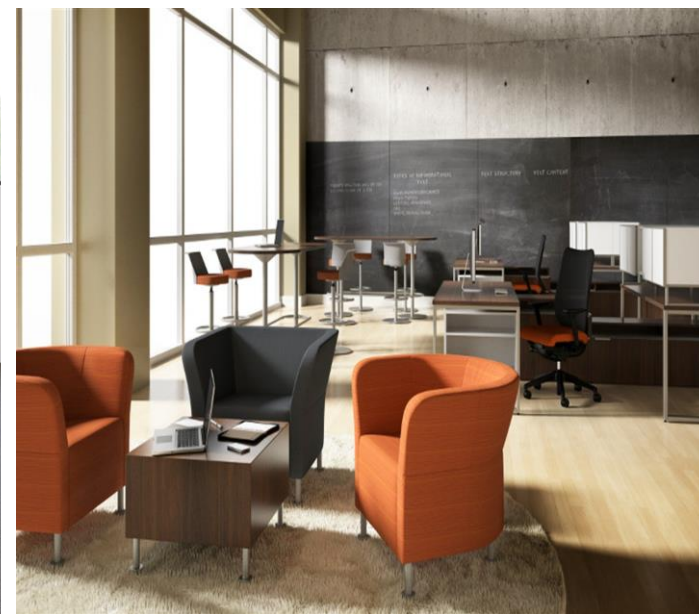


The HNI logo consists of the letters "HNI" in a white, serif font, centered within a solid red square.

HNI



THIRD QUARTER FISCAL 2016 RESULTS

October 20, 2016



Forward Looking Statements

This presentation contains "forward-looking" statements based on current expectations regarding future plans, events, outlook, objectives and financial performance, expectations for future sales growth and earnings per diluted share (GAAP and non-GAAP). Forward-looking statements can be identified by words including "expect," "believe," "anticipate," "estimate," "may," "will," "would," "could," "confident" or other similar words, phrases or expressions. Forward-looking statements involve known and unknown risks and uncertainties, which may cause the Corporation's actual future results and performance to differ materially from expected results. These risks include but are not limited to: general economic conditions in the United States and internationally; unfavorable changes in the United States housing market; industry and competitive conditions; a decline in corporate spending on office furniture; changes in raw material, component or commodity pricing; future acquisitions, divestitures or investments; the cost of energy; changing legal, regulatory, environmental and healthcare conditions; the Corporation's ability to successfully complete its business software system implementation; the Corporation's ability to implement price increases; changes in the sales mix of products; the Corporation's ability to achieve the anticipated benefits from closures and structural alignment initiatives; and force majeure events outside the Corporation's control. A description of these risks and additional risks can be found in the Corporation's annual and quarterly reports filed with the Securities and Exchange Commission on Forms 10-K and 10-Q. The Corporation undertakes no obligation to update, amend or clarify forward-looking statements.



Conference Call Agenda

3rd Quarter Assessment

Review of 3rd Quarter Financials

Outlook

Q&A



3rd Quarter Results

| Income Statement | 3Q16 | 3Q15 | \$ change F/(U) | % change Basis Pt Change |
|--|---------|---------|--------------------|-----------------------------|
| Net Sales | 584.6 | 615.9 | (31.2) | (5.1%) |
| Non-GAAP Gross Profit (excluding restructuring and transition costs) | 223.9 | 233.7 | (9.9) | (4.2%) |
| % of Net Sales ⁽¹⁾ | 38.3% | 38.0% | | 30 |
| Restructuring and Transition Costs ⁽²⁾ | 2.3 | 2.1 | (0.2) | 10.4% |
| GAAP Gross Profit | 221.6 | 231.6 | (10.1) | (4.4%) |
| % of Net Sales | 37.9% | 37.6% | | 30 |
| Freight & Distribution | 51.1 | 55.0 | 3.9 | (7.1%) |
| % of Net Sales | 8.7% | 8.9% | | (20) |
| Non-GAAP Other SG&A (excluding F&D; restructuring charges; charitable donation of building) ⁽³⁾ | 116.8 | 115.4 | (1.4) | 1.2% |
| % of Net Sales | 20.0% | 18.7% | | 130 |
| Restructuring Charges ⁽²⁾ | 0.4 | 0.2 | (0.2) | 132.4% |
| Charitable Donation of Building | 1.6 | - | (1.6) | - |
| GAAP SG&A | 169.9 | 170.5 | 0.7 | (0.4%) |
| % of Net Sales | 29.1% | 27.7% | | 140 |
| Non-GAAP Operating Income | 56.0 | 63.4 | (7.4) | (11.6%) |
| % of Net Sales | 9.6% | 10.3% | | (70) |
| Operating Income | 51.7 | 61.1 | (9.4) | (15.4%) |
| % of Net Sales | 8.8% | 9.9% | | (110) |
| Net Income attributable to HNI Corp | 33.8 | 40.8 | (7.0) | (17.2%) |
| % of Net Sales | 5.8% | 6.6% | | (80) |
| EPS (diluted) - GAAP | \$ 0.74 | \$ 0.90 | (0.16) | (17.8%) |
| EPS (diluted) - Non-GAAP | \$ 0.80 | \$ 0.93 | (0.13) | (14.0%) |
| Shares (diluted) | 45.8 | 45.4 | 0.4 | 1.0% |

(1) Margin improvement driven by favorable price cost benefits, partially offset by lower volume

(2) Includes costs related to consolidation of hearth and office furniture production facilities

(3) Change from prior year as a result of lower volume and the impact of acquisitions, partially offset by lower freight costs and expense timing



3rd Quarter Results – Segments

| Segment Breakdown | 3Q16 | 3Q15 | \$ change F/(U) | % change Basis Pt Change |
|--|----------------|----------------|--------------------|-----------------------------|
| Sales | | | | |
| Office Furniture ⁽¹⁾ | \$454.9 | \$476.0 | (\$21.0) | (4.4%) |
| Hearth Products ⁽²⁾ | \$129.7 | \$139.9 | (\$10.2) | (7.3%) |
| Total | \$584.6 | \$615.9 | (\$31.2) | (5.1%) |
| Operating Profit | | | | |
| Office Furniture ⁽³⁾ | \$44.7 | \$48.4 | (\$3.7) | (7.6%) |
| Office Furniture Operating Margin ⁽⁴⁾ | 9.8% | 10.2% | | (40) |
| Hearth Products ⁽⁵⁾ | \$19.1 | \$23.5 | (\$4.4) | (18.7%) |
| Hearth Operating Margin ⁽⁶⁾ | 14.7% | 16.8% | | (210) |
| Unallocated Corporate Expense | (\$13.2) | (\$12.4) | (\$0.8) | 6.2% |
| Income Before Taxes | \$50.6 | \$59.5 | (\$8.8) | (14.8%) |

- (1) Organic down 6.4%. Supplies driven channel up 1.7% (Organic down 2.3%); all other down 11.2% (North American Contract down 10.3%; International down 16.7%)
- (2) New construction down 3.0%; Retail Wood / Gas up 2.8%; Retail Pellet down 38.4%
- (3) Excluding restructuring and transition costs, non-GAAP Operating Profit is \$46.1M vs \$49.0M prior year
- (4) Non-GAAP operating margin of 10.1% down slightly from PY due to lower volume partially offset by price realization, material cost and productivity and lower freight costs
- (5) Excluding restructuring and transition costs, non-GAAP Operating Profit is \$20.5M vs \$25.1M prior year
- (6) Non-GAAP operating margin of 15.8% down from PY due to lower volume, partially offset by price realization



Financial Outlook

4th Quarter

| | |
|---|------------------------|
| Net Sales – Consolidated | Down -1% to -4% |
| Office Furniture Sales | Down -1% to -4% |
| Hearth Sales | Up +1% to down -2% |
| Interest Expense | 0.8 Million |
| Annual Effective Tax Rate | 34.5% |
| Non-GAAP Earnings Per Diluted Share ⁽¹⁾ | \$0.81 - \$0.91 |

Fiscal Year 2016

| | |
|---|------------------------|
| Non-GAAP Earnings Per Diluted Share ⁽¹⁾ | \$2.60 - \$2.70 |
|---|------------------------|

(1) Excludes restructuring charges and transition costs, a non-recurring gain, and charitable donation of building



Non-GAAP Financial Measures

This earnings presentation includes certain non-GAAP financial information as defined by Securities and Exchange Commission Regulation G. Pursuant to the requirements of this regulation, reconciliations of this non-GAAP financial information to HNI's financial statements as prepared in accordance with GAAP are included below and throughout this earnings presentation. HNI's management believes providing investors with this information gives additional insights into HNI's financial performance and operations. While HNI's management believes that the non-GAAP financial measures herein are useful in evaluating HNI's operations, this information should be considered supplemental and should not be considered in isolation or as a substitute for, or superior to, financial information prepared and presented in accordance with GAAP. In addition, these measures may be different from non-GAAP financial measures used by other companies, limiting their usefulness for comparison purposes.

To supplement our condensed consolidated financial statements, which are prepared and presented in accordance with GAAP, we use the following non-GAAP financial measures within this earnings presentation: organic sales, gross profit, operating income, operating profit, and net income per diluted share (i.e., EPS). These measures are adjusted from the comparable GAAP measures to exclude the after-tax impacts of the selected items as summarized in the table below. Non-GAAP EPS is calculated using HNI's overall effective tax rate for the period.

The sales adjustments to arrive at our non-GAAP organic sales information included in this earnings presentation include the impacts of acquisitions and divestitures. The transactions excluded for purposes of our other non-GAAP financial information included in this earnings presentation include restructuring and transition costs and the accelerated depreciation in conjunction with the announced donation of a building. The restructuring and transition costs are costs incurred as part of the previously announced closure of the hearth manufacturing facility in Paris, Kentucky and structural realignments between office furniture facilities in Muscatine, Iowa. Specific items incurred include severance, accelerated depreciation and production move costs.

This earnings presentation also contains a forward-looking estimate of non-GAAP earnings per diluted share for the fiscal year. We provide such non GAAP measures to investors on a prospective basis for the same reasons we provide them to investors on a historical basis. We are unable to provide a reconciliation of our forward looking estimate of non-GAAP earnings per diluted share to a forward-looking estimate of GAAP earnings per diluted share without unreasonable efforts because certain information needed to make a reasonable forward-looking estimate of GAAP earnings per diluted share is highly variable and difficult to predict and estimate, and is dependent on future events which are uncertain or outside of our control. These may include unanticipated charges related to asset impairments (fixed assets, intangibles or goodwill), unanticipated acquisition related costs and other unanticipated nonrecurring items not reflective of ongoing operations. We expect the variability of these charges to have a potentially unpredictable, and potentially significant, impact on our GAAP earnings per diluted share.



Non-GAAP Reconciliations

| | Three Months Ended 10/1/2016 | | | Three Months Ended 10/3/2015 | | |
|---|------------------------------|---------------|--------------|------------------------------|---------------|--------------|
| | <u>Office Furniture</u> | <u>Hearth</u> | <u>Total</u> | <u>Office Furniture</u> | <u>Hearth</u> | <u>Total</u> |
| <i>Sales as reported</i> | \$454.9 | \$129.7 | \$584.6 | \$476.0 | \$139.9 | \$615.9 |
| <i>% change from PY</i> | (4.4%) | (7.3%) | (5.1%) | | | |
| Less: Impact of Acquisitions and Divestures | \$13.8 | - | \$13.8 | \$4.4 | - | \$4.4 |
| <i>Organic sales</i> | \$441.1 | \$129.7 | \$570.8 | \$471.5 | \$139.9 | \$611.4 |
| <i>% change from PY</i> | (6.4%) | (7.3%) | (6.6%) | | | |



Non-GAAP Reconciliations (Cont.)

| Three Months Ended 10/1/2016 | | | | | |
|---|---------------------|-------------------------|---------------|-------------------|--------------------|
| | <u>Gross Profit</u> | <u>Operating Income</u> | <u>Tax</u> | <u>Net Income</u> | <u>Diluted EPS</u> |
| Dollars in millions except per share data | | | | | |
| As reported (GAAP) | \$221.6 | \$51.7 | \$16.8 | \$33.8 | \$0.74 |
| <i>% of net sales</i> | 37.9% | 8.8% | | 5.8% | |
| <i>Tax %</i> | | | 33.2% | | |
| Restructuring charges | \$0.7 | \$1.1 | \$0.4 | \$0.8 | \$0.02 |
| Charitable donation of building | \$0.0 | \$1.6 | \$0.5 | \$1.1 | \$0.02 |
| Transition costs | \$1.6 | \$1.6 | \$0.5 | \$1.1 | \$0.02 |
| Results (non-GAAP) | \$223.9 | \$56.0 | \$18.3 | \$36.7 | \$0.80 |
| <i>% of net sales</i> | 38.3% | 9.6% | | 6.3% | |
| <i>Tax %</i> | | | 33.2% | | |

| Three Months Ended 10/3/2015 | | | | | |
|---|---------------------|-------------------------|---------------|-------------------|--------------------|
| | <u>Gross Profit</u> | <u>Operating Income</u> | <u>Tax</u> | <u>Net Income</u> | <u>Diluted EPS</u> |
| Dollars in millions except per share data | | | | | |
| As reported (GAAP) | \$231.6 | \$61.1 | \$18.6 | \$40.8 | \$0.90 |
| <i>% of net sales</i> | 37.6% | 9.9% | | 6.6% | |
| <i>Tax %</i> | | | 31.3% | | |
| Restructuring charges | \$0.8 | \$1.0 | \$0.3 | \$0.7 | \$0.01 |
| Transition costs | \$1.3 | \$1.3 | \$0.4 | \$0.9 | \$0.02 |
| Results (non-GAAP) | \$233.7 | \$63.4 | \$19.3 | \$42.4 | \$0.93 |
| <i>% of net sales</i> | 38.0% | 10.3% | | 6.9% | |
| <i>Tax %</i> | | | 31.3% | | |



Non-GAAP Reconciliations (Cont.)

Third Quarter – Non-GAAP Financial Measures (Reconciled with most comparable GAAP financial measures)

| Dollars in millions | Office Furniture | | | Hearth Products | | |
|--|--------------------|---------------|-------------------|--------------------|---------------|-------------------|
| | Three Months Ended | | Percent Change | Three Months Ended | | Percent Change |
| | 10/1/2016 | 10/3/2015 | | 10/1/2016 | 10/3/2015 | |
| Operating profit as reported (GAAP) | \$44.7 | \$48.4 | (7.6%) | \$19.1 | \$23.5 | (18.7%) |
| <i>% of net sales</i> | 9.8% | 10.2% | | 14.7% | 16.8% | |
| Restructuring charges | \$0.1 | \$0.0 | | \$1.0 | \$0.9 | |
| Transition costs | \$1.2 | \$0.6 | | \$0.4 | \$0.7 | |
| Operating profit (non-GAAP) | \$46.1 | \$49.0 | (6.1%) | \$20.5 | \$25.1 | (18.5%) |
| <i>% of net sales</i> | 10.1% | 10.3% | | 15.8% | 17.9% | |