

# 2021 HILLENBRAND SUSTAINABILITY REPORT EXECUTIVE SUMMARY

SHAPE WHAT  
MATTERS FOR  
TOMORROW™

## Sustainability Journey

**2016**

Launched Hillenbrand One Campaign designed to support local communities

**2018**

Formed Sustainability Steering Committee to guide Company's efforts

**2019**

Signed United Nations Global Compact (UNGC), a voluntary pledge to increase ESG programs and disclosure

**2021**

Hired first Chief Sustainability Officer

**2020**

Published inaugural sustainability report, summarizing perspectives and actions on governance and business ethics, labor, human rights, and environmental responsibilities

**2019**

Engaged with key stakeholders to conduct a materiality assessment

**2021**

Published 2nd sustainability report, disclosed DEI data for the first time, aligned to Global Reporting Initiative (GRI) standard

**2022**

Announced our renewed Company Purpose and Core Values

**2022**

Published 3rd sustainability report, including new disclosures of energy and Scope 1&2 emissions, associate training, supplier diversity, and aligned to SASB standard

## Purpose/Core Values

In our Sustainability Report, we also release our Company's renewed Purpose: **Shape What Matters For Tomorrow™** means we lead in our industries by creating products, solutions, and, most importantly, impacts that will define the future, not only for our business, but for the world. Hillenbrand plays a unique role as we address challenges in supply chain, talent management, sustainability, health and safety, and beyond.

Embedded in our Purpose is a set of four Core Values unifying Hillenbrand's more than 10,000 global associates: Win As One, Partner With Possibility, Make It Matter, and Drive To Deliver. These Core Values activate our Purpose, challenge us to be better, and guide our decision making.

## Sustainability Report Key Content Additions

- Announcement of Company Purpose and Unified Core Values
- Energy Usage and Scope 1&2 Emissions Data for key sites
- ESG in Enterprise Risk Management
- Conflict Minerals Policy
- Global Health & Safety Policy
- Supplier Diversity Policy
- Diversity Data for Suppliers in North America
- Associate Trainings
- Community Engagement Strategy
- Business Resource Groups (BRGs)
- SASB Alignment

# Key Performance Indicators

	2020	2021
<b>ECONOMIC<sup>1</sup></b>		
Revenue (M USD)	\$2,517.0	\$2,864.8
Adjusted EBITDA (M USD)	\$464.4	\$538.2
<b>GOVERNANCE</b>		
% Supplier Diversity	–	9%
<b>ENVIRONMENTAL</b>		
GHG Emissions (MT CO <sub>2</sub> e)	70,333	72,321
GHG Emissions (MT CO <sub>2</sub> e/million hours)	5,685	4,989
Energy Consumption (GJ)	798,885	812,096
<b>SOCIAL</b>		
<b>Gender</b>		
% Women in Board of Directors	27%	45%
% Women in Global Management	29%	38%
% Women in Global Leadership	26%	30%
% Women in Global Workforce	16%	16%
<b>Race/Ethnicity</b>		
% Non-White in Board of Directors	9%	27%
% Non-White in U.S Management	8%	18%
% Non-White in U.S Leadership	12%	23%
% Non-White in U.S Workforce	20%	20%
<b>Associate Training Completion</b>		
% Code of Business Ethics & Conduct	–	99%
% Anti-Bribery Anti-Corruption	–	99%
% Data Protection Basics	–	100%
% U.S. Focused Trade Controls	–	100%
% General Overview Trade Controls	–	100%
<b>Safety</b>		
H&S RIR (Recordables/hours)	1.84	1.72

<sup>1</sup> Economics data represents fiscal year totals. Adjusted EBITDA is a non-GAAP measure. Please see GAAP reconciliation in the respective earnings press release available at <https://ir.Hillenbrand.com> and in the full 2021 Sustainability Report published online at <https://www.hillenbrand.com/sustainability>.

All other data footnoted in the above table can be found in the 2021 Sustainability Report published online at <https://www.hillenbrand.com/sustainability>.

## Where to Go for More Information

To read the full 2021 Sustainability Report, please visit the [sustainability page](#) on our Company website. For questions, please email [Sustainability@Hillenbrand.com](mailto:Sustainability@Hillenbrand.com).

# HILLENBRAND