

## Global Reporting Initiative (GRI)

Hillenbrand has reported the information cited in this GRI content index for the period 1 January 2022–31 December 2022 with reference to the GRI Standards. GRI Index items that do not appear in the below index can be counted as “not disclosed.”

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Hillenbrand, Inc. Hillenbrand is a publicly-traded corporation listed on the New York Stock Exchange: HI 1 Batesville Boulevard, Batesville, IN 47006, U.S. Location of Hillenbrand and Major Operations p. 6
	2-2 Entities included in the organization’s sustainability reporting	Our Business and Operating Segments p. 5 Approach to Reporting p. 61
	2-3 Reporting period, frequency, and contact point	Sustainability reporting period: 1 January 2022–31 December 2022 (calendar year), reported annually Financial reporting period: 1 October 2021–30 September 2022 (fiscal year), reported quarterly and annually Publication of this report: May 2023 Contact: Tory Flynn, Chief Sustainability Officer, <a href="mailto:sustainability@hillenbrand.com">sustainability@hillenbrand.com</a>
	2-4 Restatements of information	Approach to Reporting p. 61
	2-5 External assurance	This report is not externally assured, but did undergo limited internal assurance
	2-6 Activities, value chain, and other business relationships	Our Business and Operating Segments p. 5 End Markets p. 5 Supplier Standards p. 18 <a href="#">2022 Annual Report Form 10-K</a> p. 3–5, 8–16
	2-7 Employees	Our Associates & Diversity, Equity, and Inclusion p. 42–45 <a href="#">2022 Annual Report Form 10-K</a> p. 6–8
	2-9 Governance structure and composition	<a href="#">Corporate Governance</a> Commitment to Sustainability p. 8–10 Sustainability Structure p. 9 <a href="#">2023 Proxy Statement</a> p. 25–30 and 32–33

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GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	<a href="#">2023 Proxy Statement</a> p. 26–35
	2-11 Chair of the highest governance body	<a href="#">Helen W. Cornell is Chair of the Hillenbrand Board of Directors</a>
	2-12 Role of the highest governance body in overseeing the management of impacts	Commitment to Sustainability p. 8–10 Sustainability Structure p. 9 <a href="#">2023 Proxy Statement</a> p. 29–30 <a href="#">Nominating Committee Charter</a>
	2-13 Delegation of responsibility for managing impacts	Sustainability Structure p. 9
	2-14 Role of the highest governance body in sustainability reporting	Commitment to Sustainability p. 8–10 Sustainability Structure p. 9 <a href="#">2023 Proxy Statement</a> p. 29–30 <a href="#">Nominating Committee Charter</a>
	2-15 Conflicts of interest	<a href="#">2023 Proxy Statement</a> p. 35
	2-16 Communication of critical concerns	<a href="#">2023 Proxy Statement</a> p. 27, 29
	2-17 Collective knowledge of the highest governance body	Sustainability Structure p. 9
	2-18 Evaluation of the performance of the highest governance body	<a href="#">2023 Proxy Statement</a> p. 27
	2-19 Remuneration policies	<a href="#">2023 Proxy Statement</a> p. 35, 43–47, 66–72
	2-20 Process to determine remuneration	<a href="#">2023 Proxy Statement</a> p. 48–53
	2-21 Annual total compensation ratio	Annual total compensation of the CEO compared to the median employee as determined under SEC regulations: 89:1
	2-22 Statement on sustainable development strategy	Message From Kim Ryan p. 3 Note from Tory p. 8
	2-23 Policy commitments	Policies p. 61
	2-24 Embedding policy commitments	Commitment to Sustainability p. 8–10 Approach to Reporting p. 61 Supplier Standards p. 18 Hillenbrand’s Approach to Ethics and Anti-Corruption p. 16
	2-25 Processes to remediate negative impacts	<a href="#">Human Rights Policy</a> Hillenbrand’s Approach to Ethics and Anti-Corruption p. 16

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<b>GRI 2: General Disclosures 2021</b>	2-26 Mechanisms for seeking advice and raising concerns	Hillenbrand's Approach to Ethics and Anti-Corruption p. 16 Compliance Concern Reporting p. 16
	2-27 Compliance with laws and regulations	Such material incidents, if any, would be disclosed in Hillenbrand's <a href="#">2022 Annual Report Form 10-K</a>
	2-28 Membership associations	<a href="#">Government Relations and Trade and Industry Groups</a> Trades p. 57
	2-29 Approach to stakeholder engagement	Our Approach to Stakeholder Engagement p. 10 Serving Our Stakeholders p. 54–59
	2-30 Collective bargaining agreements	Collective Bargaining p. 50
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Materiality Assessment p. 10–12
	3-2 List of material topics	Materiality Assessment p. 13
	3-3 Management of material topics	Materiality Assessment p. 14
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	<a href="#">2022 Annual Report Form 10-K</a> p. 62–66
	201-2 Financial implications and other risks and opportunities due to climate change	Sustainability Risk Management p. 9 Climate and Governance p. 10 <a href="#">2022 Annual Report Form 10-K</a> p. 6, 23, 29
	201-3 Defined benefit plan obligations and other retirement plans	Compensation and Benefits p. 17, 47–48
	201-4 Financial assistance received from government	<a href="#">2022 Annual Report Form 10-K</a> p. 55
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	Sustainability Risk Management p. 9
	205-2 Communication and training about anti-corruption policies and procedures	2022 Top Compliance Online Training Courses p. 41
	205-3 Confirmed incidents of corruption and actions taken	Such material incidents, if any, would be disclosed in our <a href="#">2022 Annual Report Form 10-K</a>
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">Our Code of Conduct: Fair Competition</a> p. 23
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	<a href="#">2022 Annual Report Form 10-K</a> p. 74–76, 91–94

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<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Energy, Scope 1 & 2 Emissions p. 21–22
	302-3 Energy intensity	Energy, Scope 1 & 2 Emissions p. 21–22
	302-4 Reduction of energy consumption	Energy, Scope 1 & 2 Emissions p. 25
	302-5 Reductions in energy requirements of products and services	Operational Efficiency and the Environmental Impact of Product Portfolio p. 27
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Water Usage p. 28
	303-3 Water withdrawal	Water Usage p. 28
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Energy, Scope 1 & 2 Emissions p. 22
	305-2 Energy indirect (Scope 2) GHG emissions	Energy, Scope 1 & 2 Emissions p. 22
	305-3 Other indirect (Scope 3) GHG emissions	Scope 3 p. 23
	305-4 GHG emissions intensity	Energy, Scope 1 & 2 Emissions p. 22
	305-5 Reduction of GHG emissions	Energy, Scope 1 & 2 Emissions p. 25
<b>GRI 306: Waste 2020</b>	306-2 Management of significant waste-related impacts	How We Support a Circular Plastics Economy p. 33 Hazardous Waste p. 28
<b>GRI 401: Employment 2016</b>	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Compensation and Benefits p. 47–48
	401-3 Parental leave	Compensation and Benefits p. 47–48
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Worker Safety p. 49 ISO Certifications p. 49
	403-2 Hazard identification, risk assessment, and incident investigation	Sustainability Risk Management p. 9 Compliance Concern Reporting p. 16 Worker Safety p. 49 <a href="#">2022 Annual Report Form 10-K</a> p. 7, 16
	403-3 Occupational health services	Worker Safety p. 49
	403-4 Worker participation, consultation, and communication on occupational health and safety	Worker Safety p. 49

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<b>GRI 403: Occupational Health and Safety 2018</b>	403-5 Worker training on occupational health and safety	<a href="#">Global Health &amp; Safety Policy</a>
	403-6 Promotion of worker health	Compensation and Benefits p. 47–48
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Worker Safety p. 49
	403-8 Workers covered by an occupational health and safety management system	ISO Certifications p. 49
	403-9 Work-related injuries	Worker Safety p. 49
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	2022 Top Compliance Online Training Courses p. 41
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Management: Assess, Develop, Engage, and Retain p. 40–41
	404-3 Percentage of employees receiving regular performance and career development reviews	Commentary on Performance Reviews p. 40
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Data Visibility and Diversity Metrics p. 43–45
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Code of Ethics p. 16
		Compliance Concern Reporting p. 16
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	Communities p. 57–59
		Serving Our Stakeholders p. 54–59
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	Trade Associations and Political Involvement p. 56
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Such material incidents, if any, would be disclosed in our <a href="#">2022 Annual Report Form 10-K</a>