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The HON Company Backgrounder

Profile: The HON Company was founded in 1944 and is North America's office furniture brand of choice for small and medium-sized businesses. It is the largest operating company of HNI Corporation (NYSE: HNI).

Inspired by practicality and invested in understanding the needs of its customers, The HON Company offers a full line of office product solutions — including seating, desks, workstations, storage and tables. HON's commitment to serving its customers is rooted in reliable performance and a member culture that is approachable, confident, smart and ready to serve.

Headquartered in Muscatine, Iowa, The HON Company has manufacturing facilities strategically located throughout the United States, and markets its products through a nationwide network of loyal distribution partners.

**The HON
Company
Believes:**

The HON Company believes in honest design that solves real workplace problems and is sparked by real people's needs. The company's growth relies on business simplification, rapid continuous improvement and innovation. Longstanding company goals include being profitable, creating long-term value for shareholders, providing quality products and services, providing a great working environment, and being a responsible corporate citizen.

**The
Environment:**

The founders of The HON Company refused to waste even an ounce of precious metal. They devised an innovative product line out of materials that others may have considered scrap. Their waste-not philosophy was formalized in 1992 when HON introduced Rapid Continuous Improvement (RCI) to empower

team members to adopt more efficient production processes and eliminate waste. Sustainable practices include:

- HON product development incorporates Designing for the Environment (DfE) processes to ensure that products provide long, reliable service. Materials are chosen to reduce impacts and become recyclable when the product reaches the end of its useful life.
- Comold[®] is HON's compression molding process used for seat and back components. It is made from 97% recovered wood fiber. Using secondary wood material saves over 2,800 trees per year and diverts nearly 4 thousand tons of post-consumer wood waste from landfills.
- Plant Based Polyols foam—created from soybeans, corn and other plants—is used in many HON seating lines, promoting our initiative to be less dependent on fossil fuels.
- In total, HON manufacturing locations recycle more than 27,000 gallons of wet paint annually, of which 30 percent is used on-site.
- Precise fabric cutting methods help reduce fabric waste. Scraps that remain are baled and recycled, keeping more than 100 tons of waste from landfills every year.
- HON diverts more than 7,000 pounds of sawdust from landfills annually by selling it to an alternative fuel company.
- Bulk packing options consume fewer raw materials and decrease the amount of shipping material that customers must recycle or send to landfills. Reducing carton material also reduces greenhouse gas emissions by decreasing the number of trucks needed to deliver HON product.
- HON converts waste material from a local steel plant into counterweights instead of using large amounts of heavy steel plate. This helps minimize the environmental effects of our manufacturing processes and the carbon footprint of our products.

Company History:

As World War II was ending, company founder C. Maxwell Stanley foresaw a post-war housing boom. He had the idea to start a manufacturing company that would put returning GIs to work making steel kitchen cabinets for new homes. The business — called “Home-O-Nize” — was incorporated in 1944. A severe steel shortage following the war threatened to close the first factory. Cleverly, the company founders began designing products that could be made from scrap metal, including the company's first office product: a 3-by-5 index card file made from recycled aluminum. Office products soon became the company's

primary focus. The company name was shortened to its acronym, H-O-N, and eventually became HON.

Recognition:

The HON Company has earned the recognition of several business and industry publications, as well as numerous design, manufacturing and distribution awards, most notably:

- *2013 Industry of the Year award for HON's Cedartown manufacturing facility.*
- *Buildings* magazine, Grand Prize Product Innovations Award, 2012 and 2011
- *Fortune* magazine's list of America's Most Admired Companies in the furniture industry
- *Forbes* magazine's list of the 400 Best Big Companies in America
- *IndustryWeek* magazine's 50 best manufacturing companies and 10 best manufacturing facilities in North America
- U.S. Green Building Council (USGBC) LEED®-CI Silver certification for its corporate headquarters, Chicago Resource Center and Washington D.C. Resource Center

Corporate Giving:

HON empowers its members to serve customers and communities, including:

- Raising more than \$3.5 million between 2002 and 2014 for City of Hope, a global leader in the fight against cancer, diabetes, HIV/AIDS and other life-threatening diseases
- Annual contributions and support of the United Way Day of Caring in Muscatine, Iowa (corporate headquarters); nearly 85 percent of HON members contribute a portion of their earnings to their communities through United Way
- Serving on boards of directors or advisory boards for national and local charitable organizations, including United Way, City of Hope, Habitat for Humanity, Big Brothers/Big Sisters and area Chamber of Commerce
- Support of local community organizations through Friday Jeans for Charity; HON members contribute a portion of their earnings to the sponsored charity

For more information, visit hon.com.

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