This report includes results occurring during the Hill-Rom Holdings, Inc., (Hill-Rom) 2018 fiscal year (October 1, 2017 – September 30, 2018) unless otherwise noted.

Patents represent the total number of active patents held by Hill-Rom globally.

The majority of product donations are models no longer being manufactured for commercial sale by Hill-Rom, its affiliates, or distributors, or are products or peripherals that would otherwise be converted to scrap metal, or other repurposed materials.
A Message from Hill-Rom President & CEO John P. Groetelaars

As a medical technology company, Hill-Rom exists for a single, noble purpose: to enhance outcomes for patients and their caregivers. Through our clinical innovations, adherence to the highest quality and ethical standards and delivery of world-class customer care, we impact people’s lives – nearly seven million every day – in meaningful and memorable ways.

Our impact extends to our more than 10,000 associates and the dozens of communities where we live and work globally, through focused investments and purposeful actions to accelerate social and environmental progress. We do this through Hill-Rom for Humanity.

We created Hill-Rom for Humanity in 2018 to deepen our corporate social investment, while building on the wonderful legacy of giving, volunteerism, safety and environmental sustainability we have embraced for over a century. From improving healthcare outcomes and elevating science, technology, engineering and math (STEM) education, to initiatives that reduce our own environmental footprint and engage our colleagues in enriching volunteer activities, Hill-Rom for Humanity makes a difference all around the world.

On behalf of all Hill-Rom associates, I’m excited and proud to share this first-ever Hill-Rom for Humanity report. Inside we showcase many of the initiatives that comprise our corporate social investment over the last fiscal year. We also touch on our Diversity and Inclusion initiatives, through which we’re building a corporate culture that mirrors the communities we serve.

Hill-Rom for Humanity is a new beginning for our company, and we look forward to sharing more on our progress in the years to come.

John P. Groetelaars
Hill-Rom President & CEO

Hill-Rom: By the Numbers

- $2.85B FY18 – Revenue
- 10,000+ Associates
- 7 million People Touched by Hill-Rom Products Every Day
- Continuum of Care 8 Care Settings
  - Emergency Department
  - Operating Room
  - Intensive Care Unit
  - Med-Surg Unit
  - Post-Acute Care
  - Home
- Clinical Outcomes 5 Key Focus Areas
  - Accelerate Patient Recovery
  - Simplify Clinical Communication & Collaboration
  - Enable Earlier Diagnosis and Treatment
  - Optimize Surgical Safety and Efficiency
  - Care for Patients Closer to Home
- ~20,000 Customers
- 100+ countries Global Presence
- 2,542 Active Patents
- 454 Product Categories

“Hill-Rom for Humanity is a new beginning, and I’m excited and proud to share this first report.”

John Groetelaars (center) and Hill-Rom for Humanity volunteers unpacked, sorted and labeled nearly $100,000 worth of donated medical supplies headed to Democratic Republic of Congo – an opportunity made possible by our long-time partner Project C.U.R.E.
Giving: Focused Investment for Deeper Impact

During our fiscal year 2018, Hill-Rom for Humanity invested $1.38 million in philanthropic organizations through direct contributions and in-kind product donations, as well as devoted extensive employee volunteer hours to not-for-profit organizations in the communities where we live and work.

Whether it was with the American Heart Association, American Red Cross, Cystic Fibrosis Foundation or the many community-based organizations where we volunteer our time and resources, our willingness to give back is yet another way we make an impact on people's lives.

Disaster Relief

Fall 2017 brought unprecedented natural disasters to Puerto Rico, Florida, Houston, and Mexico City. Through individual volunteering and donating corporate resources to relief efforts, Hill-Rom for Humanity showed up – assisting one another, our customers, and the communities in greatest need.

Houston

Six days after hurricane Harvey made landfall, and while much of Houston remained under water, Hill-Rom's local Field Services team rallied to deliver more than 100 therapy beds and other medical equipment to customers in the impacted areas.

Mexico City

Following the earthquake in Mexico City, Hill-Rom associates supported rescue personnel with water and supplies, and afterwards, helped support debris removal and rescue operations. Others collected goods and supplies for impacted residents, or prepared food for those involved in the rescue activities.

Puerto Rico

After a Category 5 hurricane devastated Puerto Rico, our Las Piedras operations were re-established in fewer than 10 days, thanks to the valiant efforts of our Puerto Rico Hill-Rom colleagues – all of whom were personally impacted by the storm.

Supporting Those Most Vulnerable

Together with our partners, Project C.U.R.E., Heart to Heart International and International Aid, Hill-Rom donates and delivers medical equipment, supplies and peripherals to developing countries around the world. Our donations of new and refurbished equipment and devices reach at-risk populations, expanding access to healthcare to those that need it most.

Recipient Countries

Recipients of Hill-Rom for Humanity Product Donations in FY18

“Project C.U.R.E. is proud to partner with Hill-Rom in its innovative and generous Hill-Rom for Humanity program. Together, we have touched the lives of tens of thousands of people. Working in tandem, we are delivering health and hope, and setting an example for the entire industry of good stewardship and genuine philanthropy.”

Dr. Douglas Jackson
President and CEO, Project C.U.R.E.

“Heart to Heart International is honored to partner with the Hill-Rom for Humanity program. For the past 20 years through Welch Allyn and now with Hill-Rom, we have made a difference in the world and transformed lives by improving access to quality healthcare for all people.”

Jim Mitchum
CEO, Heart to Heart International
Our commitment goes beyond compliance and regulations – we integrate sound environmental and safety practices across our global footprint. While we are making a meaningful difference in every facet of our operations, this is a journey for Hill-Rom that with each step advances our practices and outcomes. Our 2018 fiscal year results will inform our ongoing impact measurements and influence our goal setting in the years ahead.

Environmental sustainability, health and safety remain firmly rooted in our values, as well as in our growth ambitions.

When measured against industry peers, Hill-Rom was recognized by Ecovadis with a Gold Rating, the highest such rating provided by this independent evaluator of corporate sector environmental and social performance.
Waste Management and Recycling

Through our all-inclusive waste management programs, we divert thousands of pounds of materials from landfills to recycling centers every year. Recycled materials include: plastics, metals, wood, coolants and oils, cleaning solvents, fluorescent light bulbs, electronic components and batteries, cardboard and office paper. We are continuing to increase recycling efforts by reducing disposal to landfills as evidenced in our non-hazardous waste disposal reduction results – nearly a 30% increase of materials diverted from landfills year over year.

Waste Disposal (Pounds)

- 7,420,878 Non-Hazardous Waste Reused or Recycled
- 2,535,692 Non-Hazardous Waste Disposed
- 771,096 Hazardous Waste Disposed Offsite
- 585,843 Non-Hazardous Waste Disposed Onsite

Tacoma Plant

- 3,478,803 Non-Hazardous Waste Reused or Recycled
- 1,205,372 Non-Hazardous Waste Disposed
- 153,831 Hazardous Waste Disposed Offsite
- 178,938 Non-Hazardous Waste Disposed Onsite

Dundalk Plant

- 3,577,714 Non-Hazardous Waste Reused or Recycled
- 1,502,359 Non-Hazardous Waste Disposed
- 117,265 Hazardous Waste Disposed Offsite
- 176,905 Non-Hazardous Waste Disposed Onsite

Water Consumption

Each Hill-Rom-owned property is responsible for managing its own water supply and consumption. In an effort to reduce our water footprint and understand water-related risks, individual facilities are implementing a variety of improvement programs. Last year, these programs enabled a nearly 30% reduction in the amount of water consumed across our manufacturing sites.

Water Consumption (Gallons)

- 33,504,941
- 47,804,923

Health and Safety

Employee health and safety are paramount to Hill-Rom, and our strong “zero harm” culture is a hallmark of our operations. We have maintained a consistently high level of safety performance as measured by the OSHA recordable incidence rate, in line with other leaders in our industry. Every manufacturing site has a robust near-miss reporting process to identify and correct sources of harm.

ANNUAL RATES

<table>
<thead>
<tr>
<th>Metric</th>
<th>FY 2018</th>
<th>FY 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Recordable Incident Rate (TRIR)</td>
<td>1.6</td>
<td>1.8</td>
</tr>
<tr>
<td>Lost Time Incident Rate (LTIR) Rate</td>
<td>0.2</td>
<td>0.2</td>
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</tbody>
</table>

TRIR and LTIR are used according to OSHA definitions, i.e., number of respective incidents per 200,000 hours worked.

Energy and Greenhouse Gas Emissions

We manage energy use to reduce our greenhouse gas (GHG) footprint and drive down costs through continuous improvement efforts. In fiscal year 2018, Hill-Rom reduced its GHG emissions globally by nearly half, year over year. The reduction is due to multiple improvement efforts that impact both our direct and indirect energy consumption. While our direct energy consumption increased due to production increases from new product launches and greater sales demand, our indirect energy consumption decreased by nearly 58 percent over the previous year. We attribute this result to a comprehensive global investment to replace low-efficiency lighting with high-efficiency LED lighting and the implementation of automated occupancy lighting.

Energy Consumption

<table>
<thead>
<tr>
<th></th>
<th>FY 2017</th>
<th>FY 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct (primary fuel sources consumed by our facilities)</td>
<td>4,057,827 ccf</td>
<td>4,317,557 ccf</td>
</tr>
<tr>
<td>Indirect (electricity used by our facilities)</td>
<td>2,344,346 ccf</td>
<td>3,071,185 ccf</td>
</tr>
<tr>
<td>Total Energy Consumption</td>
<td>6,402,173 ccf</td>
<td>7,388,742 ccf</td>
</tr>
</tbody>
</table>

GHG Emissions (CO2e)

<table>
<thead>
<tr>
<th></th>
<th>FY 2017</th>
<th>FY 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 1 Emissions (from direct energy consumption)</td>
<td>15,031</td>
<td>17,598</td>
</tr>
<tr>
<td>Scope 2 Emissions (from indirect energy consumption)</td>
<td>27,598</td>
<td>29,968</td>
</tr>
</tbody>
</table>
Hill-Rom® products touch nearly seven million people every day, all around the world. Our commitment to these patients, caregivers and customers goes beyond fulfilling their vital medical device and technology needs. Through Hill-Rom for Humanity, we are also vital members in the communities where we live, work and raise our families. Whether we are volunteering or donating resources, our willingness to give back is yet another way we make a difference.
Everyone In: Diversity, Inclusion & Belonging

Our Hill-Rom values – especially Respect – give us the courage, and the opportunity, to create and strengthen a culture where everyone belongs. With our values front and center, we want to create and maintain a workplace that exemplifies Diversity and Inclusion, both in concept and in practice.

A diverse and inclusive environment makes us a more innovative company, one where different perspectives and ideas are accepted and incorporated into our conversations, and contribute to better decisions. Our associates mirror our customers and patients, which makes Hill-Rom a better steward of those we serve.

“At Hill-Rom, we are creating a culture of belonging – a workplace where our people feel comfortable being their authentic, whole selves.”

Ken Meyers, Chief Human Resources Officer

*Results provided by Willis Towers Watson.
Employee Resource Groups

Hill-Rom’s Employee Resource Groups are essential components of our commitment to drive a culture of inclusion and belonging.

Our Groups are open to all employees, and are company-sponsored and employee-led. The Groups support recruitment and retention of diverse colleagues, bring new innovative ideas to the Hill-Rom leadership team, and participate in the communities where we are located.

Our Diversity and Inclusion Council (above) is an advisory board that includes our CEO, Chief Human Resources Officer, and high-performing, high-potential leaders from all business units, and multiple geographies both in-and-outside the U.S.

Professional Women’s Group

The Professional Women’s Group (PWG) is a network to enhance development and advancement of Hill-Rom women leaders, creating a community and diverse culture, every day, around the world.

When PWG launched in 2015, the Hill-Rom Board of Directors and Executive Leadership Team included only two women. Today, 30 percent of the Board and one-third of our executive-level leaders are women.

Board of Directors

Executive Leadership Team

Policy, Inclusion, Executive Team

Executive Team

1 of 3

30%

Embrace

A Black Professional Organization

Embrace is a network that creates a lasting supportive work environment to attract, retain, develop and promote Blacks through mentorship, networking and sponsorship opportunities.

Veteran Employee Team (VET)

The Veteran Employee Team (VET) supports veterans, military service employees and initiatives with unique perspectives to create business impact.

Pride Partnership

Pride Partnership fosters an environment where LGBTQIA employees feel safe and can be themselves at work. The group is a strategic partner with leadership to promote a culture of respect for diversity and understanding.
2018 Initiatives

Expanding our own awareness took on new meaning for Hill-Rom in 2018, deepening our consciousness as a global organization and strengthening our relationships across time zones, geographic borders and cultures.

In Honor of Black History Month
February

Understanding & Preventing Discrimination, Harassment and Retaliation
March

Elevate Your Career with Board of Directors Panel
July

PRIDE Month
June

Conscious Inclusion Workshops Kick Off
August

PWG Networking Events at National Sales & Service Meetings
September – October

VET Visits Detroit Veterans Hospital
October

In Honor of International Women’s Day
March 8, 2018

Dr. Julielynn Wong, a digital health pioneer certified in aerospace medicine, has dedicated her life to advancing access to healthcare. She was the first to print 3D medical supplies on the International Space Station, and designed a printing system that can make medical supplies in rural communities around the world.

PEOPLE INSPIRED
To Win Together
PATIENTS AND CAREGIVERS Are Our Passion
QUALITY MATTERS In All We Do
FINANCIAL DISCIPLINE Drives Value
INNOVATION Fuels Our Growth
CONTINUOUS IMPROVEMENT Creates Simplicity

FUN               INTEGRITY              RESULTS           RESPECT               RESPONSIVENESS

VIEW PLAN PERFORMANCE

Pictured (left to right above) are Hill-Rom Board members Nancy Schlichting, Mary Garrett and Stacy Enxing Seng.

Black History Month
February

Chinese New Year
February

International Women’s Day
March

Elevate Your Career

2018 Initiatives

Expanding our own awareness took on new meaning for Hill-Rom in 2018, deepening our consciousness as a global organization and strengthening our relationships across time zones, geographic borders and cultures.