

GLOBAL REPORTING INITIATIVE (GRI)

Hillenbrand has reported the information cited in this GRI content index for the period 1 January 2023-31 December 2023 with reference to the GRI Standards. GRI Content 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. 7
	2-2 Entities included in the organization's sustainability reporting	Our Business, Operating Segments, and End Markets p. 6 Approach to Reporting p. 61
	2-3 Reporting period, frequency, and contact point	Sustainability reporting period: 1 January 2023–31 December 2023 (calendar year), reported annually Financial reporting period: 1 October 2022–30 September 2023 (fiscal year), reported quarterly and annually Publication of this report: May 2024 Contact: Tory Flynn, Chief Sustainability Officer, sustainability@hillenbrand.com
	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, Operating Segments, and End Markets p. 6 Supplier Standards p. 51 2023 Annual Report Form 10-K p. 3–5, 8–13
	2-7 Employees	Diversity, Equity, and Inclusion p. 23 2023 Annual Report Form 10-K p. 6-7
	2-9 Governance structure and composition	Corporate Governance Sustainability Governance Structure p. 13 2024 Proxy Statement p. 28-33
	2-10 Nomination and selection of the highest governance body	2024 Proxy Statement p. 29-38
	2-11 Chair of the highest governance body	Hillenbrand Annual Meeting Led by New Chairperson, Helen Cornell - Hillenbrand

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GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	How We Think About Sustainability p. 10 Sustainability Governance Structure p. 13 2024 Proxy Statement p. 31-33 Nominating Committee Charter
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance Structure p. 13
	2-14 Role of the highest governance body in sustainability reporting	How We Think About Sustainability p. 10 Sustainability Governance Structure p. 13 2024 Proxy Statement p. 32-33 Nominating Committee Charter
	2-15 Conflicts of interest	2024 Proxy Statement p. 38
	2-16 Communication of critical concerns	2024 Proxy Statement p. 30-31
	2-17 Collective knowledge of the highest governance body	Sustainability Governance Structure p. 13
	2-18 Evaluation of the performance of the highest governance body	2024 Proxy Statement p. 30
	2-19 Remuneration policies	2024 Proxy Statement p. 38, 46-50, 67-74
	2-20 Process to determine remuneration	2024 Proxy Statement p. 50-56
	2-21 Annual total compensation ratio	Annual total compensation of the CEO compared to the median employee as determined under SEC regulations: 131:1
	2-22 Statement on sustainable development strategy	Welcome Message from Our President and CEO p. 3 Note from Hillenbrand's Chief Sustainability Officer p. 4
	2-23 Policy commitments	Policies p. 61
	2-24 Embedding policy commitments	How We Think About Sustainability p. 10 Approach to Reporting p. 61 Supplier Standards p. 51 Hillenbrand's Approach to Ethics and Anti-Corruption p. 15 Improving Human Rights in the Supply Chain p. 52
2-25 Processes to remediate negative impacts	Human Rights Policy Hillenbrand's Approach to Ethics and Anti-Corruption p. 15 Supplier Standards p. 51-52	

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GRI STANDARD	DISCLOSURE	LOCATION	UN SDG
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Hillenbrand's Approach to Ethics and Anti-Corruption p. 15 Compliance Concern Reporting p. 15	
	2-27 Compliance with laws and regulations	Such material incidents, if any, would be disclosed in Hillenbrand's 2023 Annual Report Form 10-K .	
GRI 2: General Disclosures 2021	2-28 Membership associations	Government Relations and Trade and Industry Groups Involvement with Associations p. 59	
	2-29 Approach to stakeholder engagement	Double Materiality Assessment p. 10 Our Approach p. 11 Serving Our Stakeholders p. 54	
	2-30 Collective bargaining agreements	Collective Bargaining p. 26	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Double Materiality Assessment p. 10	
	3-2 List of material topics	Double Materiality Assessment p. 10	
	3-3 Management of material topics	Double Materiality Assessment p. 10	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2023 Annual Report Form 10-K p. 54-58	
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Change p. 14 Enterprise Risk Management p. 14 2023 Annual Report Form 10-K p. 5, 21, 25	SDG 13
	201-3 Defined benefit plan obligations and other retirement plans	Compensation and Benefits: Choose Well, Live Well p. 25	
	201-4 Financial assistance received from government	2023 Annual Report Form 10-K p. 46	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Enterprise Risk Management p. 14	SDG 16
	205-2 Communication and training about anti-corruption policies and procedures	2023 Top Compliance Online Training Courses p. 22	SDG 16
	205-3 Confirmed incidents of corruption and actions taken	Such material incidents, if any, would be disclosed in our 2023 Annual Report Form 10-K .	SDG 16
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Our Code of Conduct: Fair Competition p. 23	
GRI 207: Tax 2019	207-1 Approach to tax	2023 Annual Report Form 10-K p. 65-67, 90-93	SDG 17

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GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy and Emissions p. 29	SDG 7, 8, 12, 13
	302-3 Energy intensity	Energy and Emissions p. 29	SDG 7, 8, 12, 13
	302-4 Reduction of energy consumption	Energy and Emissions p. 29-32	SDG 7, 8, 12, 13
	302-5 Reductions in energy requirements of products and services	Environmental Considerations During Product Design p. 42-43	SDG 7, 8, 12, 13
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Usage p. 33	SDG 6, 12
	303-3 Water withdrawal	Water Usage p. 33	SDG 6, 12
	303-4 Water discharge	Water Usage p. 33	SDG 6
	303-5 Water consumption	Water Usage p. 33	SDG 6
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy and Emissions p. 29	SDG 3, 12, 13, 14
	305-2 Energy indirect (Scope 2) GHG emissions	Energy and Emissions p. 29	SDG 3, 12, 13, 14
	305-3 Other indirect (Scope 3) GHG emissions	Energy and Emissions p. 30	SDG 3, 12, 13, 14
	305-4 GHG emissions intensity	Energy and Emissions p. 29-30	SDG 13, 14, 15
	305-5 Reduction of GHG emissions	Energy and Emissions p. 29-32	SDG 13, 14, 15
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Hazardous Waste p. 34 End Market Focus p. 44	SDG 3, 6, 12
	306-3 Waste generated	Water, Waste, and Biodiversity, p. 33	SDG 3, 6, 12, 14, 15
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Compensation and Benefits: Choose Well, Live Well p. 25	SDG 5
	401-3 Parental leave	Compensation and Benefits: Choose Well, Live Well p. 25	SDG 5
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Building a Safety Culture p. 36	SDG 3, 8, 16
	403-2 Hazard identification, risk assessment, and incident investigation	Enterprise Risk Management p. 14 Compliance Concern Reporting p. 15 Building a Safety Culture p. 36 2023 Annual Report Form 10-K p. 6-7, 14	SDG 8
	403-3 Occupational health services	Building a Safety Culture p. 36	SDG 8

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GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Building a Safety Culture p. 36	SDG 8, 16
	403-5 Worker training on occupational health and safety	Global Health & Safety Policy Progress Made in 2023 p. 32	SDG 8
	403-6 Promotion of worker health	Compensation and Benefits: Choose Well, Live Well p. 25	SDG 3
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Building a Safety Culture p. 36	SDG 8
	403-8 Workers covered by an occupational health and safety management system	International Organization for Standardization (ISO) Certifications p.37	SDG 8
	403-9 Work-related injuries	Recordable and Lost Time Incident (LTI) Rates p. 39	SDG 8
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	2023 Top Compliance Online Training Courses p. 22	SDG 4, 5, 8
	404-2 Programs for upgrading employee skills and transition assistance programs	People Management p. 21	SDG 8
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, Equity, and Inclusion p. 22	SDG 5, 8
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Compliance Concern Reporting p. 15	SDG 5, 8
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Communities p. 56	
GRI 415: Public Policy 2016	415-1 Political contributions	Political Contributions p. 59	SDG 16
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Such material incidents, if any, would be disclosed in our 2023 Annual Report Form 10-K .	SDG 16