KIMBALL HAS BEEN PRO-ACTIVELY ADOPTING AND DEVELOPING SUSTAINABILITY PRACTICES FOR OVER 40 YEARS.

Over time, we’ve made continual progress as a responsible steward of resources and an agent of sustainable change in our industry. Here’s how:

• We take a holistic approach to sustainability—our level of certification supports this.
• We make certain that our products can maximize contributions to our customer’s own green building and WELL certification programs.
• We make it easy for our customers to choose products that can contribute by having a large number of IAQ gold and level certified products.
• Our sustainability practices are certified by third party audits against valid and credible standards set forth by the industry.

We are committed to not only meeting current environmental and social standards, but also setting new ones. Our employees, customers and communities have shaped our culture, and we believe that together we can create a better world.

CONTENTS

About Kimball  4
Company Involvement  6
Showroom Locations  8
History  10
Triple Bottom Line  12
People  13
Planet  16
Products  18
ABOUT KIMBALL

Kimball has been transforming workspaces for over 45 years with an ever-widening breadth of relevant, sustainable furniture solutions. As one of America’s most respected environmentally-conscious contract furniture manufacturers, we’re always considering new possibilities, sharing ideas, blending technology with materials, and designing new solutions. We apply our rich heritage to create work spaces that support an ever-changing world.

Our core values, quest for quality and heritage in craftsmanship are still at the heart of our business, but our definition of craftsmanship has evolved over time to include technology that enhances the quality and design of our product. Technology can drive us to find newer, better solutions we never thought possible.

Our complete product solutions create a sense of place where people can achieve all that’s possible. Our desire to innovate drives us to engage with the broader design community outside our doors. As a world-class design company, we pride ourselves in being curious, forward-thinking, driven for results and relentless in our pursuit of success. Our ultimate goal is to provide relevant solutions that carry workplaces into the future. Together, with our partners, we will continue to anticipate changes in how people work and design solutions for a successful workplace.

For additional information about Kimball, visit kimball.com.
COMPANY INVOLVEMENT

Membership and Involvement:

• Members of the U.S. Green Building Council (USGBC)
• Members of the Business and Institutional Furniture Manufacturer’s Association (BIFMA)
• Involved in the development of the ANSI/BIFMA furniture sustainability standards
• We take a holistic approach to sustainability—our level of certification supports this
• We make certain that our products can maximize contributions to our customer’s own WELL certification and green building certification programs

We offer products with the following attributes:

• SCS Global Services Indoor Advantage™-certified products
• BIFMA level® certified products

We strive to create products that will contribute to LEED® (Leadership in Energy and Environmental Design) project certification and make sure that our own facilities meet or exceed LEED® standards.
<table>
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<tr>
<th>KIMBALL LOCATIONS</th>
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<td><strong>ATLANTA</strong></td>
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| 3445 Peachtree Road, Suite 400  
Atlanta, GA 30326  
1.800.390.1876 |
| **BOSTON**        |
| 70 Federal Street  
Boston, MA 02110  
1.800.721.2159 |
| **CHICAGO**       |
| LEED CI Silver  
325 North Wells Street, Suite 100  
Chicago, IL 60654  
1.800.349.9827 |
| **DALLAS**        |
| 2100 McKinney Avenue, Suite 1850  
Dallas, TX 75201  
1.800.835.4904 |
| **JASPER**        |
| Corporate Headquarters | LEED CI Silver  
1800 Royal Street  
Jasper, IN 47546  
812.634.3220 |
| **LOS ANGELES**   |
| 500 South Grand Avenue  
Biltmore Towers, 24th Floor  
Los Angeles, CA 90071  
1.800.203.3688 |
| **WASHINGTON, D.C.** |
| LEED CI Silver  
1130 Connecticut Avenue NW, Suite 1150  
Washington, DC 20036  
1.800.637.6996 |
| **SALEM MANUFACTURING FACILITY** |
| 200 Kimball Boulevard  
Salem, IN 47167  
812.883.1850 |

Kimball operates manufacturing facilities and corporate showrooms throughout the United States within compliance of local, state and federal regulatory requirements while striving to go above and beyond to not only embrace but exceed all social, environmental and economic practices.
OUR HISTORY

2018 brought excitement with a newly expanded product portfolio in both Kimball contract and health with exciting new products that included fiXT, Helio, Greer and the KORE Work Cart. As an integrated solution provider, we’re committed to making it easier to do business with us as we’re not interested in doing a “good” job for our customers. Just being good prevents us from being great. Our goal is to always do great work, and then strive to surpass our previous efforts through continuous improvement. Kimball has strong history around flexible solutions and we partner with industry thought leaders who collectively know where the future of work is heading and challenge what’s familiar to inspire fresh ideas.

Our Kimball brand continues its strong connection to today’s architects and designers who are creating solutions for environments that transcend the lines between life and work – no matter which segment. These dynamic alliances represent our drive and enthusiasm in creating a company that is focused on innovation, knowledge and adaptability, and a workplace that fosters creativity, resourcefulness and collaboration.

Adaptability, quality and craftsmanship are the pillars of our brand and we continue our commitment to not only meeting current environmental and social standards, but also setting new ones. Staying true to who we are and the initiatives that matter most is how we’re able to charge down a path to be the industry leader in sustainability.
Kimball has outlined its environmental philosophy around our people, planet and products. More importantly, in each of these areas we’ve demonstrated our sustainable commitment with action. At Kimball, we are proud of our environmental stewardship. We are committed to sustainable business practices and continuous improvement. It’s part of our heritage to take initiative, reduce waste, conserve energy, commit fully and lead by example. It’s not enough to simply sustain. We strive to enhance our world.

The Kimball family is comprised of many diverse team members. We support equal opportunities regardless of gender, age group, or minority status. Our culture has developed with a focus on teamwork and collaboration.

We’ve developed strong relationships with each other, our customers, our suppliers and the communities in which we live and work.

The average tenure for a Kimball team member is over 14 years and many of our customers and suppliers have been with us for 40+ years.

Kimball’s heritage is built on a culture of caring that is engrained in everything we do. This culture extends beyond what we make and how we make it to specific initiatives that support our customers, communities and our world. As part of our Live Life Nice mentality, Kimball promotes and encourages our employees, partners and customers to conduct random acts of kindness and to Be Nice and Do in their everyday life. Examples of how we help others via community service and involvement include:

- Internship programs for local high school students, mentor programs, design competitions and scholarships for students in higher education
- Support of veteran programs, local community organizations and nonprofits
- Food and donation drives to support community members displaced by natural disaster

Our efforts to be socially responsible extend beyond the workplace. Many employees volunteer and actively support community organizations and events. For our people, social responsibility isn’t just a way of work. It’s a way of life.
CUSTOMER FOCUSED
At Kimball, we strive to create relevant products by tuning in to our customers’ needs. Our goal is to always do great work, and then strive to surpass our previous efforts through continuous improvement. This is how we consistently exceed customer expectations with products and services that create long-term value.

PEOPLE
SAFETY
The health and safety of our employees and their families is critical to our success. We believe that the best way to continually improve is to regularly involve our team members in monitoring and improving our processes.

Team members participate in daily informal meetings to monitor and improve our safety program. All safety statistics, achievements and issues are regularly reported to leadership. Safety statistics for each facility are available to all Kimball employees. Each of our manufacturing facilities operate within compliance of all environmental, health and safety laws.

We are always looking for ways to improve our safety standards. In 2000, we began participating in OSHA’s Voluntary Protection Programs (VPP), which helps us promote workplace safety and health practices. Star status by VPP is OSHA’s official recognition of outstanding efforts for those who have achieved exemplary occupational safety and health. Our Indiana facilities have achieved VPP Certification or Star status.
ENERGY MANAGEMENT AND CONSERVATION

The proper management of energy and its impact on the environment is important to all of us. We have established our greenhouse gas emissions baseline, and our facilities are engaged in power management.

Recognizing that our finish operations were significantly impacting our energy demand, Kimball made investments and adaptations over the years to reduce our energy consumption. With new technology that focuses only on the materials being processed, we can be sure that only the necessary amount of energy is being used.

EMISSIONS

Our logistics operations has earned certification by the U.S. EPA as a SmartWay partner. This partnership with SmartWay helps us ensure that our logistics and transportation methods have minimal effects on the environment. We are proud to be distinguished as a top SmartWay performer for our fleet’s low CO₂ emissions per mile.

Our products are manufactured without CFCs, achieving ‘label-free’ status under the EPA’s regulations concerning ozone-depleting chemicals.

WASTE

Kimball uses a variety of methods to reclaim waste materials during the manufacturing process, injecting them back into the same process whenever possible. When waste is generated, we turn to recycling. And as always, we’re constantly looking for ways to improve our recycling processes.

Kimball’s continued commitment to sustainability includes participating in Kimball International’s on-site corporate recycling center, recycling 62 different items in more than 15 categories. Products recycled include steel, aluminum, glass, oil, fabric, toner cartridges, plastics, wood, cardboard and electronic equipment, and other materials.
To improve environmental performance, Kimball incorporates environmental thinking into the entire life cycle of our products. Our aim is to minimize harmful environmental aspects without forfeiting the quality or aesthetic of our products. Indeed, our improvement efforts make their way into our products in some innovative ways; Kimball has been awarded 52 patents to date for processes used in the creation of our products.

Kimball products are fabricated from wood, glass, metal, and aluminum. Many of our materials have high recycled contents up to 90%.

- Casegoods, desking, and tables have an average recycled content of over 76%
- We offer fabrics with 100% recycled content
- Recyclable packaging

Kimball regionally sources materials when possible, but also leverages a global supply network of domestic and international partners. Many of our supply partner relationships were developed in the earliest stages of the company’s life.

We go through a semi-annual management review of significant environmental aspects as well as key performance metrics. These reviews are attended by the Director of Operations for each facility and the Vice President of Operations.

In May 2008, all Kimball manufacturing facilities received ISO14001 registration. This Environmental Management System requires that significant environmental aspect projects be addressed each year. This is part of our process for continuous improvement in our manufacturing facilities.

Our product testing team evaluates all Kimball products, ensuring they meet and exceed ANSI (American National Standard Institute) and BIFMA (Business and Institutional Furniture Manufacturer’s Association) standards. Our team members participate on BIFMA and USGBC committees to contribute and develop industry-wide standards.

We are committed to using low-emission adhesives, paints and wood finishes. We use water-based adhesives where possible and powder-coat paints on metals.

In 2012, we transitioned our manufactured product lines to our Pura® finish solution. Pura is a proprietary finish solution that incorporates water-based topcoats, UV topcoats, VOC-free and formaldehyde-free components. IAQ compliant, this finish solution meets or exceeds all indoor air quality standards.

Most Kimball products meet Indoor Advantage program requirements and are third-party certified by SCS Global Services (SCS) to the BIFMA Furniture Emissions Standards.
We developed this report with consideration given to the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines. The GRI framework suggests principles and indicators that organizations can use to measure and report their economic, environmental and social performance. To learn more about GRI, go to www.globalreporting.org.