of social impacts was not required, and no supplier relationships were terminated as a result of the 2025 assessments. For suppliers with potential impacts, 100% developed and implemented corrective action plans (CAPs) to remediate identified issues and improve their social performance, with ongoing monitoring in place to track CAP implementation timelines and verify closure through follow up reviews.</p>	SDGs 8, 9, 10



GRI STANDARD	DISCLOSURE TITLE	2025 RESPONSE	RELATED SDGS
GRI 415: Public Policy 2016			
3-3	Management of material topics	<p>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.</p> <p>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.</p>	
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	<p>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 an 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.</p> <p>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.</p>	SDG 12
416-1	Assessment of the health and safety impacts of product and service categories	All product families are verified for health and safety compliance.	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 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	<p>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.</p> <p>2026 Proxy Statement</p>	SDG 16