

Reporting Channels

It is the goal of Hillenbrand Inc. and its affiliated companies (Hillenbrand) to act in a globally responsible manner and in line with our [Code of Ethical Business Conduct](#). To uphold these values, we encourage all employees who have compliance concerns about any form of malpractice or violations of our Code of Ethical Business Conduct to come forward and express these concerns.

In line with the EU Whistleblowing Directive, you have the options to use our internal reporting channels as well as external reporting channels.

Internal Concern Reporting

All associates, including temporary associates, supervisors, and managers, are required under the Code to report, anonymously if desired as allowed by local law, any potential or suspected violations of policy and/or actions of misconduct without fear of retaliation. This includes suspected violations of EU law and/or any other applicable laws.

Associates may raise Concerns regarding violations or suspected violations of the Code through any of the following channels:

- a) a supervisor or next level manager or human resources;
- b) one of the international Ethics Hotlines ([International-Reporting-Hotlines](#)) or the web portal, (concern.hillenbrand.com); or
- c) directly to the Hillenbrand Legal Department or Ethics and Compliance Department (ECD@Hillenbrand.com)

External Concern Reporting

In addition to our internal concern reporting channels, associates have the right to report concerns externally if they are covered under the EU Whistleblower Directive.¹ We ask all our associates to exhaust our internal reporting channels prior to resorting to the external options. The relevant authorities for external reporting (where applicable) in our operating countries are as follows (this list will be revised in accordance with the availability of external compliance reporting options in relevant countries):

- a) Germany: Federal Office of Justice ([BfJ - Hinweisgeberstelle \(bundesjustizamt.de\)](https://www.bundestag.de/bfj/hinweisgeberstelle))
- b) Czech Republic: Ministry of Justice ([Aktuality - Ministerstvo spravedlnosti České republiky - Portál justice](https://www.mvcr.cz/aktuality))
- c) France: Defender of Rights ([Défenseur des Droits \(defenseurdesdroits.fr\)](https://www.defenseurdesdroits.fr))
- d) Italy: National Anti-Corruption Office (<https://www.anticorruzione.it/>)

¹ E.g. breaches of EU law in the following areas, among others: public procurement, product safety and compliance, nuclear safety, financial services, environmental protection, protection against retaliation, public health, consumer protection, data privacy matters and others.