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HNI CORPORATION COMMUNITY ENGAGEMENT POLICY

Purpose

The purpose of this Policy is to define HNI Corporation's policy relating to community engagement.

Scope and Distribution

This Policy applies to HNI Corporation and all its subsidiaries, affiliates and related businesses.

Policy Definition

At HNI Corporation, we recognize the importance of fostering strong relationships with the communities where we operate. We are committed to being a responsible global citizen by engaging in meaningful, impactful initiatives that contribute to the well-being and development of these communities. Our approach to community engagement is built on respect, collaboration, and shared responsibility, and we aim to create positive, lasting outcomes for all stakeholders.

Policy Principles

1. **Commitment to Social Responsibility**
HNI Corporation is committed to improving the quality of life in the communities where our members live and work by addressing issues important to our members, their families, and the future of our company. We aim to create value through corporate giving, volunteerism, and partnerships that address local needs and support long-term community development.
2. **Collaboration and Partnership**
We believe that effective community engagement is based on collaboration. We will work with local organizations, government entities, nonprofits, and other stakeholders to identify areas of mutual interest and opportunities to support shared goals. By listening to and respecting local perspectives, we will ensure our initiatives have a meaningful impact.
3. **Support for Education and Workforce Development**
We are committed to investing in educational programs and workforce development initiatives that create opportunities for individuals in the communities where HNI has business operations, where its members live, and the educational institutions that they and their children attend. This includes supporting STEM education, vocational training, internships, scholarships, and career development programs that align with the evolving needs of the workforce.
4. **Philanthropy and Volunteerism**
HNI Corporation encourages and supports members in actively participating in community service and volunteer activities. Through the HNI Charitable Foundation, we support member communities by focusing on improving the quality of life in our communities.
5. **Environmental Stewardship**
As part of our commitment to sustainability, we have corporate goals to reduce environmental impact. This includes promoting energy conservation, waste reduction, and the responsible use of natural resources.
6. **Transparency and Accountability**
HNI Corporation will ensure that all community engagement efforts are transparent and align with our corporate values. We will communicate our initiatives within our corporate social responsibility reports. The HNI Charitable Foundation operates according to their by-laws and is governed by the Board of Directors.

Responsibility

It is the responsibility of the Board of Directors of the HNI Charitable Foundation to comply with the by-laws of the Foundation. The Secretary of the Foundation is responsible for administering the Foundation programs within its by-laws and established guidelines.

It is the responsibility of operating company presidents and/or local managers to implement and comply with the above Policy.

Reason for Change

New policy

Reference Information:

01COM-01-001 HNI Charitable Foundation Policy

Kimball International U.S. Member Volunteer Time Off (VTO) Program