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# 2023 SUSTAINABILITY UPDATE

MISSION. VALUES. PURPOSE.



**ABOUT THIS REPORT**

This 2023 Sustainability Report Update (Report Update) expands the **2022 Sustainability Report**, published on November 7, 2022, by providing relevant year-end data and information. Please refer to the 2022 Sustainability Report for a comprehensive review of Huntington Ingalls Industries, Inc.’s (HII’s; we, our and the Company) sustainability initiatives, programs and progress.

This Report Update details our objectives and progress in environmental sustainability, social responsibility, and governance performance and provides disclosure with reference to the Global Reporting Initiative’s (GRI) latest standards released in October 2021. We also disclose to the Sustainability Accounting Standards Board (SASB) framework.

Data about financial performance are not included in this Report Update. Unless otherwise specified, information contained in this document and the information disclosed in the 2022 Sustainability Report reflect HII activities from January 1, 2021 – December 31, 2022.

HII intends to issue updated sustainability reports annually.

This Report Update was published online on April 17, 2023. It is optimized for digital viewing. In the interest of minimizing paper use, please consider reading this document electronically rather than printing a hard copy.

For questions about this Report Update, please contact [sustainability@hii-co.com](mailto:sustainability@hii-co.com).

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# About HII

HII is an all-domain defense and technologies partner and the largest shipbuilder in the United States. With a skilled, diverse workforce of approximately 43,000 employees in three divisions worldwide – all committed to doing the right thing and meeting the highest standards of ethics, compliance, and integrity – HII supplies the world's most powerful, survivable naval ships and technologies to safeguard our seas, sky, land, space and cyber.

Headquartered in Virginia, HII has been recognized by *Forbes* as one of *America's Best Large Employers* in 2021 and 2022. With a more than 135-year history of advancing U.S. national defense, we are united by our mission in service of those who protect our freedom.

## HII COMPRISES THREE DIVISIONS

- **Ingalls Shipbuilding** designs, builds and maintains amphibious ships, destroyers and cutters for the U.S. Navy and the U.S. Coast Guard.
- **Mission Technologies** delivers domain expertise and advanced technologies in service of mission partners around the globe.
- **Newport News Shipbuilding** is the sole designer, builder and refueler of U.S. Navy nuclear-powered aircraft carriers and one of only two shipyards capable of designing and building nuclear-powered submarines.

For more information on the three divisions, see pg. 6 of the [2022 Sustainability Report](#).

## Vision

Our vision is to be the global leader in advancing national security and driving sustained value and opportunity for our customers, employees, shareholders, communities and suppliers in accordance with our values.

## Mission

Our mission is to deliver the world's most powerful ships and all domain solutions in service of the nation, creating the advantage for our customers to protect peace and freedom around the world.

## Values

Integrity, respect, responsibility, safety, performance and engagement are the foundation of our work, guiding our actions and decisions to demonstrate the highest standards of professional and ethical behavior. Together, we are united by our mission in service of the success of our people, the security of our nation and the future of freedom around the world.

## HII AT A GLANCE

**\$10.7B**

Annual Revenue  
in 2022

**\$47.1B**

Backlog at the  
End of 2022

**43,000**

Employees

**7,400+**

Veterans Employed



# About HII's Corporate Sustainability Strategy

See the [2022 Sustainability Report](#) for a comprehensive overview of our sustainability strategy, management and progress.



## COMMITMENT TO STAKEHOLDERS

HII's values shape every aspect of how we serve our people, communities, the security of our nation and environment, as well as freedom worldwide. These values honor interconnectedness — with employees, customers, shareholders, suppliers, and communities — and our deep responsibility to stakeholders' needs and priorities, in service of our shared future.

## SUSTAINABILITY PRIORITIES

Over the years, HII has developed and integrated sustainability strategies into our business. In service to this commitment, we formalized our focus in 2022 with our first comprehensive sustainability assessment.

As part of this process, we sought the perspectives of employees, customers, shareholders, communities and suppliers to determine their top sustainability priorities and how important each topic is to the business.

This process yielded our top sustainability priorities, which will be overseen by our Board and leadership, and detailed in the [2022 Sustainability Report](#):

- Ethical conduct
- Product quality and safety
- Supply chain management
- Cybersecurity and data protection
- Diversity and inclusion
- Community relations
- Employee engagement
- Health and safety
- Energy and greenhouse gas (GHG) management
- Environmental compliance

These priorities inform every aspect of our business and are incorporated into our sustainability program to ensure they maintain their strengths and continue to mature and grow. They are woven into our formal frameworks and processes, our internal governance structures, our ongoing actions and plans, our policies for reinforcing personal responsibility and accountability and our overall culture.

## MANAGING SUSTAINABILITY

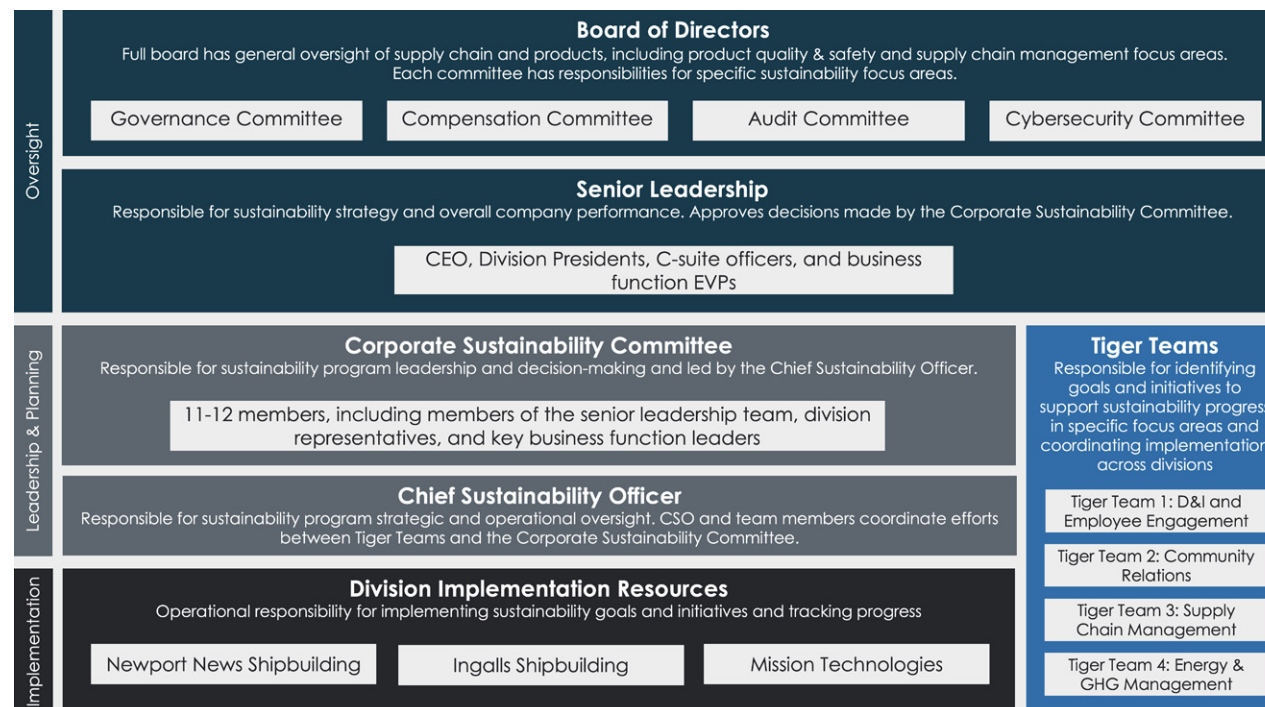
How does HII fulfill its commitments while maintaining high levels of quality, safety and performance? Our sustainability office, led by our chief sustainability and compliance officer, continues to refine an actionable sustainability strategy. In late 2022, we implemented a plan to expand the sustainability office by hiring (in 2023) a sustainability manager to support project management and strategy implementation. The success of the sustainability program also relies on engagement with experts across our three divisions to integrate and mature our sustainability strategy.

In addition to expanding its sustainability office, HII developed a roadmap with short-, mid- and long-term goals that align our sustainability aspirations with our business strategy. The roadmap was developed in collaboration with HII division experts through a series of cross-divisional workshops, emphasizing HII's commitment to its core values of engagement and respect. The roadmap includes actionable steps to improve performance, another core value, across HII's sustainability priority areas: energy and greenhouse gas (GHG) management, supply chain management, diversity and inclusion, employee engagement, environmental compliance, and community relations. The roadmap – along with its goals and targets – is under review by the HII leadership team prior to being formalized.

Expanding our sustainability office does more than strengthen day-to-day sustainability management; it helps us build trust. To further build trust, we are taking proactive steps to strengthen and understand our baseline data, specifically our Scope 1 and 2 GHG emissions, so we can develop more comprehensive reporting and begin to identify opportunities for

improvement. Our steps include reviewing our internal data collection and management protocols; completing a gap assessment; and providing guidance and education to our employees on how to ensure our data are credible, measurable and can be assured in the future.

## HII SUSTAINABILITY GOVERNANCE STRUCTURE



# Securing Our Business

Corporate governance provides structure for us to operate our business, protect the environment, serve our communities and improve shareholder value – in short, how we do the right thing, every day, and bring our values to life to secure our business. In service to this commitment, we welcomed a new Board member in December 2022 and refined our sustainability oversight.

## CORPORATE GOVERNANCE

The [2022 Sustainability Report](#), pg. 16, details our accountability to stakeholder interests and compliance with applicable legal and regulatory requirements.



## BOARD OF DIRECTORS

Our Board leads corporate governance, providing oversight, expertise and engagement with employees, customers, suppliers, government, and the public in service of stakeholder interests. To effectively oversee the management of HII and enable continuous improvement and innovation, our Board reflects a wide range of skills, experience, and perspectives.

To enhance our Board composition and skills, on December 5, 2022, we welcomed to our Board retired Entergy Corporation Executive Chairman Leo Denault. Denault brings a deep understanding of electric and nuclear power generation, transmission and distribution, as well as experiential knowledge of the regulatory landscape.





## CORPORATE GOVERNANCE SUSTAINABILITY OVERSIGHT

In December 2022, we enhanced sustainability oversight responsibilities across our Board and standing committees.

### Board Level Responsibilities



#### FULL BOARD

Oversight of supply chain and products, including:

- Product Quality and Safety
- Supply Chain Management



#### GOVERNANCE COMMITTEE

General oversight of sustainability programs and four priority areas:

- Ethical Conduct
- Community Relations
- Employee Health and Safety
- Environmental Compliance



#### COMPENSATION COMMITTEE

Oversight of human capital management, including:

- Diversity and Inclusion
- Employee Engagement



#### AUDIT COMMITTEE

Oversight of sustainability assurance and two priority areas:

- Energy Management
- Greenhouse Gas (GHG) Emissions



#### CYBERSECURITY COMMITTEE

Oversight of all things related to cybersecurity.



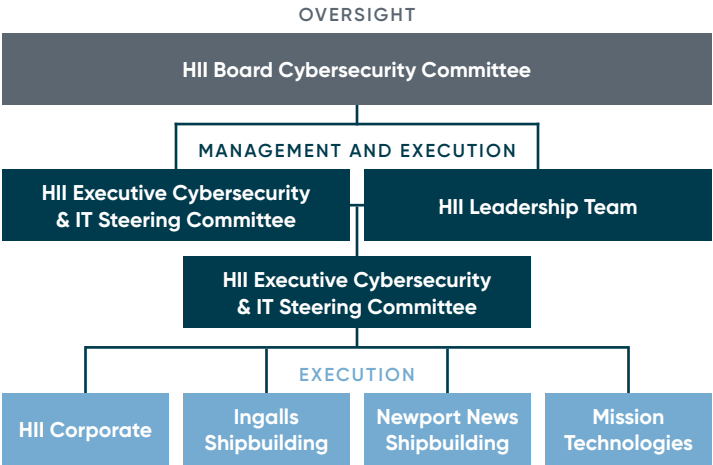
Beginning in July 2022, HII's three divisions now measure, monitor and report progress quarterly on energy management/GHG emissions and supply chain management sustainability focus areas to the Board of Directors. The three divisions continue to report diversity and inclusion metrics to the Board on a quarterly basis.

Please review the [2022 Sustainability Report](#) for more information on HII's:

- Corporate governance structure
- Board of Directors
- Board committees
- Ethical conduct policy and programs
- Compliance programs
- Anti-corruption management
- Data privacy and cybersecurity management
- Supply chain management
- Conflict minerals
- Product quality and safety

CYBERSECURITY AND DATA PRIVACY

Cybersecurity and data privacy are foundational to HII's business. Given this, we have a dedicated Board-level Cybersecurity Committee, which oversees cybersecurity policies, procedures, controls and processes. In addition to its oversight responsibilities, the Cybersecurity Committee participates with management in "tabletop" exercises to test HII's cybersecurity incident response plan. The Committee also meets jointly twice a year with management's Executive Cybersecurity and IT Steering Committee to assess and review investments, resources and cybersecurity initiatives to mature HII's cybersecurity capabilities against a continuously evolving cyber threat landscape.



HII maintains an enterprise-wide, risk-based Privacy Program informed by globally recognized privacy principles. As privacy is integral to treating customers, employees, suppliers and company resources with respect (one of our core values), HII's Privacy Program includes a combination of enterprise-wide privacy leadership by the chief privacy officer, Privacy Executive Committee, Privacy Advisory Board and an on-the-ground privacy team providing operational support. HII's Privacy Program strives to protect personal information through its collection, use, sharing, disclosure and disposal in compliance with federal, state and international laws and regulations, contract-specific privacy requirements, and industry-appropriate best practices.

In the past year, HII's efforts to mature its Privacy Program have included: publishing an updated employee privacy statement consistent with the privacy principles of notice and transparency; providing training and awareness as to the implementation of new and developing state privacy laws; and conducting an audit of our privacy controls and practices to ensure their effectiveness. Going forward, HII will continue to mature its Privacy Program by focusing on industry-recognized privacy controls, training and compliance with evolving state-specific privacy laws.

## Division Updates

Through the end of 2022, each division continued progress on many sustainability initiatives and programs, as outlined below in the updates to the “Securing Our Business” section.

Read more in the [2022 Sustainability Report](#).

### Mission Technologies

#### UPDATE TO 2022 SUSTAINABILITY REPORT

##### Data and Cybersecurity

As mentioned on pg. 72 of the [2022 Sustainability Report](#), Mission Technologies acquired Alion Science and Technology, which expanded its technological capabilities. The acquisition of Alion has focused on integrating Alion's policies, procedures, and legacy resources, including the ISO 9001 certified Quality Management System, into HII's existing data and cybersecurity programs. All of which supports HII's efforts to harden its cybersecurity position into a centralized architectural and enterprise-wide managed program.

##### Supply Chain Management

The Alion integration is relevant for HII procurement and supply chain processes. Legacy Alion systems implemented aggressive due diligence for partners

and vendors, including running Trade Reporting and Compliance Engine (TRACE) reports on all foreign vendors and suppliers, completing 57 reports, and using the Exostar platform for cybersecurity screening. Mission Technologies incorporated the Corporate Supplier Code of Conduct into agreements and purchase orders and captured updates through 2022.



#### NEW INITIATIVES AND INFORMATION

##### Ethical Conduct

In service to our commitment to compliance and ethics, Mission Technologies implemented a new compliance operating model and compliance-related training on the company training platform. Mission Technologies continued to use a formal system – the Compliance Accountability Management System (CAMS) – to manage and mature its Compliance Program, to align with HII's import and export controls. Mission Technologies also refined its processes for reporting lobbying initiatives.

Mission Technologies augmented integrated risk assessments with a third-party audit, developed a new process for overseeing business in high-risk international locations and conducted leadership oversight of sensitive or classified contracts and programs.



## Ingalls Shipbuilding

### UPDATE TO 2022 SUSTAINABILITY REPORT

#### Ethical Conduct

HII's Ethics Office has established a program that allows employees to nominate colleagues for the "On-The-Spot" Ethics Recognition Award. Employees are provided information about this program through various channels, including HII's Ethics and Compliance app. In 2022, 106 employees received awards, with two of these awards representing the program's highest level of recognition.

### NEW INITIATIVES AND INFORMATION

#### Corporate Governance

Ingalls Shipbuilding increased efficiencies within its compliance and governance programs by hiring additional resources with more than 50 years of combined specialized experience.



## Newport News Shipbuilding

### UPDATE TO 2022 SUSTAINABILITY REPORT

#### Ethical Conduct

HII's Ethics Office has established a program that allows employees to nominate colleagues for the "On-The-Spot" Ethics Recognition Award. Employees are provided information about this program through various channels, including HII's Ethics and Compliance app. In 2022, 88 employees received awards, with 15 of these awards representing the program's highest level of recognition.

### NEW INITIATIVES AND INFORMATION

#### Supply Chain Management

In 2022, Newport News Shipbuilding enhanced its supplier relations by informing suppliers of quality alerts and important announcements via memos, alerts, webinars and educational presentations. Topics included contractor business meetings, tobacco-free policies, safeguarding of controlled information, processing naval nuclear propulsion information (NNPI) on non-federal systems and safeguarding unclassified naval nuclear propulsion information (U-NNPI) to meet the requirements of Newport News Shipbuilding purchase orders.



# Building Our Communities

HII is the largest industrial employer in Virginia, the largest manufacturing employer in Mississippi, and a major contributor to Alabama's economic growth. Across dozens of states and countries, HII is deeply invested in all the communities in which all our employees live and work. HII contributes millions annually to community issues, including health, veterans, the environment and education. Our employees similarly donate their time and talent to making their communities healthy and vibrant places to work and live.



As a values- and ethics-driven organization, we put people's safety and well-being first. At HII, employees find a supportive and welcoming environment, competitive benefits, and valuable education and training programs with opportunities to grow. Whether at a family picnic day, a local volunteering project, or one of the many events hosted by our active employee resource groups, we find ways to celebrate and build lasting relationships with each other and with our communities.

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Please review the [2022 Sustainability Report](#) for more information on HII's:

- Community engagement efforts
  - Support for philanthropic initiatives
  - Education investments for community members and employees
  - Employee health, safety and well-being programs
  - Employee diversity and workplace inclusion initiatives
-



## Division Updates

Through the end of 2022, each division continued progress in many sustainability initiatives and programs, as outlined below in updates to the “Building Our Communities” section.

Read more in the [2022 Sustainability Report](#).

### Mission Technologies

#### UPDATE TO 2022 SUSTAINABILITY REPORT

##### Community Relations

Mission Technologies employees expanded their community engagement efforts in 2022. Among the highlights, 300 employees participated in the third annual Global Day of Caring and supported causes including:

- Habitat for Humanity
- The Fort Monroe National Monument
- The Mānoa Ka Papa Lo'i 'o Kānewai historic site
- The United Service Organizations
- The American Red Cross
- Local food banks

##### Community Relations

As an update to pg. 34 of the [2022 Sustainability Report](#), Mission Technologies' Nuclear and Environmental Group and N3B joint venture continued to support charitable organizations throughout the remainder of 2022, bringing the total contribution by employees to \$369,443.



#### NEW INITIATIVES AND INFORMATION

##### Diversity and Inclusion

Throughout the rest of 2022, Mission Technologies supported and celebrated a variety of employee engagement-related initiatives.

The Women in Business employee resource group celebrated its third year of activities. Women in Business Board member Vanessa Phillips was named a Technology Rising Star at the 2022 Women of Color STEM Conference.

Since 2019, 26 Mission Technologies employees have received awards at STEM diversity conferences, including BEYA (Black Engineer of the Year Award), SASE (Society of Asian Scientists and Engineers), and Women of Color.

## Ingalls Shipbuilding

### UPDATE TO 2022 SUSTAINABILITY REPORT

#### Community Relations

For the holidays, Ingalls shipbuilders laid thousands of wreaths in honor of veterans at Biloxi National Cemetery, contributed more than \$6,000 and hundreds of toys to Toys for Tots and continued their commitment as the largest participant in the Salvation Army's Angel Tree program.

The Veterans employee resource group collected more than 3,000 pairs of socks and \$2,500 for homeless veterans.

The African American Shipbuilders Association distributed food to 300 families, and Shipbuilding Women Engineers provided a family with care packages and gifts for Christmas.

The Mississippi Gulf Coast Salvation Army received a workforce development grant to assist under- and unemployed individuals with job services. Ingalls shipbuilders volunteered their time and expertise to renovate a facility to house this new workforce center.

Ingalls Shipbuilding also established a grant fund with Mississippi Gulf Coast Community College, seeding scholarships for students who are interested in becoming pipe welders.

### NEW INITIATIVES AND INFORMATION

#### Community Relations

Throughout 2022, Ingalls Shipbuilding took on additional community building initiatives. Ingalls Shipbuilding increased its financial support of the Pascagoula River Audubon Center, a nature center with thousands of visitors each year. With this contribution, the center was able to repair a kayak launch and provide maintenance for outdoor recreation and garden areas.

Ingalls also created the "Ingalls Cares" program to produce and manage community volunteer projects and hands-on engagement opportunities for the Ingalls Shipbuilding workforce.





## Newport News Shipbuilding

### UPDATE TO 2022 SUSTAINABILITY REPORT

#### Community Relations

Newport News Shipbuilding took on a variety of community relations initiatives in 2022, including the following updates.

Newport News Shipbuilding donated over 36,000 school supplies, 44% more than in 2021, during the School Tools Drive in August 2022.

A total of \$1.57 million was raised to support the United Way program.

In 2022, Newport News Shipbuilding made over \$3.5 million in donations to social, economic and educational programs.

#### Employee Engagement

Below is a list of updates from Newport News Shipbuilding to the initiatives mentioned in the [2022 Sustainability Report](#).

We continued our annual Engineering Career Day, co-hosted with NASA and Jefferson Lab, and career transition sessions with the Syracuse Institute for Veterans and Military Families.

Our nationally renowned Apprentice School partnered with Virginia Beach City Public Schools to pilot the Apprentice X Dual-Enrollment Pre-Apprenticeship Program for the 2022–2023 academic year.

Numerous hiring events including Shipbuilder's Career Day and the STEM exploration event led to 150 accepted offers.

Newport News Shipbuilding continued to support the Brooks Crossing Innovation and Opportunity Center, a 100,000 square foot office building that provides a space for career services and STEM outreach to community residents and houses a dual-enrollment apprenticeship program in partnership with the local school system.

#### Diversity and Inclusion

As an enhancement to the employee resource groups, Newport News Shipbuilding engaged Corporate Citizenship Ambassadors and launched ANCHORS – an employee resource group for those with fewer than five years' tenure.

Newport News Shipbuilding employee resource groups (ERGs) were more intentional about having a larger presence and impact in our local communities. Five nonprofit organizations were recipients of grants: Alternatives, Inc., Smart Beginnings VA Peninsula, Natasha House, Hampton Roads Pride and Access College Foundation.

### NEW INITIATIVES AND INFORMATION

#### Community Relations

In addition to those already reported, new initiatives for Newport News Shipbuilding included the following:

Over 300 employees walked for the American Heart Association and raised over \$28,000.

As part of the Annual Food Drive, employees donated over 53,000 meals to the local food bank.

#### Employee Engagement

New employee engagement initiatives included Newport News Shipbuilding joining the Marine Trades Training pre-hire program, which provides free training in nine skilled trades.

Newport News Shipbuilding hosted its first Employee Wellbeing Day in partnership with QuadMed. This event is designed to bring more awareness to the benefits of employees taking advantage of their preventative care options for a healthier living.

# Protecting Our Resources

We take our HII value of responsibility seriously; this means we hold ourselves responsible for protecting shared resources and the environment. We comply with all applicable environmental laws and regulations, as well as our voluntary commitments to sustainable practices and environmental protection.

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Please review the [2022 Sustainability Report](#) for more information on HII's:

- Energy management
  - GHG emissions
  - Water management
  - Waste management
  - Environmental compliance
- 





## Division Updates

Through the end of 2022, each division continued progress in many sustainability initiatives and programs, as outlined below in updates to the “Protecting our Resources” section.

Read more in the [2022 Sustainability Report](#).

### Mission Technologies

#### NEW INITIATIVES AND INFORMATION

Mission Technologies continues to pursue better means of energy conservation, environmental compliance, supplier stewardship and diversity and inclusion. As the division recently doubled in size, 2022 will be a baseline year for the company on which future goals will be based.

Mission Technologies management is working with HII's real estate team to reduce this division's carbon footprint by assessing leased facilities and consolidating facilities where possible to save leasing and energy costs.

### Ingalls Shipbuilding

#### UPDATE TO 2022 SUSTAINABILITY REPORT

##### Environmental Compliance

For the past three years Ingalls Shipbuilding has received perfect ratings for environmental compliance. A 2022 inspection for compliance with Drinking Water, National Pollutant Discharge Elimination System (Water), Hazardous Waste and Title V (Air) regulations resulted in no findings.

#### NEW INITIATIVES AND INFORMATION

##### Energy and Greenhouse Gas (GHG) Management

As a new initiative, Ingalls Shipbuilding increased the efficiency of its electrical power usage and reduced electricity costs within its own operations.

### Newport News Shipbuilding

#### UPDATE TO 2022 SUSTAINABILITY REPORT

##### Energy and Greenhouse Gas (GHG) Management

As part of the energy efficiency strategy mentioned on pg. 51 of the [2022 Sustainability Report](#), Newport News Shipbuilding reduced its energy consumption by over 8 million kWhs in 2022 by repairing compressed air distribution piping leaks and implementing a shipyard-wide air compressor master controller that allows operating compressor capacity to more efficiently meet the demand of its operations.

#### NEW INITIATIVES AND INFORMATION

##### Energy and Greenhouse Gas (GHG) Management

Newport News Shipbuilding engaged employees in resource management efforts by offering 1,250 bus passes, encouraging carpooling and van pooling, and partnering with the Commute with Enterprise ride-sharing program.

# DISCLOSURES

The background of the slide features a dark teal color. Overlaid on this is a complex, abstract pattern of numerous thin, light-colored lines. These lines form a series of overlapping, tilted rectangles and polygons that create a sense of depth and movement, resembling a stylized architectural or digital design.

## HII GRI INDEX

HII has reported the information cited in this GRI content index for the period January 1, 2021–December 31, 2022 with reference to the GRI Standards

GRI 1 used: GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURES	ANSWER, CROSS-REFERENCE, OMISSIONS, AND EXPLANATIONS
GENERAL DISCLOSURES		
GRI 2-1	Organizational Details	<a href="#">About this Report (pg. 3)</a>
		<a href="#">2022 10-K (pg. 1–6)</a>
		<a href="#">2022 Sustainability Report (pg. 2)</a>
GRI 2-2	Entities included in the organization's sustainability reporting	<a href="#">About this Report (pg. 3)</a>
		<a href="#">2022 10-K (pg. 1–6)</a>
		<a href="#">2022 Sustainability Report (pg. 2)</a>
GRI 2-3	Reporting period, frequency and contact point	<a href="#">About this Report (pg. 3)</a>
		<a href="#">2022 Sustainability Report (pg. 2)</a>
		<a href="mailto:sustainability@hii-co.com">sustainability@hii-co.com</a>
GRI 2-4	Restatements of information	This Sustainability Report Update, released in 2023, is an update to the <a href="#">2022 Sustainability Report</a> , published in November 2022. Restated data includes updates to the sustainability progress that occurred throughout the remainder of the 2022 year and has been identified within this Report.
GRI 2-5	External assurance	This Report has not been externally assured. For more information, please review the <a href="#">Managing Sustainability (pg. 6)</a> section.



HII GRI INDEX		
GRI STANDARD	DISCLOSURES	ANSWER, CROSS-REFERENCE, OMISSIONS, AND EXPLANATIONS
Activities and workers		
GRI 2-6	Activities, value chain and other business relationships	<a href="#">2022 10-K (pg. 1–6)</a>
GRI 2-7	Employees	<a href="#">EEO-1 Report</a>
Governance		
GRI 2-9	Governance structure and composition	<a href="#">2023 Proxy Statement</a>
		<a href="#">HII Corporate Governance</a>
		<a href="#">2022 Sustainability Report (pg. 2)</a>
GRI 2-10	Nomination and selection of the highest governance body	<a href="#">2023 Proxy Statement</a>
		<a href="#">Governance and Policy Committee Charter</a>
GRI 2-11	Chair of the highest governance body	The Board has a non-executive chairman.
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">2023 Proxy Statement</a>
		<a href="#">Governance and Policy Committee Charter</a>
		<a href="#">2022 Sustainability Report (Securing our Business)</a>

HII GRI INDEX		
GRI STANDARD	DISCLOSURES	ANSWER, CROSS-REFERENCE, OMISSIONS, AND EXPLANATIONS
Governance		
GRI 2-13	Delegation of responsibility for managing impacts	<a href="#">2023 Proxy Statement</a>
		<a href="#">Governance and Policy Committee Charter</a>
		<a href="#">2022 Sustainability Report (Securing our Business)</a>
		<a href="#">2022 Sustainability Report (pg. 58)</a>
GRI 2-14	Role of the highest governance body in sustainability reporting	<a href="#">2022 Sustainability Report (pg. 58)</a>
		<a href="#">2023 Proxy Statement</a>
GRI 2-15	Conflicts of interest	<a href="#">2023 Proxy Statement</a>
GRI 2-16	Communication of critical concerns	<a href="#">HII Code of Ethics and Business Conduct (pg. 13, 15, 16)</a>
GRI 2-17	Collective knowledge of the highest governance body	<a href="#">2022 Sustainability Report (Securing our Business)</a>
GRI 2-18	Evaluation of the performance of the highest governance body	<a href="#">2023 Proxy Statement</a>
		<a href="#">Governance and Policy Committee Charter</a>
GRI 2-19	Remuneration policies	<a href="#">2023 Proxy Statement</a>
		<a href="#">2022 Sustainability Report (pg. 58)</a>
GRI 2-20	Process to determine remuneration	<a href="#">2023 Proxy Statement</a>
		All publicly disclosed information relating to financial results are filed with the SEC and made publicly available.
GRI 2-21	Annual total compensation ratio	<a href="#">2023 Proxy Statement</a>

HII GRI INDEX		
GRI STANDARD	DISCLOSURES	ANSWER, CROSS-REFERENCE, OMISSIONS, AND EXPLANATIONS
Strategy, policies and practices		
GRI 2-22	Statement on sustainable development	<a href="#">2022 Sustainability Report (pg. 3)</a>
GRI 2-23	Policy commitments	Policy commitments generally apply to all organizational activities and business relationships. These policy commitments are communicated to workers, business partners and other relevant parties via electronic communications, in writing, and through formal and informal oral communications.
		<a href="#">2022 Sustainability Report (pg. 59)</a>
		<a href="#">2023 Proxy Statement</a>
GRI 2-24	Embedding policy commitments	<a href="#">2022 Sustainability Report (Securing our Business)</a>
GRI 2-25	Processes to remediate negative impacts	<a href="#">2022 Sustainability Report (pg. 60)</a>
GRI 2-26	Mechanisms for seeking advice and raising concerns	<a href="#">2022 Sustainability Report (pg. 60)</a>
GRI 2-27	Compliance with laws and regulations	HII adheres to all legal and regulations. Any significant non-compliance incidents would be reported in our <a href="#">2022 10-K</a> .
		<a href="#">2022 Sustainability Report (pg. 60)</a>
GRI 2-28	Membership associations	<a href="#">2022 10-K (pg. 1–6)</a>
GRI 2-29	Approach to stakeholder engagement	<a href="#">2022 Sustainability Report (pg. 61)</a>
		<a href="#">Sustainability Priorities (pg. 6)</a>
GRI 2-30	Collective bargaining agreements	We do not determine the working conditions and terms of employment of non-represented employees based on collective bargaining agreements that cover our represented employees or based on collective bargaining agreements from other organizations.
		<a href="#">2022 10-K (pg. 8)</a>
		<a href="#">Performance Data Tables (pg. 38)</a>



HII GRI INDEX		
GRI STANDARD	DISCLOSURES	ANSWER, CROSS-REFERENCE, OMISSIONS, AND EXPLANATIONS
Material Topics		
GRI 3-1	Process to determine material topics	<a href="#">2022 Sustainability Report (pg. 61)</a>
GRI 3-2	List of material topics	<a href="#">2022 Sustainability Report (pg. 61)</a>
GRI 3-3	Managing Material Topics	<a href="#">2022 Sustainability Report</a>
SECURING OUR BUSINESS		
GRI 205: Anti-corruption (2016)		
GRI 205-1	Operations assessed for risks related to corruption	<a href="#">2022 Sustainability Report (pg. 62)</a>
GRI 205-2	Communication and training about anti-corruption policies and procedures	<a href="#">2022 Sustainability Report (pg. 14)</a>
GRI 205-3	Confirmed incidents of corruption and actions taken	HII considers this information to be confidential.

HII GRI INDEX		
GRI STANDARD	DISCLOSURES	ANSWER, CROSS-REFERENCE, OMISSIONS, AND EXPLANATIONS
GRI 405: Diversity and Equal Opportunity (2016)		
GRI 405-1	Diversity of governance bodies and employees	<a href="#">EEO-1 Report</a>
GRI 405-2	Ratio of basic salary and remuneration of women to men	<a href="#">2023 Proxy Statement</a>
BUILDING OUR COMMUNITIES		
GRI 401: Employment (2016)		
GRI 401-1	New employee hires and employee turnover	<a href="#">2022 10-K (pg. 8)</a>
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">2022 10-K (pg. 8)</a>
		<a href="#">HII Benefits and Wellness</a>
GRI 401-3	Parental leave	<a href="#">2022 10-K (pg. 26)</a>



HII GRI INDEX		
GRI STANDARD	DISCLOSURES	ANSWER, CROSS-REFERENCE, OMISSIONS, AND EXPLANATIONS
<b>GRI 403: Occupational Health and Safety (2018)</b>		
<b>GRI 403-1</b>	Workers representation in formal joint management–worker health and safety committees	<a href="#">2022 Sustainability Report (pg. 37)</a> Our safety culture extends throughout every level of the organization, from deck plate workers to our CEO. Each division has specific health and safety management systems, plans, and protocols that target the specific division/work-related health and safety risks. For example, Ingalls Shipbuilding's safety management system has been audited by and is subject to persistent auditing by the Occupational Safety and Health Administration (OSHA), the Corporate HII auditing group, Internal Quality Management System (QMS) audits, and External third-party ISO 9001 biannual audits and has consistently been found to be a solid, modern and effective safety program. All divisions' safety protocols cover all employees and contractors regardless of their specific physical work, location, craft, trade, employment type and/or support function.
		<a href="#">2022 Sustainability Report (pg. 37)</a> Each division and job function may be exposed to work-related hazards and risks. The methods, requirements, and responsibilities for identifying work-related hazards and assess risks on a routine and non-routine basis and controlling the risk using the hierarchy of controls are accomplished a variety of health and safety programs. At all divisions, team members with health and safety training document and investigate all mishaps regardless of if the resultant injury/illness is minor or serious. HII has multiple channels by which to address potential hazards, address potential risks and thoroughly investigate and learn from incidents. For all divisions, management and execution of safe production activities is monitored and enforced by a staff of trained, degreed and credentialed safety professionals. In addition to all the work-related safety procedures, policies, and protocols, employees are trained never to expose themselves to any uncontrolled hazard and if they observe an imminent danger or severe high-risk situation, they should separate themselves from the hazard and immediately report it.
<b>GRI 403-2</b>	Hazard identification, risk assessment, and incident investigation	<a href="#">2022 Sustainability Report (pg. 37)</a> Each division and job function may be exposed to work-related hazards and risks. The methods, requirements, and responsibilities for identifying work-related hazards and assess risks on a routine and non-routine basis and controlling the risk using the hierarchy of controls are accomplished a variety of health and safety programs. At all divisions, team members with health and safety training document and investigate all mishaps regardless of if the resultant injury/illness is minor or serious. HII has multiple channels by which to address potential hazards, address potential risks and thoroughly investigate and learn from incidents. For all divisions, management and execution of safe production activities is monitored and enforced by a staff of trained, degreed and credentialed safety professionals. In addition to all the work-related safety procedures, policies, and protocols, employees are trained never to expose themselves to any uncontrolled hazard and if they observe an imminent danger or severe high-risk situation, they should separate themselves from the hazard and immediately report it.

HII GRI INDEX		
GRI STANDARD	DISCLOSURES	ANSWER, CROSS-REFERENCE, OMISSIONS, AND EXPLANATIONS
<b>GRI 403: Occupational Health and Safety (2018)</b>		
<b>GRI 403-3</b>	Workers with high incidence or high risk of diseases related to their occupation	Each division has work-specific and division-specific occupational health and safety services functions that contribute to the identification and elimination of hazards and risks as explained in 403-1 and 403-2. During risk and hazard assessments by professional health and safety teams, employees and supervisors are engaged in the process.
<b>GRI 403-4</b>	Health and safety topics covered in formal agreements with trade unions	<p>Each division manages safety slightly differently and according to the work done at each division. Ingalls Shipbuilding fosters a "See it, Report it." perspective and culture and has many processes and programs for employee communication and engagement in its safety efforts. With employees so closely involved in defining the safety management systems and participating in its functionality, Ingalls Shipbuilding does not operate traditional, formal Safety Committees. We believe our workforce is fully intertwined in the safety management system and have noticed safety culture improvements over the last decade as evidence that employee participation, communication and engagement are fully appreciated with our program. Mission Technologies has established some Safety Committees in select Business Units to help continue to foster the safety culture.</p> <p>Employee engagement is crucial for the health and safety culture at HII. For example, the Mission Technologies health and safety team publishes safety articles in the company newsletter each month, in select 'Managers Cascade' communication pieces, and always with a link to the EH&amp;S team's email address inviting questions and feedback.</p> <p>At Ingalls Shipbuilding, employees can connect with health and safety professionals with questions and concerns through a variety of communication channels. Ingalls Shipbuilding also asks employees to participate in Job Safety Analysis that identifies the task steps, hazards, and hazard controls of the work process. Historical Job Safety Analysis can be accessed by all employees for further education opportunities. Safety training is also integral to the overall safety culture at HII and so each division has a variety of safety training and educational publications.</p>



HII GRI INDEX		
GRI STANDARD	DISCLOSURES	ANSWER, CROSS-REFERENCE, OMISSIONS, AND EXPLANATIONS
<b>GRI 403: Occupational Health and Safety (2018)</b>		
<b>GRI 403-5</b>	Worker training on occupational health and safety	<a href="#">2022 Sustainability Report (pg. 36)</a>
		All divisions have safety training sessions for the employees. These training sessions are both generic and job specific. For example, at Ingalls Shipbuilding, each Wednesday all employees take part in the "Weekly Safety Training Module" in which a variety of safety topics are covered each week. During this time, "Safety Alerts" and "Lessons Learned" topics are also covered. At Mission Technologies, employees undergo hands-on safety training like fall protection as well as theoretical safety training via a Computer Based Training module. Each employee's training records are maintained for auditing purposes and to ensure refresher trainings are scheduled and completed.
<b>GRI 403-6</b>	Promotion of worker health	<a href="#">2022 Sustainability Report (pg. 35)</a>
		A variety of voluntary health promotion services and programs are offered to employees. The Wellness program is centered around online, interactive sites that allow employees to seek medical assistance and support for a variety of health issues.
<b>GRI 403-7</b>	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">2022 Sustainability Report (pg. 39)</a>
		Each division has specific approaches to preventing or mitigating significant negative occupational health and safety impacts. For example, Ingalls mitigates such negative impacts by generally classifying them into risk or loss event type. These event types include, but not limited to, pandemic or other communicable disease protocols, and natural disaster protocols. At Mission Technologies, products and services are planned with health and safety in mind.
<b>GRI 403-8</b>	Workers covered by an occupational health and safety management system	<a href="#">2022 Sustainability Report (pg. 37)</a>
		HII safety protocols cover all employees and contractors regardless of their specific physical work, location, craft, trade, employment type, and/or support function.

HII GRI INDEX		
GRI STANDARD	DISCLOSURES	ANSWER, CROSS-REFERENCE, OMISSIONS, AND EXPLANATIONS
GRI 403: Occupational Health and Safety (2018)		
GRI 403-9	Work-related injuries	<a href="#">2022 10-K (pg. 9)</a>
		<a href="#">Performance Data Tables (pg. 38)</a>
		<a href="#">SASB RT-IG-320a.1 (pg. 36)</a>
GRI 404: Training and Education (2016)		
GRI 404-1	Average hours of training per year per employee	<a href="#">Performance Data Tables (pg. 38)</a>
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">2022 Sustainability Report (pg. 35)</a>
GRI 404-3	Performance and career development reviews	<a href="#">Performance Data Tables (pg. 38)</a>
GRI 413: Local Communities (2016)		
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">2022 Sustainability Report (pg. 43)</a>
		<a href="#">Building our Communities (pg. 12)</a>
GRI 413-2	Operations with local community engagement, impact assessments, and development programs	<a href="#">2022 Sustainability Report (pg. 43)</a>
		<a href="#">Building our Communities (pg. 12)</a>

HII GRI INDEX		
GRI STANDARD	DISCLOSURES	ANSWER, CROSS-REFERENCE, OMISSIONS, AND EXPLANATIONS
PROTECTING OUR RESOURCES		
GRI 302: Energy (2016)		
GRI 302-1	Energy consumption within organization	<a href="#">2022 Sustainability Report (pg. 48)</a>
		<a href="#">SASB RT-AE-130a.1 (pg. 30)</a>
GRI 302-4	Reduction of energy consumption	<a href="#">2022 Sustainability Report (pg. 48)</a>
GRI 305: Emissions (2016)		
GRI 305-1 and GRI 305-2	Direct (Scope 1) greenhouse gas (GHG) emissions Energy indirect (Scope 2) GHG emissions	<a href="#">Protecting our Resources (pg. 16)</a>
		<p>In late 2022, we took proactive steps to strengthen our data credibility by hiring a third-party data assurance audit expert.</p> <p>We plan to obtain a baseline measurement for enterprise Scope 1 and 2 emissions by the end of 2023, followed by an analysis of options for concrete GHG emissions reduction goals, which we plan to communicate to stakeholders.</p>



SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

ENERGY MANAGEMENT

SASB CODE	SASB DESCRIPTIONS	HII 2022 DISCLOSURE
RT-AE-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable energy	(1) 2,848,133 GJ, (2) 85%, (3) 0.06%
RT-AE-150a.1	(1) Amount of hazardous waste generated, (2) percentage recycled	(1) 537 Metric Tons, (2) 0%
RT-AE-150a.2	(1) Number and aggregate quantity of reportable spills, (2) quantity recovered	(1) 0 reportable spills (following CERCLA requirements), (2) 0 quantities recovered and long-term remediation activities
RT-AE-230a.1	(1) Number of data breaches, (2) percentage involving confidential information	HII considers this information to be confidential.

## SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

SASB CODE	SASB DESCRIPTIONS	HII 2022 DISCLOSURE
RT-AE-230a.2	Description of approach to identifying and addressing data security risks in (1) company operations and (2) products	<p>HII is the premier shipbuilding company supporting the United States Navy and the United States Coast Guard. Because of the Navy's reliance on HII as a prime shipbuilder, HII considers itself critical to the success of the United States Navy's mission and the national security of the United States of America. At the center of its mission execution are its cybersecurity and IT core capabilities. As such, identification, management, and mitigation of cybersecurity risk is critical to the delivery of sea vessels to the U.S. Navy. HII has identified data and assets which are defined as critical to business operations and the ship manufacturing process, applying stringent policies, procedures, processes and technologies to ensure secure and resilient operations. Each critical IT function is assessed for risk both internal and external to the organization and strategies are evaluated to ensure thorough risk mitigation and operational resiliency. HII also understands that its supply chain is essential to the success of its overall mission and has remained engaged with its supply chain to ensure supplier awareness of cybersecurity regulatory risk, cybersecurity threats and potential mitigation solutions to address such risk. HII continues to work with its peers and partners in the Aerospace and Defense industry to identify both internal and external threats posed to the company. HII takes a comprehensive approach to securing its data and assets in support of its business mission. HII has a robust data and asset protection strategy which includes security protection policies, procedures which support secure user operation of IT systems and data, technical data security protections for identity and access control where data confidentiality and integrity are maintained. HII also engages in a broad but stringent IT user security awareness training program to inform users of cyber adversary tactics such as 'phishing', social engineering and other nefarious practices performed by some of the most advanced cyber adversaries. There is always the possibility that cybersecurity protective functions may fail but HII has shored up those protective functions with the ability to detect and respond to adversarial activity in cyberspace. HII has diligently collaborated with its peers and partners in industry to identify cyber threat intelligence associated with the most nefarious of cyber threat actors, and have created processes to rapidly implement these threat indicators so as to shorten the time between collection, implementation and detection. HII has implemented these capabilities as part of its Cyber Network Defense Center which performs continuous security monitoring around the clock to ensure detection of and response to cyberattacks when they occur. HII also employs insider threat detection capabilities to rapidly detect and root out cyber espionage and other individuals seeking to do harm to HII and its networks. In the event of a cyber-attack and potential for critical IT system degradation, HII has a robust recovery process for the restoration of critical systems and data as part of its business continuity procedures. The business continuity procedures ensure swift recovery of critical systems and data in support of mission activities across HII.</p>

## SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

SASB CODE	SASB DESCRIPTIONS	HII 2022 DISCLOSURE
<b>RT-AE-250a.1</b>	Number of recalls issued; total units recalled	(1) 0 product-safety-related recalls issued, (2) 0 total number of units recalled during the reporting period, (3) 0% voluntarily recalls and 0% involuntarily recalls issued
<b>RT-AE-250a.2</b>	Number of counterfeit parts detected; percentage avoided	0 counterfeit product parts detected; 100% avoided
<b>RT-AE-250a.3</b>	Number of Airworthiness Directives received, total units affected	Not applicable
<b>RT-AE-250a.4</b>	Total amount of monetary losses as a result of legal proceedings associated with product safety	Not applicable
<b>RT-AE-410a.1</b>	Revenue from alternative energy related products	Nuclear, though sometimes not included as a renewable fuel, is critical to a reduced carbon future. Nuclear is highly technical, heavily regulated, and hard to do. In fact, HII is one of only two companies currently building nuclear powered vessels in the United States. The advantage is a nuclear propulsion system that uses zero fossil fuels to propel the platform, and power electrical, steam and cooling systems. A conventionally powered aircraft carrier, similar in specs to the CVN 78 Ford class would result in millions of tonnes of GHG emissions over a 50 year service life; with nuclear, there are no direct GHG emissions in propelling 100,000 tons of steel through the water at fast speeds. Nuclear gives our customer that strategic, tactical, and protective advantage, without giving our planet the GHG emissions of a conventionally powered platform.
<b>RT-AE-410a.2</b>	Description of approach and discussion of strategy to address fuel economy and greenhouse gas (GHG) emissions of products	<p><a href="#">2022 Sustainability Report (pg. 50)</a></p> <p>Our customer's requirements regarding fuel economy and greenhouse gas (GHG) emissions are increasingly important. Simply put, fuel economy shapes a platform's maximum endurance at sea. HII builds naval platforms with propulsion systems that range from 60 days endurance, to unlimited endurance (with refueling after 25 years). Our products' high level of endurance capability give our customer strategic, tactical and protective advantages second to none.</p> <p>For instance, the combined diesel &amp; gas turbine hybrid drive propulsion system in use on the LHA 6 America class results in approximately 25,000 less gallons of fuel consumption per day than the LHD 1 Wasp class. Over the service life of the ship that's about 18 million less metric tons of GHG emissions. Each LHA 6 class ship that replaces a large deck predecessor results in more capabilities for our customer and less GHG emissions to the planet.</p>



## SUSTAINABILITY DISCLOSURE TOPICS &amp; ACCOUNTING METRICS

SASB CODE	SASB DESCRIPTIONS	HII 2022 DISCLOSURE
RT-AE-410a.2	Description of approach and discussion of strategy to address fuel economy and greenhouse gas (GHG) emissions of products	<p>Nuclear, though sometimes not included as a renewable fuel, is critical to a reduced carbon future. Nuclear is highly technical, heavily regulated, and hard to do. In fact, HII is one of only two companies currently building nuclear powered vessels in the United States. The advantage is a nuclear propulsion system that uses zero fossil fuels to propel the platform, and power electrical, steam and cooling systems. A conventionally powered aircraft carrier, similar in specs to the CVN 78 Ford class would result in millions of tonnes of GHG emissions over a 50 year service life; with nuclear, there are no direct GHG emissions in propelling 100,000 tons of steel through the water at fast speeds. Nuclear gives our customer that strategic, tactical, and protective advantage, without giving our planet the GHG emissions of a conventionally powered platform.</p> <p>Electrical generating or thermal cooling requirements for naval platforms are also increasing in order to power the next generation of weapons and sensors technology, like lasers, railguns, and small unmanned platforms. Energy efficiency is part of that equation. Efficient conversion of fuel into electrical or thermal energy starts with our engineering, utilizing efficient gas turbine generators and high quality and efficient systems components, built with quality by our craftsmen, who are unmatched in their abilities and experience, and rigorously checked against design standards, both internally and by our customer.</p> <p>Newport News Shipbuilding is the sole designer, builder and refueler of U.S. Navy aircraft carriers and one of two providers of U.S. Navy submarines. We build the most advanced ships in the world using our expertise in nuclear propulsion, naval design and manufacturing.</p> <p>Newport News Shipbuilding converted the Floating Test Steam Facility, Nancy Lee, from fuel oil number 6 to natural gas. This conversion saves approximately 37 tons of particulate matter, 500 tons of sulfur dioxide, 100 tons of nitrogen oxides, 16,000 tons of greenhouse gas (predominantly CO<sub>2</sub>) per Routine Carrier Overhaul (RCOH) evolution. The Nancy Lee has been steaming in 2021 to support the CVN73 USS George Washington RCOH. Resultant savings in emission fees were ~\$53,500 per RCOH based on the current fee schedule ~\$84/ton.</p> <p>HII has strategized GHG reductions and addressed fuel economy through an economical and business analysis benefit. Neutral economic and environmental opportunities have achieved long-term performance results for our goals and policies. HII is committed to maintaining a healthy environment for its employees and for the citizens of our community. Accordingly, it is the policy of the Company to comply with all applicable environmental laws and regulations, and minimize environmental risks, emissions to the air and water, and the generation of waste. The company establishes environmental objectives to support our commitment to continual improvement and pollution prevention.</p>

## SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

SASB CODE	SASB DESCRIPTIONS	HII 2022 DISCLOSURE
RT-AE-440a.1	Description of the management of risks associated with the use of critical materials	<a href="#">2022 Sustainability Report (pg. 29)</a>
		Many businesses, including those in aerospace and defense, procure raw materials made of critical minerals that can become scarce or more expensive due to limited supply, political sanctions/actions, and increased demand. HII sources these critical materials responsibly with consideration given to its contractual and regulatory requirements. Much of the raw products are used in manufacturing larger assemblies and are needed early in the execution of our contracts. HII manages the supply chain risk by purchasing critical materials on an advanced planning contract, ahead of the manufacturing schedule. This methodology ensures the availability of the products in order to support program schedules and reduce the risk of delays in manufacturing. The volatile nature of the market for these critical minerals can cause fluctuation in pricing for HII and our supply chain. Long-term ordering agreements are in place for these commodities to achieve cost savings and stabilize the supply chain. HII may also achieve cost savings through purchasing higher quantities of material. A quantity discount is a unit price savings that suppliers offer for purchasing higher quantities of material. Due to the large quantities purchased, HII may have excess material in its inventory system. HII recycles material as much as possible through a contract transfer process to further reduce risks for replenishment as well as cost savings that may be realized when considering escalation rates and other external factors. The methodology described above reduces the supply chain risk associated with purchasing critical minerals.
RT-AE-510a.1	Total amount of monetary losses as a result of legal proceedings associated with incidents of corruption, bribery, and/or illicit international trade	Huntington Ingalls Industries considers this information to be confidential.
RT-AE-510a.2	Revenue from countries ranked in the "E" and "F" Band of Transparency International's Government Defense Anti-Corruption Index	Huntington Ingalls Industries considers this information to be confidential.

## SUSTAINABILITY DISCLOSURE TOPICS &amp; ACCOUNTING METRICS

SASB CODE	SASB DESCRIPTIONS	HII 2022 DISCLOSURE
RT-AE-510a.3	Discussion of processes to manage business ethics risks throughout the value chain	<a href="#">2022 Sustainability Report (Securing our Business)</a> <a href="#">Code of Ethics and Business Conduct</a> <a href="#">Newport News Shipbuilding – Supplier Code of Conduct</a> <a href="#">Ingalls Shipbuilding Supplier Information</a>
		<p>Always doing the right thing is an essential belief at HII. Our <a href="#">Code of Ethics and Business Conduct</a> provides a set of core values, standards and behaviors that guide employees' commitment to the highest ethical standards. It is a statement of our commitment to integrity and high ethical standards in all that we do at HII, defining what we expect from our officers, directors and employees as we perform our jobs. Our employees are encouraged to refer to the Code when facing ethical dilemmas. Other resources, training and tools are provided by the Ethics Office and our Business Conduct Officers and Representatives to promote ethics awareness. Additionally, our OpenLine offers an anonymous and confidential means to voice concerns or report a suspected violation of our Code, Company policy or the law without fear of retaliation or coercion.</p> <p>HII has detailed controls around its procurement and purchasing process. Central among these controls is the involvement of a dedicated procurement department within each division, the Supply Chain Management Department, in the establishment and monitoring of supplier relationships. Under HII's Supply Chain Management Procedure, when material and/or services are required to be purchased from external (non-HII) sources in support of Company operations and/or production schedules, Supply Chain Management has the sole responsibility to establish and manage the external contractual relationship. The procurement process is also subject to regular and extensive internal and external audit. On an annual basis, our procurement process is audited by the Internal Audit Department. The procurement process is also subject to audit by external auditors as well as government auditors such as the U.S. Navy's Supervisor of Shipbuilding.</p> <p>As a U.S. government contractor, we understand the need to ensure that our suppliers are conducting business in an ethical manner. We consider carefully not just each supplier's performance, but also their reputation for ethical practices when selecting suppliers. We apply an extensive due diligence screening process to each of our suppliers, including checks on the beneficial owners of each. Any suppliers that present as high risk from a corruption standpoint will be subject to additional review by the Law Department. Specific due diligence procedures are developed by each Division, depending on the level and types of risks presented by their own suppliers. Each Division is also responsible for establishing a process for an annual review of its active suppliers. HII expects all of its suppliers, regardless of the contract price or the frequency of interaction with the supplier, to conduct business in a manner consistent with the <a href="#">Supplier Code of Conduct</a>. HII backs up this expectation with a clause in its contractual terms and conditions that states: "In the event of a violation of any of the expectations set forth in the <a href="#">Supplier Code of Conduct</a>, [HII] may pursue corrective actions to remedy the situation, up to and including termination of this [contract]."</p>



## SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

SASB CODE	SASB DESCRIPTIONS	HII 2022 DISCLOSURE
RT-AE-510a.3	Discussion of processes to manage business ethics risks throughout the value chain	HII's <a href="#">Supplier Code of Conduct</a> delineates a set of high ethical standards for the conduct of our suppliers. At a minimum, we expect our suppliers to maintain full compliance with laws and regulations applicable to their business. As part of the onboarding process, HII requires that all suppliers have adequate anti-bribery and corruption policies in place to prevent and detect misconduct. Such policies and procedures must cover gift and business courtesies, conflicts of interest, and whistleblower protections. The <a href="#">Supplier Code of Conduct</a> makes clear that HII's suppliers are prohibited from offering or making any improper payments of money or anything of value to government officials, political parties, candidates for public office, or other persons. This includes a prohibition on facilitating payments intended to expedite or ensure performance of a routine government action such as obtaining a visa or customs clearance. To ensure compliance with HII's anti-corruption program and applicable anti-bribery and corruption laws, we take active steps to assess the conduct of our suppliers, including when there is a significant change in the business relationship.
RT-IG-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	(1) Total recordable incident rate (TRIR): 4.9 (2) HII considers this information to be confidential, and (3) Near miss frequency rate (NMFR) is not tracked on an enterprise wide basis.

## SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

### ACTIVITY METRICS

SASB CODE	SASB DESCRIPTIONS	HII 2022 DISCLOSURE
RT-AE-000.A	Production by reportable segment	<p>HII is America's largest military shipbuilding company, and our shipbuilding divisions represent the majority of our sales. Each ship requires several years of construction, with key milestones occurring during the construction process. The following operational achievements were recorded in 2022:</p> <p><b>Ingalls Shipbuilding</b></p> <ul style="list-style-type: none"> <li>• Acceptance Trial, Delivery, and Sailaway for amphibious transport dock Fort Lauderdale (LPD 28)</li> <li>• Christening of amphibious transport dock Richard M. McCool Jr. (LPD 29)</li> <li>• Sailaway and Commissioning of guided missile destroyer Frank E. Petersen Jr. (DDG 121)</li> <li>• Combined Alpha/Bravo Trial, Acceptance Trial, and Delivery of guided missile destroyer Lenah Sutcliffe Higbee (DDG 123)</li> <li>• Christening and Alpha Trial of the first Flight III Arleigh Burke-class guided missile destroyer Jack H. Lucas (DDG 125)</li> <li>• Launch and Christening of the United States Coast Guard national security cutter Calhoun (NSC 10)</li> </ul> <p><b>Newport News Shipbuilding</b></p> <ul style="list-style-type: none"> <li>• SSN 798 christening is scheduled for Saturday May 6th, 2023</li> <li>• SSN 802 and SSN 804 keel laying ceremonies have not occurred yet</li> <li>• Newport News Shipbuilding honored the 273 recipients of the 2022 President's Model of Excellence Award with a drive-in ceremony at the Hampton Roads Convention Center Friday, Sept. 16</li> </ul> <p><b>Mission Technologies</b></p> <p>Our Mission Technologies division delivers critical capabilities including unmanned systems, ISR and AI/ML analytics. While not production milestones, this division reported the following operational achievements in 2022:</p> <ul style="list-style-type: none"> <li>• Receiving first international order for four REMUS 300 UUVs from the Royal New Zealand Navy</li> <li>• Announcing the commercial release of the REMUS 300 UUV</li> <li>• Acquiring Alion Science and Technology, significantly expanding HII's high-end technology capabilities in the areas of cyber and electronic warfare; intelligence, surveillance and reconnaissance; and military training and simulation, as well as broadening HII's customer base</li> </ul>
RT-AE-000.B	Number of employees	<a href="#">EEO-1 Report</a>

## PERFORMANCE DATA TABLES<sup>1</sup>

METRIC	UNIT	2020	2021	2022
SOCIAL				
Employee Development				
Employees receiving performance reviews	%	70	64	67
Total learning hours	Hours	511,532	580,165	579,655
Full-time employees with access to benefits	%	100	100	100
Other Employee and Workforce Metrics				
Employees covered by collective bargaining agreement	Number	21,238	19,878	19,178
Employees covered by collective bargaining agreement	%	50	45	45
Health and Safety				
Number of lost-time work-related injuries	Number	928	1,154	1,109
Number of recordable work-related injuries	Number	1,948	2,303	2,159

<sup>1</sup>Unless stated otherwise, the data disclosed in these tables include Mission Technologies, Newport News Shipbuilding, and Ingalls Shipbuilding information.

PERFORMANCE DATA TABLES <sup>1</sup>				
METRIC	UNIT	2020	2021	2022
GOVERNANCE				
Board of Directors				
Size of the Board of Directors	Number	11	13	13
Independent directors	Number	10	11	11
Women on Board	Number	4	4	4
People from underrepresented groups on Board	Number	2	3	3
Ethics & Compliance				
Board/governing body members who have received a policy on anti-corruption	%	100	100	100
Board/governing body members who have received training on anti-corruption	%	0	100	0
Supply Chain Management				
Number of suppliers	Number	2,312	2,185	8,078

<sup>1</sup>Unless stated otherwise, the data disclosed in these tables include Mission Technologies, Newport News Shipbuilding, and Ingalls Shipbuilding information.





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