



2024 SUSTAINABILITY UPDATE

This abbreviated report offers Hillenbrand's Fiscal Year 2024 sustainability data and a restatement of 2022 and 2023 data, except where noted, to reflect the shift from calendar year to fiscal year (September 30) reporting. Hillenbrand expects to publish its full Sustainability Report further aligning to European Sustainability Reporting Standards (ESRS) at the end of CY 2025.

HILLENBRAND

WELCOME MESSAGE FROM OUR PRESIDENT AND CEO



Dear Stakeholders,

I'm pleased to share an update on our 2024 sustainability performance and highlight key accomplishments featured in this year's disclosures. We are providing this abbreviated, data-focused report to continue our transparency and progress as we begin to align to the Corporate Sustainability Reporting Directive (CSRD). We expect to file our full Sustainability Report by the end of the 2025 calendar year.

CSRD and other sustainability-related regulations require that we adjust our reporting to align our data to our fiscal year, which runs

from October 1 to September 30 and has a different reporting timeline. This will ensure our sustainability reporting aligns with our financial data and the upcoming regulatory timelines.

Our teams are continuously refining our data and positioning us to meet the evolving regulations. As a result of these efforts, we published three new disclosures in 2024. In May, we published a report on [Canada's Forced Labour Act](#), a new disclosure in compliance with Bill S-211. In October, we published our inaugural [Task Force on Climate-Related Financial Disclosures \(TCFD\)](#) report, demonstrating our commitment to transparency and our progress in addressing climate change, and further preparing us for regulatory frameworks that use TCFD as a baseline. At the end of the year, we published our first [LkSG report](#), in compliance with the German Supply Chain Due Diligence Act. These disclosures support our continued progress toward CSRD alignment.

Through the data disclosed in this report, we reaffirm Hillenbrand's commitment to the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment, and Anti-Corruption. We are dedicated to integrating these principles and the U.N. Sustainable Development Goals (SDGs) into our business, culture, and daily operations.

Our commitment is more than a statement – it's a daily practice that reflects our Purpose to Shape What Matters For Tomorrow. I am particularly proud to share that in December, Hillenbrand was recognized as one of America's Most Responsible Companies – a testament to our efforts in advancing sustainability practices. This recognition not only highlights our commitment to transparency but also aligns with our valued customers' expectations.

Our entire team has a role in upholding our commitments to monitor and address human rights and environmental risks within our supply chain. The progress we have made is a direct result of the dedication of our associates worldwide, the partnerships with our supply chain, and the trust our customers place in our comprehensive solutions to their most challenging processes.

Thank you for your interest in this year's update, and a special thank you to our teams, who make meaningful contributions to our company every day, by being an integral part of Hillenbrand's sustainability journey.

Sincerely,

A handwritten signature in blue ink that reads "Kim Ryan".

Kim Ryan

President and Chief Executive Officer

HILLENBRAND AT A GLANCE¹

Global Leader in Highly Engineered Industrial Processing Equipment and Solutions

- Listed NYSE: "HI"
- ~8,500+ associates
- 60+ global locations
- \$2.7 B combined net revenue²

(1) All figures on this page as of 9/30/24 and exclude the Milacron injection molding and extrusion ("Milacron") business. In March 2025, Hillenbrand sold its majority ownership stake in Milacron. All data presented in this report is on a FY basis, except where noted. FY 2024 data presented in this report excludes Milacron. FY 2022 and 2023 data for Energy & Emissions and Water & Wastewater also excludes Milacron.

(2) As of 9/30/24, excluding Milacron. Combined net revenue is a non-GAAP financial measure. See appendix for GAAP reconciliation.

ENERGY USE

	FY22 ¹	FY23 ²	FY24 ³
Energy (GJ) by Type			
Electricity (total)	254,287	259,570	251,276
Electricity from Renewable Sources	35,382	47,996	47,432
Percentage of Electricity from Renewable Sources	14%	18%	19%
Natural Gas	141,014	139,932	128,846
Gasoline⁴	7,338	7,415	7,580
Diesel (total)	8,218	9,196	11,814
Diesel from Renewable Sources	750	927	1,136
Propane	1,535	1,879	2,136
Kerosene	3,531	3,514	2,212
Biomass Byproduct	-	918	-
Residual Fuel Oil	-	-	259
Purchased Heat & Steam	3,932	4,237	4,499
Energy (GJ) by Region			
North America	201,815	212,053	194,225
From Renewable Sources	40	255	280
Europe	149,185	141,210	135,694
From Renewable Sources	36,010	43,222	42,758
Asia	68,855	73,364	78,628
From Renewable Sources	82	5,447	5,529
South America	-	34	76
Total Energy Use (GJ)			
Energy (total)	419,855	426,661	408,622
Energy from Renewable Sources	36,132	48,923	48,568
Percentage of Energy from Renewable Sources	9%	11%	12%
Total Energy per Revenue (M USD)	181	151	128

(1) Unless otherwise stated, FY22 data and associated normalizations represent 100% of Company's manufacturing sites and reflect the current state of our operations, excluding divestitures and including acquisitions. Due to the timing of acquisitions, some Q1 FY22 data has been estimated.

(2) Unless otherwise stated, FY23 data and associated normalizations represent 100% of Company's manufacturing sites and reflect the current state of our operations, excluding divestitures and including acquisitions.

(3) Unless otherwise stated, FY24 data and associated normalizations represent 100% of Company's manufacturing sites and reflect the current state of our operations, excluding divestitures and including acquisitions. In line with the Greenhouse Gas Protocol, we define the reporting boundary for our climate-related impacts in terms of operational control.

(4) Includes ethanol, petrol, and liquified petroleum gas.

SCOPE 1,2,3 EMISSIONS

	FY22 ¹	FY23 ²	FY24 ³
Scope 1 GHG Emissions	8,380	8,442	7,938
Scope 2 GHG Emissions (location-based)	26,326	26,829	26,350
Scope 2 GHG Emissions (market-based)	25,621	24,917	24,441
Scope 1 GHG Emissions per M Working Hours	415	410	476
Scope 2 (market) GHG Emissions per M Working Hours	1,270	1,209	1,466
Scope 1 GHG Emissions per Revenue (M USD)	4	3	2
Scope 2 (market) GHG Emissions per Revenue (M USD)	11	9	8
Scope 3 Emissions	28,825,871	22,632,308	10,742,299
Category 1 ⁴	608,951	610,991	604,408
Category 11 ⁵	28,216,919	22,021,317	10,137,892
Scope 3 Emissions per Revenue (M USD)	12,450	8,009	3,375

WATER USE BY SOURCE

	FY22 ¹		FY23 ²		FY24 ³	
	Total	Areas with Water Stress	Total	Areas with Water Stress	Total	Areas with Water Stress
Water Withdrawal (KL)	135,739	34,135	151,263	31,438	143,763	36,136
Third-party water	125,155	32,311	143,662	29,559	138,728	34,035
Ground-water	10,584	1,824	7,601	1,879	5,035	2,101
Water Discharge (KL)	-	-	142,964	24,620	136,288	33,155
Third-party water	-	-	137,221	23,779	131,508	32,107
Ground water	-	-	5,743	842	4,780	1,048
Water Consumption (KL)	-	-	8,299	6,818	7,474	2,981
Third-party water	-	-	6,441	5,780	7,219	1,928
Ground water	-	-	1,858	1,038	255	1,053
% Operations in Water Stressed Areas⁶	17%					

(1) Unless otherwise stated, FY22 data and associated normalizations represent 100% of Company's manufacturing sites and reflect the current state of our operations, excluding divestitures and including acquisitions. Due to the timing of acquisitions, some Q1FY22 data has been estimated.

(2) Unless otherwise stated, FY23 data and associated normalizations represent 100% of Company's manufacturing sites and reflect the current state of our operations, excluding divestitures and including acquisitions.

(3) Unless otherwise stated, FY24 data and associated normalizations represent 100% of Company's manufacturing sites and reflect the current state of our operations, excluding divestitures and including acquisitions. In line with the Greenhouse Gas Protocol, we define the reporting boundary for our climate-related impacts in terms of operational control.

(4) Category 1 data represents 89% of all manufacturing sites by energy footprint, excluding divestitures and including acquisitions. Emissions were estimated using emissions factors from an Environmentally Extended Input-Output database and spend on purchased goods and services across 85% of the organization.

(5) Category 11 data represents 80% of all manufacturing sites by energy footprint, excluding divestitures and including acquisitions. Emissions were estimated using total annual electricity consumption and average lifespan of each product. Electricity consumption was multiplied by a global and U.S. average emissions factor, depending upon where the majority of products were sold. FY22 and FY23 includes CY data as a proxy only where FY data was unavailable.

(6) Water stress was assessed using the World Resources Institute Aqueduct Water Risk Atlas. Areas are considered water-stressed if they are in a region with a "High" or "Extremely High" water risk indicator.

WASTE DISPOSAL

	2023 ²	2024 ³
Pounds of Waste Disposed in the U.S. & Canada¹		
Hazardous Waste	213,226	355,540
Non-Hazardous Waste	644,310	1,191,130

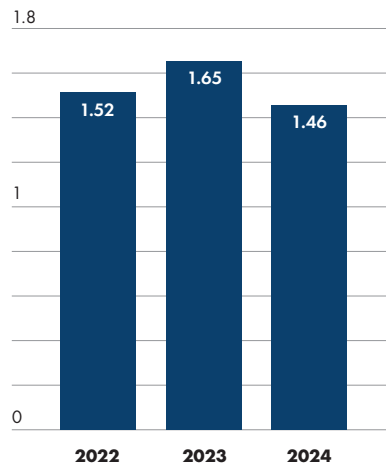
(1) Hillenbrand did not disclose this information in 2022.

(2) Figures are for CY 23 and include the following sites: » Coperion – Wytheville, VA; Salina, KS » DME – Greenville, MI; » Milacron – Mt. Orab, OH; Batavia, OH; McPherson, KS » Mold Masters – Windsor, ONT; Georgetown, ONT » Shick Esteve – Kansas City, MO » Rotex – Cincinnati, OH

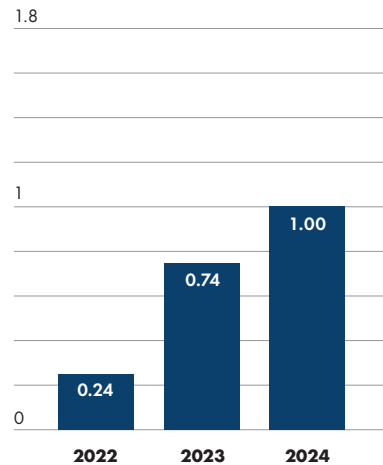
(3) Figures are for FY 24 and include the following sites: » Coperion – Peerless & Shaffer, Sidney, OH; Pitman, NJ; Sabetha, KS; Salina, KS; Shick Esteve – Kansas City, KS; Whitewater, WI; Wytheville, VA » Mold-Masters – Georgetown, ONT; » Rotex – Cincinnati, OH

RECORDABLE AND LOST TIME INCIDENT (LTI) RATES

TOTAL RECORDABLE RATE⁴



LOST TIME RATE⁵



(4) Total rolling recordable incident rate is calculated on a 100-full-time-equivalent-employee basis..

(5) The total rolling lost time incident rate is calculated on a 100-full-time-equivalent-employee basis based upon the OSHA definition of Lost Time Incidents.

ISO CERTIFICATIONS

	Sites	% of Total Operations ⁶
ISO 9001:2015 QUALITY MANAGEMENT CERTIFICATIONS	Coperion: Osnabrück, Germany; Ferrara, Italy; Greater Noida, India; Manchester, United Kingdom; Nanjing, China; Niederlenz, Switzerland; Noida, India; Peterborough, United Kingdom; Salina, Kansas, USA; Stuttgart, Germany; Montaigu-Vendee, France; Weingarten, Germany; Whitewater, Wisconsin, USA; Wytheville, Virginia, USA; DME: Madison Heights, Michigan, USA; Shinoli, India; Windsor, Ontario, Canada; Zeletava, Czech Republic; Mold-Masters: Baden-Baden, Germany; Coimbatore, India; Georgetown, Ontario, Canada; Kunshan City, China; Rotex: Runcorn, United Kingdom	47%
ISO 14001:2015 ENVIRONMENTAL MANAGEMENT CERTIFICATIONS	Coperion: Greater Noida, India; Nanjing, China; Noida, India; Stuttgart, Germany; Montaigu-Vendee, France; Weingarten, Germany; Rotex: Runcorn, United Kingdom	14%
ISO 45001:2015 OCCUPATIONAL HEALTH AND SAFETY CERTIFICATION	Coperion: Ferrara, Italy; Greater Noida, India; Nanjing, China; Noida, India; Stuttgart, Germany; Weingarten, Germany; Rotex: Runcorn, United Kingdom	14%
ISO 50001:2018 ENERGY MANAGEMENT SYSTEMS	Coperion: Weingarten, Germany; Stuttgart, Germany	4%

(6) Operations at key sites that report on safety data

ASSOCIATE TRAINING

	2024 ¹	
	Population Complete	Total Training Hours ²
Code of Ethical Business Conduct	6,275	4,330
Anti-Bribery and Anti-Corruption	4,933	2,055
Human Trafficking	321	102
Trade Controls	3,172	1,480
Living our Purpose	1,537	256
		8,224 Hours

HILLENBRAND WORKFORCE GLOBAL GENDER⁴

		2022 ⁵	2023 ⁶	2024 ⁷
Board	Men	50%	50%	55%
	Women	50%	50%	45%
Management Team	Men	58%	55%	50%
	Women	42%	45%	50%
Leadership	Men	79%	80%	77%
	Women	21%	20%	23%
Workforce	Men	84%	83%	81%
	Women	16%	17%	19%

(1) Data as of 09/30/2024, excludes Milacron

(2) Hours estimated based on the average course duration estimated by content provider

(3) "Total" is defined as all full-time and part-time associates. 2023 data excludes Batesville and includes LINXIS Group, Herbold, Gabler, Peerless, and FPM. 2022 data excludes Batesville, LINXIS Group, Herbold, Gabler, and Peerless. 2023 "Total Population Age" based on date of birth as of 12/31/2023. 2024 "Total Population Age" based on date of birth as of 9/30/2024.

(4) Data for gender globally and race/ethnicity for U.S.-based positions. Race/ethnicity based on self-disclosed reporting for U.S. workforce aligned with EEO-1 reporting guidelines. "Board" data aligns to our annual proxy statement disclosures.

(5) 2022 data excludes Batesville, LINXIS Group, Herbold, Gabler, and Peerless. "Management Team" is defined as CEO and Senior Vice President and Vice President direct reports. 2022 data as of 1/1/2023. "Leadership" in 2022 is defined by job levels and includes Vice Presidents not reporting to CEO, Executive Directors, Senior Directors, and Directors. 2022 data as of 12/31/2022. "Workforce" is defined as all full-time and part-time associates. 2022 data as of 12/31/2022.

AGE OF WORKFORCE³

Management Team	2022	2023	2024
Under 30	0	0	0
30 to 50	6	5	4
Over 50	6	6	6
Total	12	11	10
Total Population Age	2022	2023	2024
Under 30	13%	16%	12%
30 to 50	58%	54%	56%
Over 50	29%	29%	31%
Total	7,739	10,719	8,672

HILLENBRAND WORKFORCE ETHNIC DIVERSITY⁴

		2022 ⁵	2023 ⁶	2024 ⁷
Board	Ethnically Diverse	30%	30%	27%
	Caucasian	70%	70%	73%
	Non-Specified	-	-	-
Management Team	Ethnically Diverse	20%	20%	22%
	Caucasian	80%	80%	78%
	Non-Specified	-	-	-
Leadership	Ethnically Diverse	16%	16%	17%
	Caucasian	80%	79%	80%
	Non-Specified	4%	5%	4%
Workforce	Ethnically Diverse	12%	12%	13%
	Caucasian	83%	83%	82%
	Non-Specified	5%	5%	5%

(6) 2023 data excludes Batesville and includes LINXIS Group, Herbold, Gabler, Peerless, and FPM. 2023 data as of 12/31/2023. "Management Team" is defined as CEO and Senior Vice President and Vice President direct reports. 2023 data as of 12/31/2023. "Leadership" in 2023 is defined by job levels and includes Vice Presidents not reporting to CEO, Executive Directors, Senior Directors, and Directors. 2023 data as of 12/31/2023.

(7) 2024 data excludes Milacron injection molding and extrusion data as of 9/30/2024. "Management Team" is defined as CEO and Senior Vice President and Vice President direct reports. 2024 data as of 09/30/2024. "Leadership" in 2024 is defined by job levels and includes Vice Presidents not reporting to CEO, Executive Directors, Senior Directors, and Directors. 2024 data as of 09/30/2024. Board data as of January 7, 2025.

GLOBAL REPORTING INITIATIVE (GRI)

Hillenbrand has reported the information cited in this GRI content index for the period 1 October 2023-30 September 2024 with reference to the GRI Standards. GRI Content Index items that do not appear in the below index can be counted as “not disclosed.” **Unless otherwise stated, all page numbers listed in these indices refer to our 2023 Sustainability Report**, which can be found at Hillenbrand.com/sustainability/reports.

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. 2023 Sustainability Report; Location of Hillenbrand and Major Operations p. 7
	2-2 Entities included in the organization’s sustainability reporting ¹	2023 Sustainability Report; Our Business, Operating Segments, and End Markets p. 6 2023 Sustainability Report; Approach to Reporting p. 61
	2-3 Reporting period, frequency, and contact point	Sustainability reporting period: 1 October 2023 - 30 September 2024 (fiscal year), reported annually Financial reporting period: 1 October 2023 - 30 September 2024 (fiscal year), reported quarterly and annually Publication of this update: May 2025 Contact: Tory Flynn, Chief Sustainability Officer, sustainability@hillenbrand.com
	2-4 Restatements of information	2023 Sustainability Report; 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	2023 Sustainability Report; Our Business, Operating Segments, and End Markets p. 6 2023 Sustainability Report; Supplier Standards p. 51 2024 Annual Report Form 10-K p. 3-6, 8-14
	2-7 Employees	2024 Sustainability Update, p. 7 2024 Annual Report Form 10-K p. 7
	2-9 Governance structure and composition	Corporate Governance 2023 Sustainability Report; Sustainability Governance Structure p. 13 2024 Proxy Statement p. 27-34
	2-10 Nomination and selection of the highest governance body	2024 Proxy Statement p. 30-39
	2-11 Chair of the highest governance body	Hillenbrand Annual Meeting Led by New Chairperson, Helen Cornell - Hillenbrand

(1) In March 2025, Hillenbrand sold its majority ownership stake in Milacron.

GLOBAL REPORTING INITIATIVE (GRI)

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	2023 Sustainability Report; How We Think About Sustainability p. 10 2023 Sustainability Report; Sustainability Governance Structure p. 13 2024 Proxy Statement p. 32–34 Nominating Committee Charter
	2-13 Delegation of responsibility for managing impacts	2023 Sustainability Report; 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. 33-34 Nominating Committee Charter
	2-15 Conflicts of interest	2024 Proxy Statement p. 39
	2-16 Communication of critical concerns	2024 Proxy Statement p. 31-32
	2-17 Collective knowledge of the highest governance body	2023 Sustainability Report; Sustainability Governance Structure p. 13 2024 Proxy Statement p. 31
	2-18 Evaluation of the performance of the highest governance body	
	2-19 Remuneration policies	2024 Proxy Statement p. 39, 47-51, 69-75
	2-20 Process to determine remuneration	Say on Pay vote: 98.46% shareholder approval. 2024 Proxy Statement p. 1, 50-56, 105
	2-21 Annual total compensation ratio	Annual total compensation of the CEO compared to the median employee as determined under SEC regulations: 125:1
	2-22 Statement on sustainable development strategy	2023 Sustainability Report; Welcome Message from Our President and CEO p. 3 2023 Sustainability Report; Note from Hillenbrand's Chief Sustainability Officer p. 4
	2-23 Policy commitments	2023 Sustainability Report; Policies p. 61 Sustainability Policies
	2-24 Embedding policy commitments	2023 Sustainability Report; How We Think About Sustainability p. 10 2023 Sustainability Report; Approach to Reporting p. 61 2023 Sustainability Report; Supplier Standards p. 51 2023 Sustainability Report; Hillenbrand's Approach to Ethics and Anti-Corruption p. 15 2023 Sustainability Report; Improving Human Rights in the Supply Chain p. 52
	2-25 Processes to remediate negative impacts	Human Rights Policy 2023 Sustainability Report; Hillenbrand's Approach to Ethics and Anti-Corruption p. 15 2023 Sustainability Report; Supplier Standards p. 51-52

GLOBAL REPORTING INITIATIVE (GRI)

GRI STANDARD	DISCLOSURE	LOCATION	UN SDG
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	2023 Sustainability Report; Hillenbrand's Approach to Ethics and Anti-Corruption p. 15 2023 Sustainability Report; Compliance Concern Reporting p. 15	-
	2-27 Compliance with laws and regulations	Such material incidents, if any, would be disclosed in Hillenbrand's 2024 Annual Report Form 10-K .	-
GRI 2: General Disclosures 2021	2-28 Membership associations	Government Relations and Trade and Industry Groups 2023 Sustainability Report; Involvement with Associations p. 59	-
	2-29 Approach to stakeholder engagement	2023 Sustainability Report; Double Materiality Assessment p. 10 2023 Sustainability Report; Our Approach p. 11 2023 Sustainability Report; Serving Our Stakeholders p. 54	-
	2-30 Collective bargaining agreements	2023 Sustainability Report; Collective Bargaining p. 26	-
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2023 Sustainability Report; Double Materiality Assessment p. 10	-
	3-2 List of material topics	2023 Sustainability Report; Double Materiality Assessment p. 10	-
	3-3 Management of material topics	2023 Sustainability Report; Double Materiality Assessment p. 10	-
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2024 Annual Report Form 10-K p. 54–58	-
	201-2 Financial implications and other risks and opportunities due to climate change	2024 TCFD Report 2023 Sustainability Report; Climate Change p. 14 2023 Sustainability Report; Enterprise Risk Management p. 14 2024 Annual Report Form 10-K p. 5-6, 18-26	SDG 13
	201-3 Defined benefit plan obligations and other retirement plans	2023 Sustainability Report; Compensation and Benefits: Choose Well, Live Well p. 25	-
	201-4 Financial assistance received from government	2024 Annual Report Form 10-K p. 48	-
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	2023 Sustainability Report; Enterprise Risk Management p. 14	SDG 16
	205-2 Communication and training about anti-corruption policies and procedures	2023 Sustainability Report; 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 2024 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	2024 Annual Report Form 10-K p. 67-70, 93-95	SDG 17

GLOBAL REPORTING INITIATIVE (GRI)

GRI STANDARD	DISCLOSURE	LOCATION	UN SDG
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2024 Sustainability Update, p. 4	SDG 7, 8, 12, 13
	302-3 Energy intensity	2024 Sustainability Update, p. 4	SDG 7, 8, 12, 13
	302-4 Reduction of energy consumption	2023 Sustainability Report; Energy and Emissions p. 29-32	SDG 7, 8, 12, 13
	302-5 Reductions in energy requirements of products and services	2023 Sustainability Report; 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	2023 Sustainability Report; Water Usage p. 33	SDG 6, 12
	303-3 Water withdrawal	2024 Sustainability Update, p. 5	SDG 6, 12
	303-4 Water discharge	2024 Sustainability Update, p. 5	SDG 6
	303-5 Water consumption	2024 Sustainability Update, p. 5	SDG 6
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2024 Sustainability Update, p. 5	SDG 3, 12, 13, 14
	305-2 Energy indirect (Scope 2) GHG emissions	2024 Sustainability Update, p. 5	SDG 3, 12, 13, 14
	305-3 Other indirect (Scope 3) GHG emissions	2024 Sustainability Update, p. 5	SDG 3, 12, 13, 14
	305-4 GHG emissions intensity	2024 Sustainability Update, p. 5	SDG 13, 14, 15
	305-5 Reduction of GHG emissions	2023 Sustainability Report; Energy and Emissions p. 29-32	SDG 13, 14, 15
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	2023 Sustainability Report; Hazardous Waste p. 34 2023 Sustainability Report; End Market Focus p. 44	SDG 3, 6, 12
	306-3 Waste generated	2024 Sustainability Update, p. 6	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	2023 Sustainability Report; Compensation and Benefits: Choose Well, Live Well p. 25	SDG 5
	401-3 Parental leave	2023 Sustainability Report; 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	2023 Sustainability Report; Building a Safety Culture p. 36	SDG 3, 8, 16
	403-2 Hazard identification, risk assessment, and incident investigation	2023 Sustainability Report; Enterprise Risk Management p. 14 2023 Sustainability Report; Compliance Concern Reporting p. 15 2023 Sustainability Report; Building a Safety Culture p. 36 2024 Annual Report Form 10-K p. 7, 14	SDG 8
	403-3 Occupational health services	2023 Sustainability Report; Building a Safety Culture p. 36	SDG 8

GLOBAL REPORTING INITIATIVE (GRI)

GRI STANDARD	DISCLOSURE	LOCATION	UN SDG
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	2023 Sustainability Report; Building a Safety Culture p. 36	SDG 8, 16
	403-5 Worker training on occupational health and safety	Global Health & Safety Policy 2023 Sustainability Report; Progress Made in 2023 p. 32	SDG 8
	403-6 Promotion of worker health	2023 Sustainability Report; 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	2023 Sustainability Report; Building a Safety Culture p. 36	SDG 8
	403-8 Workers covered by an occupational health and safety management system	2024 Sustainability Update, p. 6	SDG 8
	403-9 Work-related injuries	2024 Sustainability Update, p. 6	SDG 8
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	2024 Sustainability Update, p. 7	SDG 4, 5, 8
	404-2 Programs for upgrading employee skills and transition assistance programs	2023 Sustainability Report; People Management p. 21	SDG 8
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2023 Sustainability Report; Diversity, Equity, and Inclusion p. 22	SDG 5, 8
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	2023 Sustainability Report; 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	2023 Sustainability Report; Communities p. 56	-
GRI 415: Public Policy 2016	415-1 Political contributions	2023 Sustainability Report; 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 2024 Annual Report Form 10-K .	SDG 16

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

TOPIC	METRIC	UNIT OF MEASURE	CODE	DISCLOSURE
Energy Management ¹	Total energy consumed	Gigajoules (GJ)	RT-IG-130a.1	408,622
	Percentage grid electricity	Percentage (%)		50%
	Percentage renewable energy	Percentage (%)		12%
Employee Health & Safety ²	Total recordable incident rate (TRIR)	Rate	RT-IG-320a.1	1.46
	Fatality rate	Rate		Not disclosed
	Near miss frequency rate	Rate		Not disclosed
Fuel Economy & Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Gallons per 1,000 ton-miles	RT-IG-410a.1	Not applicable
	Sales-weighted fuel efficiency for non-road equipment	Gallons per hour	RT-IG-410a.2	Not applicable
	Sales-weighted fuel efficiency for stationary generators	Watts per gallon	RT-IG-410a.3	Not applicable
	Sales-weighted emissions of nitrogen oxides (NOx) and particulate matter (PM) for marine diesel engines, locomotive diesel engines, on-road medium- and heavy-duty engines, and other non-road diesel engines	Grams per kilowatt-hour	RT-IG-410a.4	Not applicable
Materials Sourcing	Description of the management of risks associated with the use of critical materials	n/a	RT-IG-440a.1	2023 Sustainability Report; Enterprise Risk Management p. 14 Supplier Standards p. 51 Conflict Minerals p. 51
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	Reporting Currency	RT-IG-440b.1	Not disclosed
Activity Metrics	Number of units produced by product category	Number	RT-IG-000.A	Not disclosed
	Number of employees	Number	RT-IG-000.B	8,500+

(1) Refer to Energy Use for details on these metrics.

(2) Refer to Recordable and Lost Time Incident (LTI) Rates footnotes for details on these metrics.

RECONCILIATION TABLE & DISCLOSURE REGARDING NON-GAAP MEASURES

Disclosure Regarding Non-GAAP Measures

Hillenbrand, Inc. (NYSE: HI) is a publicly traded company in the United States and is subject to U.S. securities laws, including the filing of certain financial information with the U.S. Securities and Exchange Commission, some of which information is replicated within this document for convenience. While we report financial results in accordance with United States generally accepted accounting principles (GAAP), we also provide certain non-GAAP operating performance measures. We believe this information provides a higher degree of transparency. This non-GAAP measure is referred to as “combined net revenue.”

Combined net revenue is defined as net revenue including management estimates for fiscal year 2023 for the acquisitions of Peerless and FPM, excludes the results of our historical Batesville reportable operating segment following its divestiture on February 1, 2023, and excludes the results of Milacron injection molding and extrusion business, (“Milacron.”) LINXIS Group and Peerless’ 22E figures included in net revenue from acquisitions for LINXIS Group’s and Peerless’ fiscal year ending December 31, 2022, as of September 30, 2022, are based on unaudited prospective financial information prepared and provided to the Company by LINXIS Group and Peerless, respectively.

LINXIS Group’s and Peerless’ actual results could differ materially from these projections that were used in management’s estimates prior to acquisition. In addition, prior to the acquisition by the Company, LINXIS Group’s financial statements were prepared in accordance with French GAAP, which differ in certain material respects from U.S. GAAP. For instance, when compared to U.S. GAAP, French GAAP (i) differs in its requirements for over time revenue recognition and (ii) consolidates only proportionally for less than 100% owned entities, which impact revenue and EBITDA as presented thereunder. French GAAP may also (1) include amortization of capitalized research and development costs rather than immediate expense recognition; (2) requires recognition of actuarial gains or losses from pension plans immediately in the period incurred; (3) have potentially different timing of EBITDA recognition of foreign currency balances for nonmonetary assets and liabilities; and (4) set different requirements for sale-leaseback transactions, resulting in differences in timing of expense recognition, each of which may impact EBITDA as presented thereunder. LINXIS Group defined EBITDA as net income before interest, income tax, depreciation and amortization (in each case, determined in accordance with French GAAP). No quantitative reconciliation of these forward-looking measures is provided, as underlying factors are inherently uncertain and difficult to predict, and such a reconciliation would not be available without unreasonable efforts. In addition, the Company believes such reconciliations would imply a degree of precision and certainty that could be confusing to investors.

Combined Industrial Net Revenue Reconciliation⁴

(in millions)	Year Ended September 30,							2024
	2017	2018	2019	2020	2021	2022	2023	
Consolidated net revenue, as reported	\$1,590.20	\$1,770.10	\$1,807.30	\$1,964.40	\$2,241.50	\$2,315.30	\$2,826.00	\$3,182.80
Less: Batesville net revenue¹	562	550.6	532.9	-	-	-	-	-
Net revenue from continuing operations	1,028.2	1,219.5	1,274.4	1,964.4	2,241.5	2,315.3	2,826.0	3,182.8
Add: Net revenue from acquisitions^{2,3}	-	-	-	-	-	404.2	505.3	-
Less: Milacron net revenue⁵				(367.40)	(551.40)	(607.20)	(622.00)	(540.00)
Combined net revenue	1,028.2	1,219.5	1,274.4	1,597.0	1,690.1	2,112.3	2,709.3	2,642.8
Advanced Process Solutions net revenue	1,028.2	1,219.5	1,274.4	1,228.6	1,245.7	1,269.8	1,823.5	2,288.0
Add: Net revenue from acquisitions^{2,3}	-	-	-	-	-	404.2	505.3	-
Advanced Process Solutions combined net revenue	1,028.2	1,219.5	1,274.4	1,228.6	1,245.7	1,674.0	2,328.8	2,288.0
Molding Technology Solutions net revenue	-	-	-	735.8	995.7	1,045.5	1,002.5	894.8
Less: Milacron net revenue⁵				(367.4)	(551.4)	(607.2)	(622.0)	(540.0)
Molding Technology Solutions combined net revenue				368.4	444.3	438.3	380.5	354.8
Combined net revenue	1,028.2	1,219.5	1,274.4	1,597.0	1,690.0	2,112.3	2,709.3	2,642.8

(1) Batesville reportable operating segment net revenue excluded from combined net revenue.

(2) Revenue from FY’22 included net revenue related to the acquisitions of Herbold, Linxis, Gabler, and Peerless; includes management estimate for period prior to ownership.

(3) Revenue from FY’23 included net revenue related to the acquisitions of Peerless and FPM; includes management estimate for period prior to ownership.

(4) Amounts reflected for FY’17-21 do not incorporate acquisitions closed during FY’22-23 and are as previously reported.

(5) Milacron net revenue excluded from combined net revenue

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