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Leggett & Platt believes being a responsible corporate citizen includes our being an effective participant in the political, legislative, and regulatory processes. Given that public policy issues have the potential to significantly impact our business, people, and communities, the Company recognizes that it is in our best interests to use its resources, on occasion, to advance political and policy goals that are consistent with the sustainability of our business and our values.

In accordance with this goal, the Company has adopted this Political Contribution Policy to govern and inform Leggett & Platt's participation in political contribution activities and to reflect the Company's commitment to the highest levels of integrity, ethics, and transparency in our business operations. All conduct described herein will at all times be undertaken in accordance with applicable legal requirements related to such activities, and in alignment with Company procedures and guidelines.

## Philosophy

The Company may make political contributions, where permitted by law, to support candidates, political committees, ballot measure initiatives, and other political organizations that are committed to and aligned with the principles of economic development, free enterprise, and good government. In conjunction with direct political contributions, we also advocate our positions on proposed public policies that will affect the competitiveness and vitality of the manufacturing sector as a whole.

The decision to utilize corporate resources for political contribution activities is always undertaken in accordance with two overarching principles:

**Legal Compliance:** The Company's political contributions are made in compliance with all applicable laws, regulations, and corresponding legal requirements. To ensure compliance, all political contributions must be reviewed and approved by the General Counsel.

**Public Policy Alignment:** Political contributions may be given to political candidates and organizations whose views and work are consistent with the interests and values of the Company. We recognize that candidates and organizations may support positions that align with some, but not all, of our views. In these instances, we base our involvement on those areas of mutual agreement that we believe will have the greatest benefit to our shareholders and key stakeholders.

Corporate political contributions – in any form – will never be made or given in anticipation of, in recognition of, or in return for any official act by a government official, candidate for elected office, or any other recipient organization or individual.

## Procedures

All political expenditures, including direct contributions and the use of Company resources to support or benefit political recipients, must receive prior approval from the General Counsel. This includes funds for federal, state or local candidates, political committees, ballot initiatives, or any other political organization.

Proposed actions are tested for their alignment with, and support of, Company objectives and interests, and contributions are subject to a thorough review process. All corporate contributions (monetary or nonmonetary) are centrally controlled, and, regardless of the amount, are planned, budgeted, legally reviewed, and approved in advance by the General Counsel.

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**Political Action Committee:** U.S. federal election law allows corporations to establish political action committees known as separate segregated funds, which may make contributions to federal candidates, state candidates (as permitted by law), and other political committees. The Company sponsors the Leggett & Platt Incorporated Political Action Committee (LPAC), a federal political action committee registered with and reporting to the Federal Election Commission (FEC). LPAC is funded solely through voluntary employee, director, or shareholder contributions. As legally permitted, the Company supports the modest cost of administering LPAC; however, corporate funds are never contributed to LPAC.

Decisions about LPAC contributions to specific candidates are made by the Political Participation Committee – the managing committee for the LPAC and the Company's organizational political expenditures. Contribution decisions are made in the best interest of the Company and are not made to reflect the personal political views or interests of management. Contribution criteria considered when the LPAC makes donation decisions include, but are not limited to, the following:

- the candidate's (or recipient's) views on issues relevant to the Company, its shareholders, customers, employees and other stakeholders;
- the candidate's leadership positions;
- the jurisdiction of the Congressional committees on which the candidate serves; and
- the candidate's representation of a jurisdiction where the Company has an employee presence or other interest.

The Company and LPAC comply with all legally required disclosure obligations associated with the operation of a federal separate segregated fund. LPAC's political contributions are reported to the FEC and are publicly available at [www.fec.gov](http://www.fec.gov).

**Federal Contributions and Expenditures:** U.S. federal law prohibits corporate political contributions to candidates in connection with federal elections. Such contributions include: any direct or indirect payment, distribution, subscription, loan, advance, deposit, or gift of money, services or anything of value to any candidate, campaign committee, political committee, or political party in connection with any federal election.

In spite of the ban on direct corporate contributions under federal law, corporations are allowed to make what are known as "independent expenditures" (i.e., advertisements advocating for the election or defeat of a candidate) supporting or opposing federal candidates. Corporations are also permitted to make donations to certain political organizations and other tax-exempt entities that engage in federal voter registration, get-out-the-vote, and other similar political activities. Company funds may, when appropriate, be used for such activities when specifically authorized.

**State and Local Contributions and Expenditures:** Individual states maintain jurisdiction over laws governing state political contributions and expenditures. Local and municipal contributions and expenditures are also governed by a combination of state and local laws across the country. Where legally permitted, the Company may contribute to state and local candidates, parties, PACs, committees, and ballot measures provided that expenditures/contributions are specifically authorized and reported to the appropriate state and/or local agency. Contributions to campaigns of state and local candidates or party committees will be made using the same criteria and framework utilized to evaluate federal contributions by LPAC.

Corporations are also allowed to make independent expenditures supporting or opposing state and local candidates. They are also permitted to make donations to certain political organizations and other tax-exempt entities that engage in state and local voter registration, get-out-the-vote, and other similar political activities. Company funds may, when appropriate, be used for such activities when specifically authorized.

**International Contributions:** Political contributions are also regulated in many other countries. Therefore, requests for political contributions outside of the United States must be directed to the General Counsel for review and approval.

**Trade Associations and Other Organizations:** Consistent with applicable state and federal election law and applicable tax guidance, the Company may contribute to or expend resources for trade associations and other tax-exempt organizations that directly or indirectly utilize such funds or resources for political purposes. When making such donations, the Company will use the same criteria and framework referenced above for other political engagement to evaluate the utility of such contributions.

## Employee Involvement

While individual participation in the political process is encouraged by the Company, an individual's personal political contributions must not be made with Company funds or be reimbursed by the Company. In addition, the unreimbursed use of Company facilities, vehicles, equipment or personnel by federal candidates and, in some cases, state and local candidates can be considered illegal in-kind contributions under applicable law. As such, the use of Company resources for political activities or purposes must always be reviewed and approved in advance by the General Counsel.

Employees will never be reimbursed or otherwise directly or indirectly compensated for personal political contributions or expenses. The Company will not pressure or coerce employees to make personal political expenditures or take any retaliatory action against employees who do not.

## Oversight

The Company's Political Participation Committee is tasked with the duty of overseeing and ensuring the implementation of this policy. The Committee is comprised of the CEO, CFO and General Counsel and is empowered to periodically review the Company's political spending, supervise policies and procedures that regulate spending, and review the purposes and benefits of all expenditures.

In addition to oversight by the Political Participation Committee, the Company's Board of Directors and Nominating, Governance & Sustainability Committee (NG&S) also serve supervisory roles. The Board is tasked with setting the maximum amount of political contributions the CEO is authorized to make on behalf of the Company on an annual basis, while the NG&S Committee periodically reviews all political contributions made by the Company and the LPAC.