

GLOBAL REPORTING INITIATIVE (GRI)

Hillenbrand has reported the information cited in this GRI content index for the period 1 October 2024 – 30 September 2025 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 118 Cross County Plaza, Unit C, Batesville, Indiana 47006, USA Location of Hillenbrand and Major Operations, on page 11
	2-2 Entities included in the organization’s sustainability reporting	About Hillenbrand, on pages 6–11 Hillenbrand Operating Model, on page 6 How We Approach Sustainability, on pages 15–17
	2-3 Reporting period, frequency, and contact point	Sustainability reporting period: 1 October 2024–30 September 2025 (fiscal year), reported annually Financial reporting period: 1 October 2024–30 September 2025 (fiscal year), reported quarterly and annually Publication of this update: February 2026 Contact: Tory Flynn, Chief Sustainability Officer, sustainability@hillenbrand.com
	2-4 Restatements of information	How We Approach Sustainability, on page 15
	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	About Hillenbrand, on pages 6–11 Hillenbrand Operating Model, on page 6 How We Approach Sustainability, on pages 15–17 2025 Annual Form 10-K , p. 8-14
	2-7 Employees	2024 Sustainability Update , p. 7 2025 Annual Form 10-K , p. 7
	2-9 Governance structure and composition	Governance, on page 13 2025 Proxy Statement , p. 38
	2-10 Nomination and selection of the highest governance body	2025 Proxy Statement , p. 38
	2-11 Chair of the highest governance body	2025 Proxy Statement , p. 19
	2-12 Role of the highest governance body in overseeing the management of impacts	How We Approach Sustainability, on pages 16–17 Governance, on page 13
	2-13 Delegation of responsibility for managing impacts	Governance, on page 13
	2-14 Role of the highest governance body in sustainability reporting	How We Approach Sustainability, on pages 16–17
	2-15 Conflicts of interest	2025 Proxy Statement , p. 39
	2-16 Communication of critical concerns	2025 Proxy Statement , p. 33

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	2-17 Collective knowledge of the highest governance body	Governance, on page 13
	2-18 Evaluation of the performance of the highest governance body	2025 Proxy Statement , p. 31
	2-19 Remuneration policies	2025 Proxy Statement , p 47-53 Our People, on page 31
	2-20 Process to determine remuneration	Our People, on page 31
	2-21 Annual total compensation ratio	Compensation and Benefits: Choose Well, Live Well, on page 31
	2-22 Statement on sustainable development strategy	Welcome Message—Letter from Kim, on page 3 Note from Hillenbrand’s Chief Sustainability Officer, on page 4
	2-23 Policy commitments	https://hillenbrand.com/policies/
	2-24 Embedding policy commitments	How We Approach Sustainability, on page 14 Governance, on page 13 Our Supply Chain, on pages 38–40
	2-25 Processes to remediate negative impacts	Human Rights, on pages 38–39
	2-26 Mechanisms for seeking advice and raising concerns	Compliance Concern Reporting, on page 13
	2-27 Compliance with laws and regulations	Such material incidents, if any, would be disclosed in Hillenbrand’s 2025 Annual Report Form 10-K .
	2-28 Membership associations	Trade Shows and Associations, on page 45
	2-29 Approach to stakeholder engagement	Serving our Stakeholders, on pages 42–45
	2-30 Collective bargaining agreements	Compensation and Benefits: Choose Well, Live Well, on page 31
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Double Materiality Assessment, on page 18
	3-2 List of material topics	Double Materiality Assessment, on page 18
	3-3 Management of material topics	Double Materiality Assessment, on page 18
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2025 Annual Form 10-K , p. 53-57
	201-2 Financial implications and other risks and opportunities due to climate change	Task Force on Climate-Related Financial Disclosure (TCFD) Report, on page 49 2025 Annual Form 10-K , p. 16-27
	201-3 Defined benefit plan obligations and other retirement plans	Compensation and Benefits: Choose Well, Live Well, on page 31
	201-4 Financial assistance received from government	2025 Annual Form 10-K , p. 49
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Enterprise Risk Management Process, on page 17
	205-2 Communication and training about anti-corruption policies and procedures	Governance, on page 13
	205-3 Confirmed incidents of corruption and actions taken	Governance, on page 13

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GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Governance, on page 12
GRI 207: Tax 2019	207-1 Approach to tax	2025 Annual Form 10-K , p. 65
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy and Emissions, on page 20
	302-3 Energy intensity	Energy and Emissions, on page 20
	302-4 Reduction of energy consumption	Energy and Emissions, on page 20
	302-5 Reductions in energy requirements of products and services	Energy and Emissions, on page 20
	GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource
	303-3 Water withdrawal	Water Resources, on page 25
	303-4 Water discharge	Water Resources, on page 25
	303-5 Water consumption	Water Resources, on page 25
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy and Emissions, on page 20
	305-2 Energy indirect (Scope 2) GHG emissions	Energy and Emissions, on page 20
	305-3 Other indirect (Scope 3) GHG emissions	Energy and Emissions, on page 20
	305-4 GHG emissions intensity	Energy and Emissions, on page 20
	305-5 Reduction of GHG emissions	Energy and Emissions, on pages 20–24
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Pollution, on page 25
	306-3 Waste generated	Pollution, on page 25
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, on page 31
	401-3 Parental leave	Compensation and Benefits: Choose Well, Live Well, on page 31
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and Safety, on pages 33–35
	403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety, on pages 32–36 Compliance Concern Reporting, on page 13
	403-3 Occupational health services	Health and Safety, on pages 32–34
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health and Safety, on pages 32–34
	403-5 Worker training on occupational health and safety	Health and Safety, on pages 32–34
	403-6 Promotion of worker health	Health and Safety, on pages 32–34

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	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety, on pages 32–35
	403-8 Workers covered by an occupational health and safety management system	Health and Safety, on pages 33–35
	403-9 Work-related injuries	Health and Safety, on page 36
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Our People, on page 30
	404-2 Programs for upgrading employee skills and transition assistance programs	Our People, on pages 30–32
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Health and Safety, on pages 32–36 Compliance Concern Reporting, on page 13
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Communities, on page 42
GRI 415: Public Policy 2016	415-1 Political contributions	Political Contributions, on page 45
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 Hillenbrand’s 2025 Annual Report Form 10-K .