HNI CORPORATION
PUBLIC POLICY AND CORPORATE GOVERNANCE COMMITTEE CHARTER

I. Purpose

The Public Policy and Corporate Governance Committee (the "Committee") has primarily an external focus towards shareholders, communities and the public, but also focuses on the Board of Directors' (the "Board") and the Corporation's overall corporate governance.

The purpose of the Committee is to (a) identify individuals qualified to serve as Directors consistent with criteria approved by the Board, (b) recommend to the Board the Director candidates for nomination by the Board for the next annual meeting of shareholders, (c) develop and recommend to the Board corporate governance principles, (d) monitor and evaluate corporate governance practices, (e) oversee evaluation of the Board and the Corporation, (f) oversee the finance policy and capital structure of the Corporation, and (g) exercise such other oversight as is specified in this Charter.

II. Organization

A. Membership; Qualifications

The Committee shall consist of at least three independent Directors. Each member of the Committee shall meet the independence requirements under the listing standards of the New York Stock Exchange ("NYSE"), the Corporation's Categorical Independence Standards, and the Securities Exchange Act of 1934, as amended (the "Exchange Act").

The Board shall appoint members and the Chairperson of the Committee. The Board may replace Committee members and the Chairperson at its discretion.

B. Meetings

The Committee shall meet in person or telephonically at least quarterly, or more frequently as necessary to fulfill its responsibilities. Meetings of the Committee may be called by the Chief Executive Officer of the Corporation, the Chairperson of the Committee, or any other two or more members of the Committee. A majority of the Committee members shall constitute a quorum for the transaction of business. The action of a majority of those present at a meeting, at which a quorum is present, shall be the act of the Committee. The Committee may also act by unanimous written consent.

C. Agenda

The Chairperson of the Committee is responsible for establishing agendas and conducting meetings. Committee members may submit items for the agenda and raise subjects not on the agenda at any meeting.

D. Resources; Advisors; Reports from Management

The Committee shall have the resources, including funding in amounts the Committee deems necessary, and authority appropriate to discharge its responsibilities. The Committee shall

have sole authority to retain and terminate consultants used to identify director candidates or assist in evaluation of compensation and benefits for Directors and to approve the consultant's fees and other retention terms. The Committee may also retain or obtain the advice of independent legal or other advisors as the Committee may deem appropriate. The Committee shall obtain regular reports from management related to the Committee's areas of responsibility.

E. Delegation

Except as otherwise prohibited by law or the Articles of Incorporation or By-laws, the Committee may delegate its responsibilities, along with the authority to take action in relation to such responsibilities, to subcommittees or individuals.

III. Responsibilities

The Committee will:

A. Nominating Committee for Directors

Identify and evaluate candidates to be recommended to the Board for nomination as Directors. The Committee, at a minimum, shall consider basic qualifications required for membership on the Board (both internal and external requirements) and additional qualifications required of one or more members of the Board.

Consider and evaluate nominees for election to the Board recommended by shareholders using the same criteria applicable to other Director candidates. The Committee may consider the share ownership of recommending shareholders and compliance with procedures for submission of recommendations.

Director candidates will be evaluated consistent with the Corporation’s corporate governance guidelines, and the Committee will consider the mix of director characteristics, experiences, diversity attributes, perspectives and skills appropriate for the Corporation. Although the Corporation has no specific policy on diversity, the guidelines broadly define diversity to include factors such as age, race, gender, education, ethnicity, career experience and personality; understanding of and experiences in manufacturing, distribution, technology, finance and marketing; and international experience and culture.

The Committee with the help of management will appropriately document the nomination and candidate evaluation process.

Review and approve procedures for submission of shareholder director nominee recommendations, including timing and manner of submission, required information regarding the recommending shareholder and the proposed nominee, and consent of the proposed nominee to be contacted and interviewed by the Committee and to serve if nominated and elected.

B. Review of Directors

Evaluate and review qualifications, experience, attributes and skills of incumbent Directors in determining whether to recommend them for re-election. The Committee will use the same factors established for new director candidates to make its evaluation and will also take into account the incumbent Director's performance as a Board member.

C. Succession Planning

At least annually, report to the Board on Director succession planning, which shall include appropriate contingencies in case the Chairman (if the Chairman is not the CEO) or Lead Director retires, resigns or is incapacitated. The Committee shall assist the Board in evaluating potential successors to the Chairman and Lead Director.

D. Corporate Governance Guidelines

At least annually, the Committee shall review the Corporation's corporate governance guidelines and recommend changes, if any, to the Board.

E. Review Committee Charter

Review the Committee's Charter annually, and recommend changes, if any, to the Board.

F. Review and Evaluate the Committee's Performance

At least annually, evaluate the Committee's performance against the requirements of the Committee's Charter and review evaluations with the Board. The Committee shall conduct its review and evaluation as it deems appropriate.

G. Committee Charters and Structure

Review periodically, but not less than annually, the charters of the committees and committee structure of the Board, including appropriate size of the Board, and recommend changes, if any, required to satisfy applicable law, regulations and the listing standards of the NYSE.

In cooperation with the Chairman of the Board, nominate members of the Board to the three Board committees for a term of one year.

H. Board Officers/Lead Director

Nominate annually the Chairman and Secretary of the Board.

Review annually qualifications of the Lead Director and nominate a member of the Board as Lead Director, if applicable.

I. Director Compensation

Review annually the compensation paid to Directors for service on the Board and recommend changes, if appropriate, for approval by the Board.

J. Corporate Social Responsibility; Enterprise Sustainability

Provide oversight of the management of the Corporation's social responsibility programs, including enterprise sustainability, in coordination with the other Board committees based on the relevant responsibilities of each committee.

K. Charitable Giving

Review annually the Corporation's charitable giving program and recommend annual charitable funding.

L. Shareholder Relations Program

Review annually the Corporation's investor relations program and shareholder and institutional investor issues as the Committee deems appropriate, including periodic review of takeover preparedness measures.

M. Compliance, Ethics and Corporate Governance

Provide oversight of the Corporation's ethics program, compliance programs and corporate governance practices. The Corporation's Chief Compliance Officer will be the Committee's main contact with respect to this responsibility.

N. Performance Evaluations

Conduct annually the Corporation Performance Evaluation and the Board Performance Evaluation.

O. Committee Operations, Director Independence and Financial Expertise

Review and discuss with management disclosures regarding the operations of the Committee. Review and recommend to the Board for determination Directors and nominees who meet the independence requirements of the NYSE, the Corporation's Categorical Independence Standards and the Exchange Act (including any specific independence requirements applicable to service on Board committees). With respect to Directors appointed to serve on the Audit Committee, review and recommend to the Board for determination whether such Directors meet financial literacy and expertise standards and other requirements of the NYSE and the Exchange Act. Recommend disclosure regarding the topics above in the Corporation's proxy statement.

P. Stock Exchange

Review periodically and make recommendations as appropriate regarding the stock exchange(s) on which the Corporation's stock is traded.

Q. Financial Policy and Capital Structure Oversight

1. Review and monitor the Corporation's long-term financial structure, strategies and alignment with the Corporation's business strategies, including the Corporation's hedging activities and debt position.

2. Evaluate the Corporation's cash and stock dividend payment policies and procedures and recommend to the Board a dividend schedule and rate.

R. Shareholder Communications with the Board

Review and approve procedures for evaluation and response, as appropriate, to shareholders' communications with the Board. The procedures shall at a minimum describe: (i) the manner communications may be sent to the Board; (ii) information required to be provided concerning the shareholder; (iii) process for collecting and organizing communications; (iv) process for determining which communications are forwarded to the Directors; and (v) manner and timing of delivery of communications to the Directors.

S. Policy on Director Attendance at Annual Meetings

Review and recommend to the Board a policy regarding attendance of Directors at the Corporation's annual meeting of shareholders.

T. Board Reports

Make regular reports of its activities and, as appropriate, recommendations to the Board not less than once per year. Reports shall review significant compliance matters relevant to the Committee's responsibilities.

U. Director Training and Orientation

Oversee and review on a periodic basis the continuing education program for Directors and the orientation program for new Directors.

IV. History

Adopted by the Board of Directors on February 11, 2004. [Last amended August 11, 2025].