

# 2025 Sustainability Report

Mission. Values. Purpose.





# Table of Contents

|   |           |  |           |
|---|-----------|--|-----------|
| <b>Introduction</b> .....                     | <b>3</b>  | <b>Section 2: Building Our Community</b> .....   | <b>35</b> |
| About the Report .....                        | 3         | Employee Engagement.....                         | 36        |
| <b>Welcome</b> .....                          | <b>4</b>  | Education, Training and Recruiting .....         | 39        |
| <b>About HII</b> .....                        | <b>6</b>  | Giving and Volunteering.....                     | 44        |
| Our Mission, Values and Purpose.....          | 6         | <b>Section 3: Protecting Our Resources</b> ..... | <b>47</b> |
| United in Service Across Our Divisions .....  | 7         | Environmental Management .....                   | 48        |
| How We Manage Our Sustainable Impact .....    | 9         | Energy and GHG Emissions.....                    | 49        |
| Who We Serve.....                             | 10        | <b>Summary and Closing Remarks</b> .....         | <b>53</b> |
| Our Approach.....                             | 11        | <b>Disclosures</b> .....                         | <b>54</b> |
| <b>Section 1: Securing Our Business</b> ..... | <b>15</b> |  |           |
| Corporate Governance.....                     | 16        |  |           |
| Ethics and Compliance.....                    | 20        |  |           |
| Product Quality and Safety .....              | 24        |  |           |
| Data and Cybersecurity .....                  | 28        |  |           |
| Supply Chain Management .....                 | 30        |  |           |
| Safety of Our Employees.....                  | 32        |  |           |



## Introduction

### About the Report

#### Welcome

#### About HII

#### Securing Our Business

#### Building Our Community

#### Protecting Our Resources

#### Summary and Closing Remarks

#### Disclosures

#### Back to Contents →

# Introduction

## ABOUT THE REPORT

Huntington Ingalls Industries, Inc.'s ("HII," "we," "our" and the "Company") 2025 Sustainability Report (the "Report") details HII's objectives and progress in the areas of environmental responsibility, social and organizational management, and governance performance. Data about financial performance is not included in this Report but may be found on HII.com, under the "Investors" tab and in HII's public filings with the U.S. Securities and Exchange Commission (SEC).

Unless otherwise specified, the quantitative and qualitative information contained in this document reflects HII's activities from January 1, 2024 to December 31, 2024, in line with HII's financial reporting period.

This Report has been prepared with reference to the Global Reporting Initiative's (GRI) latest standards released in October 2021. We additionally disclose in line with the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD). More information on our alignments with GRI, SASB and TCFD can be found in the Disclosure section of the Report.

This Report was published online on March 31, 2025. It has been optimized for digital viewing. In the interest of minimizing paper use, please consider reading this Report electronically rather than printing a hard copy.

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





Introduction

**Welcome**

**Message from our  
President and CEO**

Message from our CSO

About Hill

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

Disclosures

[Back to Contents](#) →

# Welcome



## MESSAGE FROM OUR PRESIDENT AND CEO

### Winning the Right Way

At Hill, our commitment to sustainability is inseparable from our mission **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.** Continuing to fulfill this mission for our customers, and for the benefit of all our stakeholders, requires us to anticipate risks ahead, and to navigate them carefully and well. This is strategic resilience. We must identify tomorrow's challenges even as we tackle those in front of us today. In doing so, we strengthen the foundation for a secure and prosperous future for all who put their trust in us.

How we do this — how we win — matters. At the heart of our culture are the shared mission and values that define us: respect, engagement, integrity, safety, responsibility and performance. These values inform

our standards of behavior, which are codified for our employees in our Code of Ethics and Business Conduct. They bear on every decision, every interaction.

And they guide our approach to sustainability, ensuring that the needs and circumstances of our customers, employees, shareholders, suppliers and communities drive our strategy. Our sustainability strategy, after all, is about more than stewardship. It is about ensuring that Hill remains a force for stability, security and progress for our stakeholders for generations to come.

At Hill, we honor the trust placed in us and advance our mission with integrity, responsibility and respect. Securing the future requires our strategic resilience, built on an unwavering commitment to doing what is right, today and always.

**Chris Kastner**

HII President and CEO



Introduction

**Welcome**

Message from our  
President and CEO

**Message from our CSO**

About Hill

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

Disclosures

[Back to Contents](#) →



## MESSAGE FROM OUR CHIEF SUSTAINABILITY AND COMPLIANCE OFFICER

### Building Resilience, Building Strength

Since our earliest days in the 1800s, Hill has been steadfast in service of the nation and the future of freedom. Through all the circumstances in which we have operated — in times of peace and prosperity, and in times of conflict and volatility — we have maintained pursuit of exacting standards of performance because we must. In a world of increasing geopolitical complexity, evolving customer needs, and shifting regulatory landscapes, the ability to successfully navigate risk is the hallmark of responsible management.

At Hill, we approach risk management as we do all our business practices, through the lens of our mission, values and purpose. Our customers and stakeholders expect us not just to say this but to show it. We must have a

dedicated and skilled workforce — across all experiences, disciplines and locations — empowered to contribute their best work and highest talents to the mission. Our governance, practices and culture must be safe, respectful and protective of their wellbeing so we can all contribute to this shared purpose. Our ability to adapt and endure while upholding our principles must be hardwired into our operations, governance and culture so we can protect and sustain our role as trusted partner to our stakeholders.

This report summarizes our latest work and progress to build a strong and sustainable future to support our business, stakeholders and the nation we serve. Our mission, and the moment, demand nothing less.

#### **Paul C. Harris**

Executive Vice President and Chief Sustainability  
and Compliance Officer



Introduction

Welcome

**About HII**

**Mission, Values and Purpose**

United in Service  
Across Our Divisions

HII at a Glance

How we Manage  
Our Sustainable Impact

Who We Serve

Our Approach

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

Disclosures

Back to Contents →

# About HII

## OUR MISSION, VALUES AND PURPOSE

**At HII, sustainability is not just a strategy but a core component of our mission, culture and business practices.**

Our goal is to deliver the world's most advanced ships and comprehensive solutions across all domains, supporting national security and promoting global peace and freedom. Aligned with the Department of Defense's (DOD) mission to deter conflict and embody the "arsenal of democracy," our long-term success and excellence is mission-critical to protect peace and freedom around the world. Our dedication to live up to our values and purpose in all that we do requires unwavering teamwork within our organization and with our DOD partners, upheld by a steadfast commitment to quality, performance and integrity.

Our sustainability efforts are driven by our corporate MVP: mission, values and purpose. This guiding framework ensures that our actions support long-term environmental health, foster strong relationships with our employees and communities, and uphold responsible corporate policies.

We are proud to collaborate with our DOD partners; recognizing the critical role of nuclear power in achieving climate goals. We are committed to nuclear safety and have an exemplary safety record in this domain.

We believe that our MVP approach positions us to attract top talent and drive innovation and growth. Putting our values into practice creates long-term benefits for our employees, customers, shareholders, and suppliers and for the communities we serve.

For more information, visit [hii.com](http://hii.com) under the "Sustainability" section in the "Investors" tab.

## Mission

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

Our mission requires the best of us: the utmost in character and values. Our values are the cornerstones of HII's culture, driving our day-to-day decision-making and the long-term trust and confidence of our stakeholders. Ultimately, our adherence to our values nourishes and protects the strong, stable and resilient relationships on which our future growth and success depend.

## 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.



Introduction

Welcome

**About HII**

Mission, Values and Purpose

**United in Service Across Our Divisions**

HII at a Glance

How we Manage Our Sustainable Impact

Who We Serve

Our Approach

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents →](#)

**UNITED IN SERVICE  
ACROSS OUR DIVISIONS**

At HII, we take pride in our divisions' key roles in national security and technological advancement.



**Ingalls Shipbuilding division** is Mississippi's largest manufacturing employer and a major contributor to the economic growth of Alabama. For over 85 years, Ingalls Shipbuilding (Ingalls) has designed, built and maintained amphibious ships, destroyers, and cutters for the U.S. Navy and the U.S. Coast Guard. Ingalls has designed, built and maintained amphibious ships, destroyers, and cutters for the U.S. Navy and the U.S. Coast Guard and is the largest supplier of U.S. Navy surface combatants.



**Mission Technologies division** delivers domain expertise and cutting-edge technologies to mission partners globally. Focused on the future, it develops integrated solutions supporting a connected, all-domain force across four areas: All-Domain Operations, Global Security, Warfare Systems and Uncrewed Systems. Its capabilities include C5ISR systems and operations, the application of AI and ML for battlefield decisions, cyberspace strategies and electronic warfare, unmanned autonomous systems, live virtual constructive training, platform modernization and critical nuclear operations.



**Newport News Shipbuilding division** is Virginia's largest industrial employer, with a team of over 25,000, including multiple generations of shipbuilders. Operating under the motto "Always Good Ships," Newport News Shipbuilding (Newport News) has designed, built, overhauled and repaired more than 800 ships for the U.S. Navy and commercial clients. It is the exclusive designer, builder and refueler of U.S. Navy nuclear-powered aircraft carriers and one of only two shipyards in the country capable of designing and constructing nuclear-powered submarines.



# HII AT A GLANCE

## In 2024

Introduction

Welcome

### About HII

Mission, Values and Purpose

United in Service Across Our Divisions

### HII at a Glance

How we Manage Our Sustainable Impact

Who We Serve

Our Approach

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

\$11.5b

Annual Revenue

6,500+

Veterans Employed

\$48.7b

In Backlog

44,000+

Employees





Introduction

Welcome

## About Hill

Mission, Values  
and Purpose

United in Service  
Across Our Divisions

Hill at a Glance

## How we Manage Our Sustainable Impact

Who We Serve

Our Approach

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

Disclosures

[Back to Contents](#) →

## HOW WE MANAGE OUR SUSTAINABLE IMPACT

Hill's sustainability management is led by a dedicated sustainability office, ensuring comprehensive oversight and execution of sustainability initiatives throughout all levels within the organization.

- **Board and Committees:** Provide top-level oversight and allocate responsibility for each individual sustainability focus area.
- **Chief Sustainability Officer (CSO):** Oversees sustainability and compliance efforts, ensuring alignment with strategic goals.
- **Corporate Sustainability Committee (CSC):** A team of cross-functional and cross-divisional executives responsible for providing regular updates on key activities, disclosure processes and greenhouse gas (GHG) reporting controls.
- **Sustainability Management Teams (SMTs):** Led by the Corporate Sustainability Manager. Responsible for goal implementation, information collection, and setting and implementing sustainability strategy. These teams handle the day-to-day execution of Hill's sustainability agenda, performance tracking and gap analysis.

Hill's sustainability office engages with other cross-functional business units from communications, finance and legal to manage sustainability disclosures and related risks. Please refer to [Our Approach](#) for additional information about our SMT focus areas.





Introduction

Welcome

### About HII

Mission, Values and Purpose

United in Service Across Our Divisions

HII at a Glance

How we Manage Our Sustainable Impact

### Who We Serve

Our Approach

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

## WHO WE SERVE

At HII, our sustainability strategy is driven by our commitment to our key stakeholders: employees, customers, shareholders, communities and suppliers.

- **Employees:** Our success is anchored in a safe and respectful workplace that is united in service and guided by a culture of ethics, safety and wellbeing. We provide training, development and opportunities to build a long and fruitful career at HII, where employees can bring their skills and experiences to build our shared success.
- **Customers:** We are dedicated to exceeding our customers' expectations by delivering top-quality products and services on time, and constantly striving for improvement.
- **Shareholders:** Our focus is on sustaining long-term value and growth through superior performance and a commitment to excellence.
- **Communities:** We are a proactive, positive force in every community we operate in because we and our employees are an active part of these communities. We aim to make a meaningful impact.
- **Suppliers:** We engage with our suppliers transparently and respectfully, recognizing them as essential partners in achieving our business goals.





Introduction

Welcome

**About Hill**

Mission, Values and Purpose

United in Service Across Our Divisions

Hill at a Glance

How we Manage Our Sustainable Impact

Who We Serve

**Our Approach**

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

**OUR APPROACH**

Our goal is to deliver the world's most powerful ships and all-domain solutions in service of the nation.

To uphold our commitment to serve our nation, in 2022, we identified our key sustainability focus areas through a comprehensive process that included interviews, surveys, detailed reviews and benchmarking against peers in reporting, initiatives and goal disclosures.

This priority assessment highlighted the following areas:



How we achieve progress in our sustainability focus areas across Ingalls, Mission Technologies and Newport News is grounded in Hill's commitment to integrity, safety, respect, engagement, responsibility and performance.

See the following page for more details about the priorities within each of our sustainability focus areas.





Introduction

Welcome

**About Hill**

Mission, Values and Purpose

United in Service Across Our Divisions

Hill at a Glance

How we Manage Our Sustainable Impact

Who We Serve

**Our Approach**

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

**OUR APPROACH**

Our comprehensive “priority assessments” identified the focus areas shown on the right. SMTs have been established to oversee each area and drive impact across the Company.

**Sustainability Focus Areas**

**Securing Our Business**



**Product Quality and Safety**

Managing product lifecycles, developing and sustaining quality management systems focused on continuous improvement, considering environmental impacts, ensuring compliance with safety laws and handling product end-of-life.



**Data and Cybersecurity**

Investing in cybersecurity, ensuring compliance, conducting risk assessments, raising awareness about threats like phishing and social engineering, and preventing and responding to cyber attacks.



**Supply Chain Management**

Engaging suppliers through a Supplier Code of Conduct, maintaining transparency, conducting risk assessments and audits, and ensuring supply chain continuity and resilience.



**Health and Safety**

Implementing health and safety initiatives, adhering to safety laws, promoting health and wellness programs, and fostering a safe workplace culture.

**Building Our Communities**



**Ethical Conduct**

Upholding ethics guidelines, providing Code of Ethics training, ensuring compliance and implementing anti-corruption policies.



**Employee Engagement**

Fostering a positive company culture, reducing turnover, enhancing recruitment and retention, and ensuring employee satisfaction.



**Community Relations**

Supporting local communities through volunteering, relationship-building, economic impact, philanthropy, workforce development and education programs.

**Protecting Our Resources**



**Energy Management**

Reducing GHG emissions, improving energy efficiency, deploying renewable energy and optimizing fuel consumption.



**Environmental Compliance**

Engaging with regulators and ensuring compliance with environmental laws and regulations.

“In a world of evolving needs and complexity, our dedication to sustainable business practices is more important than ever; we must stay true to our values and hold ourselves accountable to the highest standards of integrity, respect and performance.”

**Paul C. Harris**

Executive Vice President and Chief Sustainability and Compliance Officer



Introduction

Welcome

**About Hill**

Mission, Values and Purpose

United in Service Across Our Divisions

Hill at a Glance

How we Manage Our Sustainable Impact

Who We Serve

**Our Approach**

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

**OUR APPROACH**

**Sustainability Commitments and 2024 Progress**

Based on our sustainability focus areas, nine sustainability commitments guide our future strategy and execution; two employee health and safety commitments are new in 2024. These commitments were developed by director-level subject-matter experts from across our three divisions and are continuously monitored and improved to remain consistent with Hill's business and sustainability strategy. Our commitments are measured, assessed and updated in the context of the impact to our employees, customers, shareholders, communities, business strategy and operations, and regulatory requirements.

| Sustainability Focus Area      | Commitment   | 2024 Progress Highlight   |
|--------------------------------|--|---|
| <b>Securing Our Business</b>   |  |   |
| <b>Supply Chain Management</b> | <ul style="list-style-type: none"> <li>• <b>Supplier Engagement Plan and Code of Conduct:</b> By the end of 2025, we will develop sustainability criteria and incorporate them into the Supplier Engagement Plan, and in parallel, update the Supplier Code of Conduct to include a cross-reference to the Supplier Engagement Plan for sustainability.</li> <li>• <b>Supply Chain Roadmap:</b> We conducted a current-state analysis of supply chain risks, capabilities and processes in 2024. We will develop a roadmap by the end of 2025 that will ultimately increase tracing of supply chain risks (e.g., countries of concern, conflict minerals, counterfeit parts, potential environmental/climate risk disruptions, human capital and cybersecurity) by 2030 through improved supplier engagement and data tracking.</li> </ul> | <ul style="list-style-type: none"> <li>• Assessed sustainability risks to understand current practices, identify gaps and enhance risk tracing.</li> <li>• Collaborated across divisions to create a cohesive Hill Supplier Code of Conduct.</li> <li>• Began development for future sustainability initiatives.</li> </ul> |
| <b>Health and Safety</b>       | <ul style="list-style-type: none"> <li>• <b>Reduced Total Case Rate:</b> We commit to sustained improvement of the safety of our people as demonstrated by a reduction in Total Case Rate (TCR).</li> <li>• <b>Safety Roadmaps:</b> In 2025, we will develop roadmaps for our top three targeted safety initiatives: hazard recognition, safety training and knowledge sharing.</li> </ul>   | <ul style="list-style-type: none"> <li>• Reduced total case rate by 5% from 2023.</li> </ul>  |





Introduction

Welcome

**About Hill**

Mission, Values and Purpose

United in Service Across Our Divisions

Hill at a Glance

How we Manage Our Sustainable Impact

Who We Serve

**Our Approach**

Securing Our Business

Building Our Community

Protecting Our Resources

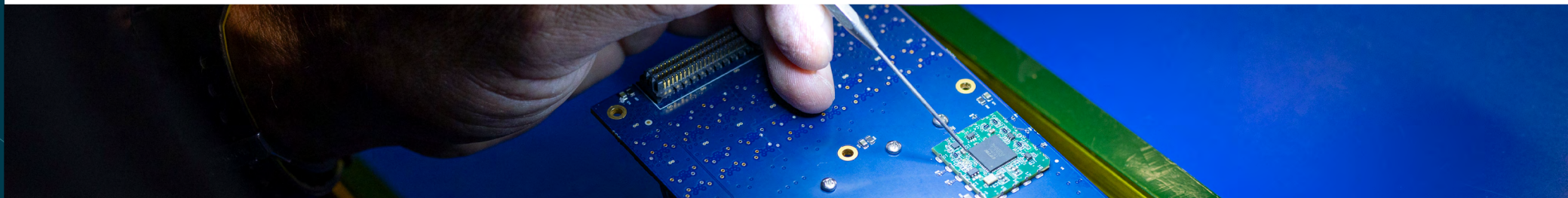
Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

**OUR APPROACH**

| Sustainability Focus Area       | Commitment   | 2024 Progress Highlight  |
|---------------------------------|--|--|
| <b>Building Our Community</b>   |  |  |
| <b>Employee Engagement</b>      | <ul style="list-style-type: none"> <li>We will continue to drive increased employee engagement as measured by surveys to create value for Hill.</li> </ul>   | <ul style="list-style-type: none"> <li>Utilized engagement survey scores to monitor employee satisfaction and attended the Gallup Summit, which focuses on topics related to workplace engagement, leadership and strengths-based development.</li> </ul>  |
| <b>Community Relations</b>      | <ul style="list-style-type: none"> <li>We will target 40% of our total giving to education by 2030 while also prioritizing the core areas of community, veterans and military.</li> <li>We will make good-faith efforts to increase the number of Hill employee volunteers by 10% annually through 2030.</li> <li>Focusing on the crisis of health and hunger, Hill and our employees will provide 100,000 meals annually to those in our communities facing food and nutrition insecurity.</li> </ul> | <ul style="list-style-type: none"> <li>Boosted educational funding and engagement through targeted investments into educational programs totaling \$2.4m.</li> <li>1,855 employees participated in volunteer activities, including the "What Drives You" campaign, food packing events and mentoring programs.</li> <li>Hill employees provided 187,000 meals, exceeding our annual commitment.</li> </ul> |
| <b>Protecting Our Resources</b> |  |  |
| <b>Energy Management</b>        | <ul style="list-style-type: none"> <li>By the end of 2024, we will develop a roadmap to exceed a 30% aggregate reduction in Scope 1 and 2 GHG emissions from our 2022 baseline GHG emissions. We have estimated our 2022 baseline of Scope 1 and 2 GHG emissions to be 348,236 metric tons of CO<sub>2</sub>eq.</li> </ul>   | <ul style="list-style-type: none"> <li>Developed our GHG Reduction Roadmap, focused on exploring electrically-powered alternatives to reduce fossil fuel usage, investing in new technology, and engaging with our partners to harvest clean, sustainable energy.</li> <li>Since 2022, we have reduced our Scope 1 and 2 GHG emissions by 16.4%.</li> </ul>  |





Introduction

Welcome

About HII

**Securing Our Business**

- Corporate Governance
- Ethics and Compliance
- Product Quality and Safety
- Data and Cybersecurity
- Supply Chain Management
- Health and Safety

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

# SECURING OUR BUSINESS

In 2024

Nearly  
**6,000**  
Suppliers Across  
Our Divisions

**1.83m**  
Health and Safety  
Training Hours Completed



Introduction

Welcome

About Hill

**Securing Our Business**

**Corporate Governance**

Ethics and Compliance

Product Quality and Safety

Data and Cybersecurity

Supply Chain Management

Health and Safety

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

Disclosures

Back to Contents →

**CORPORATE GOVERNANCE**

Hill's commitment to strong corporate governance is a testament to our core value of "doing the right thing every day." This commitment is embodied in the initiatives and structures we have implemented to ensure ethical conduct, transparency and accountability across all levels of the organization. By fostering a culture of integrity and responsibility, Hill builds trust with stakeholders to drive long-term sustainable growth.

**Governance Framework**

Our governance framework is designed to facilitate effective oversight and engagement among the Board of Directors, management and shareholders as we work together for the Company's long-term success.

We optimized our governance structures to strengthen relationships and prioritize regular and meaningful engagement with the SMTs to ensure alignment with corporate objectives and stakeholder expectations.



Maintain a governance structure that supports our strategic goals and operational excellence.



Ensure compliance with legal and regulatory requirements.



Enhance accountability, improve performance and promote stakeholder interests.







Introduction

Welcome

About Hill

## Securing Our Business

### Corporate Governance

Ethics and Compliance

Product Quality and Safety

Data and Cybersecurity

Supply Chain Management

Health and Safety

## Building Our Community

## Protecting Our Resources

## Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

## Board of Directors

The Board of Directors plays a crucial role in Hill's corporate governance structure. Throughout the year, the Board provides leadership and oversight, ensuring that shareholder interests are advanced through engagement with employees, customers, suppliers, government officials and the public. The Board's broad skills, experience and perspectives enable it to address complex challenges and seize opportunities in a dynamic business environment.

Directors at Hill are entrusted with advancing shareholder interests through informed business judgment and active engagement in governance activities. They participate in regular meetings, strategic planning sessions and sustainability initiatives to ensure the Company's operations align with its values and objectives. The Board incentivizes sustainability by integrating related goals into performance metrics.

To stay informed and engaged, the Board receives quarterly briefings on sustainability priorities and developments. These updates provide comprehensive insights into the Company's sustainability initiatives, progress and future plans, ensuring that the Board remains actively involved in driving Hill's sustainability agenda.

## Board Committees and Their Oversight

Hill's Board has established five standing oversight committees, each with a specific focus and mandate: Audit Committee, Compensation Committee, Cybersecurity Committee, Governance and Policy Committee and Finance Committee. Each committee operates under a charter that outlines its roles and responsibilities:

- **Audit Committee:** Oversees financial reporting and internal controls.
- **Compensation Committee:** Manages executive compensation and benefits.
- **Cybersecurity Committee:** Reviews Company's comprehensive cybersecurity strategy.
- **Governance and Policy Committee:** Handles Board nominations, governance practices and oversees sustainability matters and risk management.
- **Finance Committee:** Supervises financial affairs, strategies, policies, and transactions.

Each year, the Board of Directors performs a self-evaluation to assess its overall effectiveness and the effectiveness of its standing committees. This process involves a thorough review of performance, governance practices and committee charters to ensure alignment with best practices and regulatory requirements.





Introduction

Welcome

About HII

**Securing Our Business**

**Corporate Governance**

- Ethics and Compliance
- Product Quality and Safety
- Data and Cybersecurity
- Supply Chain Management
- Health and Safety

**Building Our Community**

**Protecting Our Resources**

Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

### Sustainability Management

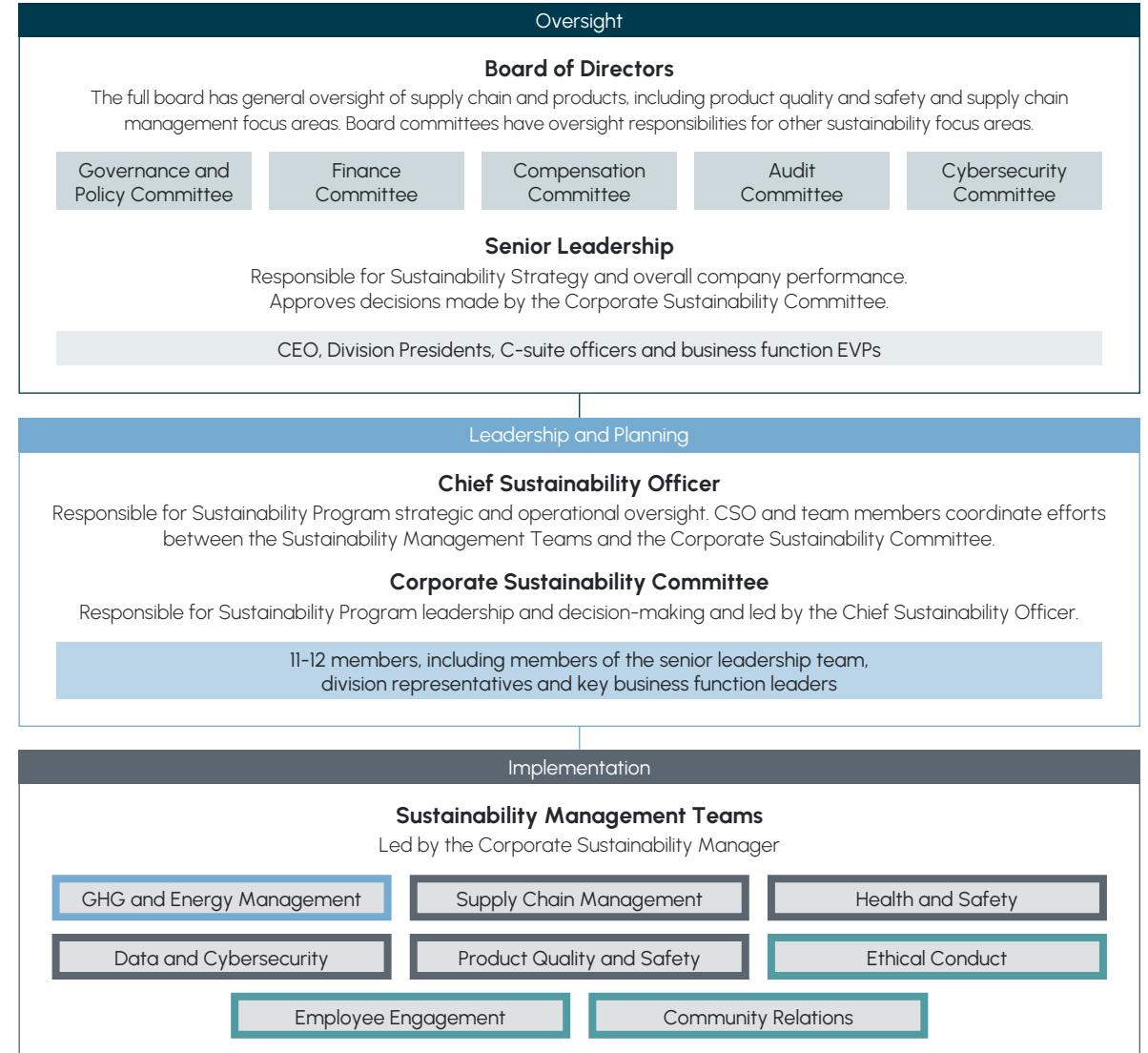
HII's sustainability management is led by a dedicated sustainability office, which is led by our Chief Sustainability Officer and Corporate Sustainability Manager, and includes engagement with SMTs across the enterprise. This structure ensures comprehensive oversight and execution of sustainability initiatives across the organization.

The CSO provides regular updates to the Corporate Sustainability Committee (CSC) on key activities and next steps, including sustainability initiatives across the division, completed disclosure activities, and limited assurance processes. These updates ensure transparency and accountability in HII's sustainability efforts.

Since we formally launched our sustainability program in March 2022, our initiatives have evolved significantly, reflecting our commitment to continuous improvement and transparency. This evolution is driven by a robust governance structure that ensures comprehensive oversight and strategic direction.

Our governance structure starts at the top with oversight from the Board and its committees, which have allocated responsibility for each of HII's individual sustainability focus areas. Internal sustainability governance includes leadership and direction from our CSO, with day-to-day leadership and direction carried out by the Corporate Sustainability Manager and execution and performance tracking carried out by our cross-divisional SMTs. Each SMT is led by Directors from across the division to ensure each division is represented when setting actionable goals and strategies to address identified risks and opportunities.

### HII SUSTAINABILITY GOVERNANCE STRUCTURE



**KEY:** ■ Securing Our Business ■ Building Our Community ■ Protecting Our Resources



Introduction

Welcome

About Hill

**Securing Our Business**

**Corporate Governance**

Ethics and Compliance

Product Quality and Safety

Data and Cybersecurity

Supply Chain Management

Health and Safety

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

The maturation of our sustainability program is evident in several key areas:

**Progress Towards Goals:**

We have set and are actively working towards ambitious sustainability targets, demonstrating our commitment to continuous improvement.

**Carbon Disclosure Project (CDP) Questionnaire:**

Our participation in the CDP Questionnaire helps us benchmark our performance and identify areas for improvement in our environmental impact.

**Health and Safety Goals:**

The addition of Health and Safety goals underscores our dedication to the wellbeing of our employees and the communities we serve.

**Enhanced GHG Emissions Processes:**

We have enhanced our processes and controls for GHG emissions collection, calculation and reporting, ensuring accuracy and reliability.

**Human Rights Policy:**

Implementing a Human Rights Policy highlights our commitment to ethical practices and respect for human rights across our operations.

**Limited Assurance:**

Obtaining Limited Assurance for our GHG emissions data demonstrates our commitment to transparency and accountability.

Our sustainability governance structure provides a comprehensive approach to evaluating issues that intersect with our business and developing goals and actions to address identified risks and opportunities. This ensures that our sustainability strategy is optimized to yield long-term competitive advantages, create shareholder value and generate positive impacts for our people, communities, environment and facilities. To earn the trust of our stakeholders, we apply these principles in our formal frameworks, processes, company culture and daily actions.

**Climate Disclosure Report:**

In 2023, we published our first Climate Disclosure Report, outlining our strategies, actions and progress in addressing climate-related risks and opportunities.

**Guiding Policies and Guidelines**

Our corporate governance guidelines detail responsibilities of the Board, Chair and Directors; requirements for the Board and its committees; and rules related to Director independence and conflicts of interest. They prioritize onboarding and education, providing guidance for Board communications with senior leadership and outside advisors. These guidelines inform our shareholders' expectations and keep us connected to their long-term interests while strengthening our accountability and trust.

**Impact of Strong Corporate Governance**

Hill's unwavering commitment to strong corporate governance drives the Company's success and sustainable growth by fostering a culture of integrity, accountability and transparency. Our governance structures and practices ensure we remain well-positioned to navigate challenges, seize opportunities and continue to deliver long-term value.



Introduction

Welcome

About Hill

## Securing Our Business

Corporate Governance

**Ethics and Compliance**

Product Quality and Safety

Data and Cybersecurity

Supply Chain Management

Health and Safety

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

Disclosures

[Back to Contents](#) →

## ETHICS AND COMPLIANCE

Hill's sustainability strategy reinforces our commitment to integrity and ethical business conduct. Hill's Ethics and Compliance Program is a cornerstone of our corporate governance framework, designed to uphold the highest standards of ethical conduct and regulatory compliance and ensure controls are in place to reduce misconduct. Led by the Chief Compliance Officer and the Corporate Business Conduct Officer, and overseen by the CEO, this program ensures that ethical considerations are integrated into all levels of decision-making and operations. The Board of Directors conducts regular reviews to ensure the program's effectiveness and alignment with Hill's strategic objectives, making it robust and responsive to emerging risks and regulatory changes.

We are also committed to working with suppliers who share our values and adhere to legal and ethical standards, with the expectation that suppliers comply with Hill's company guidelines and [resources for supplier ethics](#) and [codes of conduct](#), as well as with applicable laws relating to labor and employment practices, health and safety, and environmental protection.

### Leadership and Oversight

Our leadership structure, with the Chief Compliance Officer reporting to the Chief Legal Officer and the Corporate Business Conduct Officer reporting to the Chief Human Resources Officer, ensures that ethics and compliance are deeply embedded in our corporate culture and across the Company. The Board's regular reviews and annual audits by our Internal Audit Team help maintain the program's integrity and effectiveness. Findings from these audits are addressed through targeted action plans, ensuring continuous improvement.



### Code of Ethics and Business Conduct

Hill's Code of Ethics and Business Conduct is operationalized across all divisions to ensure consistent application of ethical standards. Each division has designated Business Conduct Officers and representatives who oversee the implementation of the Code and serve as points of contact for ethical inquiries and concerns. Cross-functional ethics committees provide guidance and oversight, fostering a culture of accountability and open communication.

### Communication and Training

Hill communicates ethics principles and reminders through various channels, including trainings, employee newsletters, the Hill website and regular monthly articles on ethics topics. Supervisors cascade these messages to deckplate employees without computer access. We conduct an Ethics Survey every three years to assess the organizational climate and compare perceptions against prior results. All employees receive annual training on Hill's [Code of Ethics and Business Conduct](#); appropriate behavior regarding gifts, entertainment and hospitality; conflicts of interest; and retaliation. New employees also receive training on workplace harassment and proper use of the internet and email.



Introduction

Welcome

About Hill

## Securing Our Business

Corporate Governance

### Ethics and Compliance

Product Quality and Safety

Data and Cybersecurity

Supply Chain Management

Health and Safety

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

Disclosures

[Back to Contents →](#)

## Incentives and Recognition

The Ethics and Compliance Program is a key component of the annual incentive plan for senior leadership. By linking ethical performance to incentives, we promote the principle of "creating incentives and enforcing discipline." This approach ensures that senior leaders are held accountable for fostering a culture of integrity and compliance throughout the organization.

Additionally, our On-the-Spot Ethics recognition program encourages employees to recognize their peers for ethical behavior, reinforcing the importance of ethics in our daily operations. In 2024, 266 On-the-Spot Ethics Awards were presented to employees.

## Non-Retaliation and Anti-Corruption Compliance Program

Our Anti-Corruption Compliance Program is a key element of Hill's Ethics and Compliance Program, designed to prevent, detect and address corruption and other forms of misconduct. Regular assessments of compliance-related risks across our locations help identify potential vulnerabilities and inform the development of targeted mitigation strategies. The Board is actively engaged in overseeing the program, receiving briefings on compliance-related risks and reviewing divisional annual plans for addressing misconduct.

Hill provides training to employees and business partners to enhance their understanding of compliance requirements and ethical standards. We offer a 24/7 OpenLine and online reporting system for suspected violations, ensuring a confidential, anonymous and convenient way of reporting. Our non-retaliation policy reinforces our commitment to a safe reporting environment. The volume of cases received is a metric we track regularly.

## Human Rights

Hill is committed to upholding fundamental human rights principles of respect, civility and fairness. We train our employees on these principles to ensure a respectful and safe workplace. Hill participates annually in the Human Rights Campaign's Corporate Equality Index, reflecting our dedication to equality and human rights.





Introduction

Welcome

About Hill

## Securing Our Business

Corporate Governance

### Ethics and Compliance

Product Quality and Safety

Data and Cybersecurity

Supply Chain Management

Health and Safety

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

Disclosures

[Back to Contents](#) →

## Supply Chain Risk

Hill uses the concept of “responsible sourcing” in supply chain management. This approach reflects Hill’s voluntary commitment to account for social and environmental risks when managing relationships with its suppliers. When contracting with a supplier, Hill is explicit in expressing its expectation that the supplier will comply with all applicable laws and regulations, specifically including labor and environmental laws.

Hill has implemented and maintains policies to address specific areas of supply chain risk, including conflict minerals, human trafficking and outreach to suppliers.



### Conflict Minerals:

Hill’s conflict minerals policy mandates that supplier terms and conditions require suppliers to disclose information about any conflict minerals contained in components or items purchased by Hill for inclusion in Hill’s products sold to third parties and ensures the collection and maintenance of product information from suppliers and vendors.

### Human Trafficking:

Hill recognizes slavery in the supply chain can take many forms, including human trafficking, child labor and debt bondage. Hill policy unequivocally supports the elimination of human trafficking and slavery. Hill is also committed to complying with the U.K. Modern Slavery Act of 2015 and the Australian Commonwealth Modern Slavery Act of 2018.

### Outreach to Suppliers:

Hill uses best efforts to enhance subcontracting opportunities for specially defined classes of small businesses as subcontractors, in compliance with all laws and regulations, as stated in the Small Business Act, Federal Acquisition Regulations (FAR), Public Laws 95-507, 105-35, 106-50, and 15 U.S.C § 631, et. seq.



Introduction

Welcome

About Hill

**Securing Our Business**

Corporate Governance

**Ethics and Compliance**

Product Quality and Safety

Data and Cybersecurity

Supply Chain Management

Health and Safety

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

Disclosures

[Back to Contents](#) →

### Industry Engagement

Hill is a proud member of the Defense Industry Initiative on Business Ethics and Conduct (DII), a bipartisan and nonprofit organization. Our CEO currently serves as the Vice Chair of the DII Executive Steering Committee and will assume the chair role in September 2025. This involvement underscores our commitment to promoting and advancing a culture of ethical conduct in the aerospace and defense industry.

### Lobbying and Political Activity

As a leading company in the aerospace and defense sector, Hill remains actively involved in the public policy process at the federal, state and local levels. Our political engagement is undertaken with a strong commitment to Hill's mission, values and purpose. This involvement includes advocacy efforts in accordance with our robust internal policies and disclosed through public filings in compliance with all applicable laws and regulations. Most of our lobbying expenses are considered unallowable costs under our government contracts and non-deductible expenses for tax purposes under the Internal Revenue Code. For additional information on our political engagement, review our [Political Engagement Disclosure](#).

### Commitment to Ethics and Compliance Integral to Sustainability

Hill's commitment to a strong ethics and compliance program is integral to our corporate governance and sustainability efforts. By fostering a culture of integrity, accountability and transparency, Hill ensures that employees and business partners adhere to the highest ethical standards. This commitment not only enhances our reputation but also contributes to the long-term success and sustainability of our company.

Guided by our values and as a respected contractor, a responsible community member and a company with a strong ethical culture, we strive to do the right thing even when it may be difficult to do so.





Introduction

Welcome

About Hill

**Securing Our Business**

Corporate Governance

Ethics and Compliance

**Product Quality and Safety**

Data and Cybersecurity

Supply Chain Management

Health and Safety

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

Disclosures

[Back to Contents](#) →

**PRODUCT QUALITY AND SAFETY**

Hill's commitment to product quality and safety is well established and guided into action by our quality policies. This includes not only a commitment to meet customer requirements but a commitment to continuously improve our products and services to meet the evolving needs of our customers and the important role that they play in our nation's defense.

It is the policy of Hill to deliver products and services that meet customer requirements. We shall continuously strive to improve the first-time quality of our products and services through continual improvement techniques as a key component of our Quality Management System (QMS).

We believe this policy is an essential element of delivering 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.

This is achieved through robust governance structures and QMS within each division made of stringent compliance standards and risk management programs. These frameworks ensure product quality and safety are integral to our operations, with oversight from senior leadership and dedicated teams across all divisions, and are designed to enhance organizational performance and the resulting safety and reliability of our products.

The Board of Directors plays a crucial role in overseeing product quality and safety standards and initiatives. Senior leaders, including the President and CEO, Executive Vice Presidents and Division Presidents, are responsible for implementing these initiatives and maintaining high standards across the organization. The Board conducts regular reviews and assessments, ensuring alignment with our strategic objectives. This maintains open lines of communication with senior management and stakeholders to stay informed about key issues, facilitating informed decision-making and effective oversight.







Introduction

Welcome

About Hill

**Securing Our Business**

Corporate Governance

Ethics and Compliance

**Product Quality and Safety**

Data and Cybersecurity

Supply Chain Management

Health and Safety

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

**Proactive Approach to Standards, Assessment and Training**

Our comprehensive approach to product quality and safety is focused on proactive prevention; implementing robust risk management programs and compliance standards across all our locations is crucial in enhancing organizational performance and ensuring that our products meet the highest safety and quality standards. Our risk management programs are designed to identify, assess and mitigate potential risks, ensuring continuous improvement and operational excellence.

Hill's customers are numerous and their product quality and safety requirements diverse. The quality systems at each of our divisions are tailored to meet these needs. This focus on customer satisfaction is fundamental to any effective quality system and drives best practices within each of our divisions. For example, Mission Technologies meets the unique quality requirements of our 750 programs by defining and documenting customer requirements in a Requirements Traceability and Verification Matrix. Details are captured in the Program Management Plan (PMP) with specific quality requirements addressed within the quality section of the PMP or within a stand-alone Quality Management Plan (QMP). If the requirements call for a certification, or if an industry certification helps demonstrate proficiency with our QMS through third-party validation, program leadership implements and sustains the QMS and then pursues certification. The division has also established a risk management standard requiring risks be identified early in the program management lifecycle and managed throughout. The Mission Technologies Program Excellence (PX) Framework consists of 82 standards aligned with the PMI Project Management Body of Knowledge (PMBOK) phases.

Specialized training is a key component of our strategy, as "quality is everyone's responsibility."

At Newport News, risk management is fully integrated across the workforce and into business operations. A self-assessment process drives continuous improvement and is reviewed three times a year to ensure ongoing compliance and performance enhancement. Ingalls drives product quality and safety by requiring each of its internal departments to establish and track a yearly set of quality objectives. In 2024, this equated to 145 quality objectives across the division. Quality Advocates embedded within each department help to promote these objectives, other quality-related functions and regular audits of procedures.

Specialized training is a key component of our strategy, as "quality is everyone's responsibility." To keep employees updated on the latest standards and best practices, Hill offers ongoing training sessions, workshops and e-learning modules that cover updated best practices of product quality and industry certifications. For example, at Ingalls all employees with computer access are required to take a "QMS refresher class" twice per year. Recognizing that newer employees may lack industry experience, Hill has developed comprehensive onboarding programs to introduce new hires to the Company's processes, quality standards and certification requirements, ensuring they quickly acclimate to their roles.





Introduction

Welcome

About Hill

**Securing Our Business**

Corporate Governance

Ethics and Compliance

**Product Quality and Safety**

Data and Cybersecurity

Supply Chain Management

Health and Safety

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

Disclosures

[Back to Contents](#) →

### Worldwide Standards for Quality and Certifications

Our strong emphasis on aligning with internationally recognized quality standards such as the ISO 9000 series of international quality standards and AS9100D ensures that all processes and products meet objectively stringent quality criteria, thereby enhancing overall performance and customer satisfaction. Our QMS is designed to systematically manage and improve quality across all operations with detailed procedures for quality control, continuous improvement and compliance with regulatory standards.

Regular internal and external audits and reviews are conducted to ensure the QMS effectiveness and to identify opportunities for enhancement. Audits performed by internal teams ensure compliance with established standards and procedures, while external audits provide an independent evaluation of our quality and safety practices. The audit plans are informed by performance assessments from previous years, ensuring that the audits build upon prior knowledge and address recurring issues or trends.

Hill recognizes the unique customer-driven needs for quality systems and certifications across each division. Our approach to product quality and safety is tailored to meet these specific requirements, ensuring that we deliver products that meet or exceed customer expectations. The move into the digital era introduces new risks for quality management, and Hill is committed to addressing these risks in our ongoing enhancements to our quality management systems and processes.

Our requirements for product quality and safety are flowed down to our suppliers and subcontractors; we demand from them the same high standards that we demand from ourselves. To this end, we engage regularly with our suppliers and subcontractors and established dedicated quality groups that work closely with them to monitor and improve the quality of products and services provided. We provide comprehensive training programs of our quality expectations and best practices.



Ongoing support is offered to suppliers to help them implement and maintain their own effective quality management systems. A wide variety of quality standards, such as ISO 9001, ISO 17025, ISO 14000, ISO 14001, AS9100D, ISO 45001, CMMI ML 3, CMMI ML 5, NAVSEA Metrology and AMPP SSPC-QP1 Paint, guide the development of our QMS to meet customer needs and assure quality products and services.

Newport News has implemented ISO 9001 and nuclear-related certifications, demonstrating its commitment to maintaining the highest standards of quality and safety. Ingalls first achieved its ISO 9001 certification in 1992, making it one of the first U.S. shipyards to do so. Mission Technologies currently maintains 15 unique certifications for 37 different locations, with each location often managing multiple programs.



Introduction

Welcome

About Hill

**Securing Our Business**

Corporate Governance

Ethics and Compliance

**Product Quality and Safety**

Data and Cybersecurity

Supply Chain Management

Health and Safety

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

Disclosures

[Back to Contents](#) →

## Building Synergy and Continuous Improvement

In 2025, Hill is committing to two important initiatives to capitalize on the best practices in product quality and safety across our divisions. These initiatives, to establish a Quality Council and Product Quality Sustainability Roadmap, are being led by our Quality professionals with oversight from senior management.

### Hill to establish a Quality Council by the end of 2025

This council will provide strategic oversight, identify best practices, and drive continuous improvement across the organization by leveraging the talents and expertise of quality professionals from all divisions. Focus will be on emerging quality challenges such as skilled labor turnover, the knowledge gap for new hires, and out-of-sequence work. The council will meet in person at the annual Quality Summit and virtually as needed to maximize the benefits of learning and communicating together. Ongoing discussion will maintain shared understanding of relevant and new industry best practices, failures, and updates from the American Society for Quality (ASQ) and other industry experts.

### Hill will create a Product Quality Sustainability Roadmap by the end of 2025

This roadmap will capture the strategic vision for the continuous improvement of Hill Quality and Product Safety for 2026–2030. This shared plan will help build synergy across the Company to maximize progress toward goals, supporting consensus-building, planning, and assignment of resources.





Introduction

Welcome

About Hill

**Securing Our Business**

- Corporate Governance
- Ethics and Compliance
- Product Quality and Safety

**Data and Cybersecurity**

- Supply Chain Management
- Health and Safety

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents →](#)

**DATA AND CYBERSECURITY**

Hill's robust data and cybersecurity measures are maintained through comprehensive governance structures and policies. The governance framework includes crucial oversight from the Board of Directors and dedicated cybersecurity committees, ensuring that cybersecurity remains a top priority across the organization and that cybersecurity measures are aligned with the Company's strategic objectives and regulatory requirements.

**Unified Enterprise-Wide Strategy**

This year marks a significant transition from a divisional approach to a unified, enterprise-wide strategy. This strategic approach will streamline efforts and ensure a cohesive and robust defense across the entire organization. By centralizing cybersecurity management, Hill can more effectively allocate resources, standardize practices and respond to threats. This provides a unified framework for risk management, improving incident response times and fostering a culture of cybersecurity awareness across all divisions.

Three Business Information Security Officers (BISOs) act as liaisons between the divisions and the enterprise cybersecurity team, ensuring that divisional needs are addressed while aligning with the overall enterprise strategy. The Governance, Risk and Compliance (GRC) team plays a pivotal role in preparing divisions for Cybersecurity Maturity Model Certification (CMMC) audits and annual assessments, ensuring that System Security Plans (SSPs) align with regulatory and contractual requirements. This strategic shift positions Hill to better protect its assets, data and stakeholders from evolving cyber threats, maintaining a high standard of cybersecurity readiness.

**Navigating Technology Developments**

Hill is implementing a two-phase technology development plan aimed at enhancing cybersecurity by creating a more streamlined and secure network infrastructure. The first phase involves setting up a network to house Controlled Unclassified Information (CUI) data; the second phase focuses on establishing a network for CUI data with a higher level of sensitivity.

A key component of Hill's strategy is engaging with industry associations and peers, allowing the Company to participate in knowledge-sharing initiatives and gain valuable insights and best practices that inform its cybersecurity measures. Cybersecurity is embedded in product development and lifecycle management, enhancing product quality, safety and customer trust. By integrating cybersecurity considerations from the outset, Hill ensures that its products are secure and resilient against cyber threats throughout their lifecycle.





Introduction

Welcome

About Hill

**Securing Our Business**

- Corporate Governance
- Ethics and Compliance
- Product Quality and Safety

**Data and Cybersecurity**

- Supply Chain Management
- Health and Safety

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents →](#)

## Importance of Vulnerability Management and a Zero-Trust Design

Hill is implementing a zero-trust design to further enhance its cybersecurity posture, with a strong emphasis on vulnerability management. Regular vulnerability scans are conducted to identify and address potential weaknesses in the network. Efficient vulnerability management practices ensure that identified vulnerabilities are promptly remediated, reducing the risk of exploitation. This approach ensures that all users, whether inside or outside the network, are authenticated, authorized and continuously validated before being granted access to applications and data. The timeline for implementing this design is carefully planned to ensure a seamless transition and minimal disruption to operations.

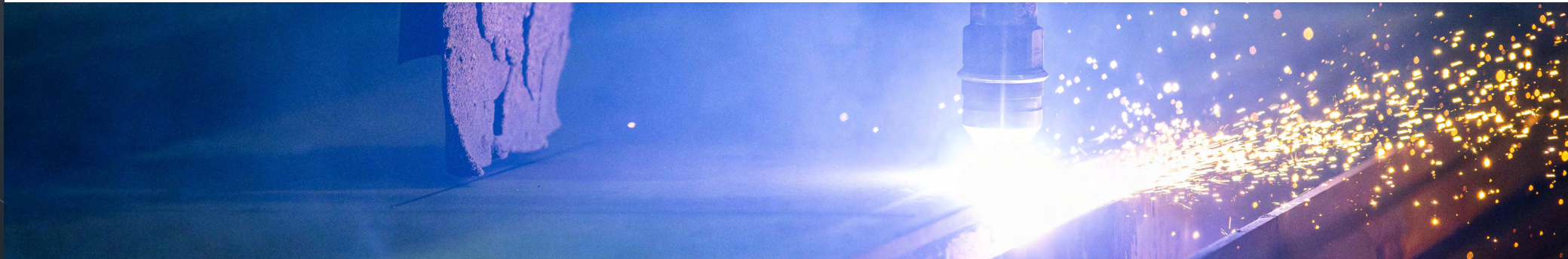
## Supplier Engagement to Ensure Stringent Standards

Hill actively collaborates with suppliers and the Supply Chain Management SMT to standardize cybersecurity assessments. This partnership ensures suppliers meet Hill's stringent cybersecurity standards, reducing supply chain vulnerabilities. Hill provides transparency into suppliers' cybersecurity risk scores and offers remediation guidance, helping improve their cybersecurity posture and enhancing the overall security of Hill's supply chain.

Security and information protection are critical components of Hill's supply chain management. All Hill divisions ensure contract terms and conditions are provided to tier 1 suppliers. Cybersecurity training is provided through webinars, mass emails and FAQs, with mandatory compliance to Federal Acquisition Regulation (FAR) and Defense Federal Acquisition Regulation Supplement (DFARS).

All suppliers across the divisions are required to follow specific federal cybersecurity standards, participate in a cybersecurity compliance program and complete a cyber risk questionnaire, with ongoing monitoring and reviews through BitSight and Exostar. Suppliers must also meet federal and Hill facility requirements as outlined in Purchase Order Agreements. Updates on regulations, compliance and training are communicated through email alerts and the supplier webpage, with cyber risk scores assessed by the Cybersecurity and Supply Chain teams.

Hill's transition to an enterprise-wide cybersecurity approach marks a significant milestone in the Company's focus on data and cybersecurity. By centralizing cybersecurity management, engaging with industry peers and embedding cybersecurity into product development, Hill is well-positioned to navigate the evolving cyber landscape. The implementation of a zero-trust design and robust vulnerability management practices further strengthen Hill's defenses. Through continuous improvement and collaboration, Hill ensures that its cybersecurity measures are effective, comprehensive and aligned with the highest standards of excellence.





Introduction

Welcome

About Hill

## Securing Our Business

Corporate Governance

Ethics and Compliance

Product Quality and Safety

Data and Cybersecurity

## Supply Chain Management

Health and Safety

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

Disclosures

[Back to Contents](#) →

## SUPPLY CHAIN MANAGEMENT

Hill's supply chain management involves a structured governance framework and comprehensive policies. Oversight from the Board of Directors, the Supply Chain Council, Legal and cross-functional teaming with other SMT groups to engage suppliers effectively ensures that Hill's supply chain adheres to regulatory and contractual requirements, maintaining the Company's standards. Hill recognizes the significant impact its supply chain can have on human rights and is committed to ensuring that its operations uphold ethical standards.

### Governance of Supply Chain Management

Hill's governance framework for supply chain management includes senior oversight, communication channels and industry collaboration. The Ingalls VP of Supply Chain, Mission Technologies EHS Manager, and the Newport News VP of Supply Chain are responsible for overseeing internal policies pertaining to the flow down of requirements for Supplier Environmental, Health and Safety within their respective divisions. Major updates on high-impact regulations, compliance, counterfeit measures and training are communicated to suppliers via email alerts, with major updates being posted to the supplier webpage.

### Progress in Supply Chain Commitments

Hill has made significant progress in its supply chain commitments. The Company has set clear goals to enhance sustainability and risk management within its supply chain:

1. By the end of 2025, develop sustainability criteria and incorporate them into the Supplier Engagement Plan. By the end of 2025, update the Supplier Code of Conduct to include a cross-reference to the Supplier Engagement Plan for sustainability.
2. In 2024, we conducted a current-state analysis of supply chain risks, capabilities and processes. Develop a roadmap by the end of 2025 that will ultimately increase tracing of supply chain risks (e.g., countries of concern, conflict minerals, counterfeit parts, potential environmental/climate risk disruptions, human capital and cybersecurity) by 2030 through improved supplier engagement and data tracking.





Introduction

Welcome

About Hill

## Securing Our Business

Corporate Governance

Ethics and Compliance

Product Quality and Safety

Data and Cybersecurity

## Supply Chain Management

Health and Safety

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

Disclosures

[Back to Contents](#) →

## Industry Challenges with Increased Regulations

Hill, like many in the industry, faces several challenges due to increased regulations. Approximately 70% of the awarded purchase orders for Newport News are to single/sole-source suppliers. Increased costs to comply for suppliers could lead to potential disruptions in the supply chain if any of these suppliers are unable to meet increased regulatory requirements. Similarly, small business suppliers, which are integral to Hill's commitments to adhere to federal government contracts and promote community growth, face additional financial burdens to meet regulatory requirements. This could potentially lead to a loss of suppliers.

To monitor the quality of our products throughout the value chain, a supplier quality score is assigned to each supplier based on delivery performance and responsiveness to quality concerns. This score is used in the procurement process to document source selection decision criteria and is refreshed with each delivery to Hill. While most of our supplier base feels it is their patriotic duty to engage with us, increased regulations could potentially lead to reduced supplier quality scores, resulting in a reduced supplier base if adequate training and support for small and sole-source suppliers is not proactively provided.

To address these challenges and enhance supplier quality scores, Hill is committed to updating the Supplier Engagement Plan to include current processes and proposed enhancements for sustainability. This includes incorporating sustainability standards in the Prospective Supplier and Onboarding Process, developing sustainability-related questions for supplier assessments and maintaining a supplier quality score that is refreshed with each delivery.

To ensure compliance and proactively address new regulatory requirements and industry developments, Hill Corporate-led working groups stay informed about pending regulations and industry trends. This collaborative approach helps Hill remain at the forefront of industry standards and best practices.

## Risk Management and Compliance Updates

Hill used third-party solutions to conduct a current-state analysis of its supplier risks and in 2025 will continue to build on the results from the supplier risk assessment to develop a roadmap that aims to address the top supply chain risks. The Company is committed to complying with updates from the FAR and the DFARS. All divisions are dedicated to meeting requirements in accordance with FAR and DFARS clauses invoked in prime contracts. Mission Technologies is also developing a comprehensive framework to achieve statutory goals and exceed federal reporting requirements as part of their product quality matrix development. Compliance improvements are driven by findings from our thorough gap analysis of cybersecurity processes, ensuring continuous enhancement of our security measures. Additionally, Hill is considering the deployment of a new software tool to improve tracking and audit capabilities, with the potential to integrate sustainability features in the future.

Hill remains committed to enhancing its supply chain management practices. The Company's focus on developing a Supplier Engagement Plan, updating the Supplier Code of Conduct and creating a comprehensive Supply Chain Roadmap underscores its dedication to sustainability and risk management. By supporting small businesses, utilizing advanced risk assessment tools and maintaining open communication with suppliers, Hill is well-positioned to navigate the complexities of supply chain management. The progress planned for 2025 includes further integration of sustainability criteria.



Introduction

Welcome

About Hill

**Securing Our Business**

- Corporate Governance
- Ethics and Compliance
- Product Quality and Safety
- Data and Cybersecurity
- Supply Chain Management

**Health and Safety**

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents →](#)

**HEALTH AND SAFETY**

**Safety of Our Employees**

Hill's commitment to employee safety is supported by robust governance structures and comprehensive policies that include oversight from the Board of Directors and cross-functional teaming with other SMT groups to ensure that safety standards are maintained across all divisions. Cross-divisional collaboration and policy-sharing mechanisms are facilitated through SMT meetings and director meetings which promote the exchange of best practices and continuous improvement in safety protocols.

Hill ensures that trained personnel are on-site to identify and correct risks and hazards. The Company relies on comprehensive training programs and regular audits to maintain a consistent line of defense across its dispersed workforce. This approach ensures that safety and product quality are upheld, providing a secure and healthy working environment for all employees.

In 2024, we established three targeted safety initiatives focused on hazard recognition, safety training and knowledge sharing. By maintaining a strong focus on governance, setting clear safety commitments and implementing targeted initiatives, Hill demonstrates its dedication to the safety and wellbeing of its employees. The Company's comprehensive approach to safety, combined with continuous improvement efforts, ensures that Hill remains a leader in promoting a safe and healthy workplace.

**New Health and Safety Focus Areas**

In addition to the three new targeted safety initiatives, in 2024, we also established two new commitments to enhance the safety of our employees.

1. We commit to sustained improvement of the safety of our people as demonstrated by a reduction in Total Case Rate (TCR).
2. In 2025, develop roadmaps for our top three targeted safety initiatives:

Hazard Recognition

Safety Training

Knowledge Sharing







Introduction

Welcome

About Hill

## Securing Our Business

- Corporate Governance
- Ethics and Compliance
- Product Quality and Safety
- Data and Cybersecurity
- Supply Chain Management

## Health and Safety

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

### Hazard Recognition at Hill

Hill's approach to hazard recognition focuses on identifying and preventing risks to keep employees safe. By using monitoring systems, safety protocols and ongoing assessments, Hill ensures potential hazards are detected early and corrective actions are taken swiftly.

#### *Near Miss Reporting Program*

Hill uses the Near Miss Reporting Program with the Near Miss Database and ObserveNNS Power BI to track safety trends and spot emerging risks. Weekly updates keep everyone informed, while significant incidents are investigated through the Team Learning Session (TLS) process. Root causes are identified, corrective actions are assigned and reports are reviewed across all levels. This helps to address recurring issues and improve safety protocols across various work environments.

#### *Hazard Analysis and Pre-Job Protocols*

Before starting any task, teams conduct pre-job safety meetings to identify potential hazards and preventive measures. These discussions are customized to the specific work environment (e.g., warehouse vs. shipyard) and cover safety trends, recent incidents and relevant training. This ensures everyone is prepared to safely execute the job and can address any risks before they occur.

#### *Health Assessments and Monitoring*

Annual health assessments help monitor the impact of workplace conditions on employee wellbeing, focusing on issues like hearing loss. New employees undergo an initial assessment, with regular follow-ups for those in high-risk environments. This consistent tracking ensures any health concerns are detected early and addressed promptly. Exposure monitoring reports are posted at affected work sites or shared with affected employees and participants. When exposures are identified as needing attention, the EH&S team works with site or facility personnel to implement necessary improvements, ensuring continuous enhancement of safety measures.

#### *PPE and Hazard Avoidance*

Employees are trained to properly use Personal Protective Equipment (PPE) to reduce exposure to hazards like noise and heat. Regular on-site monitoring ensures compliance, and when necessary, additional safety measures, such as signage or visual indicators, are implemented to protect workers in high-risk areas. High-risk areas, particularly those with excessive noise, enforce strict hearing conservation requirements, ensuring hearing protection is worn whenever required.

#### *Heat Stress Prevention*

Hill's heat stress prevention program focuses on education, awareness and practical measures. Annual campaigns remind employees of the signs of heat stress and best practices for staying safe. Temperature and humidity levels are monitored, and cooling systems are placed in high-heat areas. Incident Response Trailers (IRTs) provide cool-down zones with water and cooling technology.

#### *Industrial Hygiene and Safety Task Teams*

EH&S teams work with Safety Task Teams to monitor high-risk operations and ensure safety protocols are followed. Regular assessments help manage exposure to hazardous materials and ensure high-risk activities are handled safely.

The Company's industrial hygiene program monitors high-hazard operations involving infrequently used hazardous materials that could result in reportable exposures. Hill maintains a comprehensive Hazard Communication (HAZCOM) program that educates employees about the risks associated with exposure to hazardous chemicals, including radiation, vibrations, dust, vapors and gases. This program complies with various regulations, such as 29 CFR 1910 Subpart H (Hazardous Materials), 29 CFR 1910 Subpart Z (Toxic and Hazardous Substances), 29 CFR 1915 Subpart Z (Toxic and Hazardous Substances) and 29 CFR 1915.1200 (Hazard Communication).



Introduction

Welcome

About Hill

## Securing Our Business

- Corporate Governance
- Ethics and Compliance
- Product Quality and Safety
- Data and Cybersecurity
- Supply Chain Management

## Health and Safety

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

## Safety Training

Hill's safety training program is designed to equip employees with the knowledge and skills they need to perform their tasks safely and is tailored to specific work environments, whether in the office, warehouse, or on site in shipyards or other field settings.

### *Ongoing Learning and Safety Updates*

Safety training is continuous at Hill, with regular updates through Safety Alerts, Safety Moments and Lessons Learned. Peer-led updates are shared via Health and Safety Task Teams, which use risk analysis tools to address safety concerns and hold bi-weekly meetings to reinforce safety education. Hill's comprehensive training program educates employees about the risks associated with hazardous materials and ensures compliance with OSHA permissible exposure limits (PELs).

### *New Employee Training*

New hires receive comprehensive safety training, covering the Safety Management System, PPE requirements and specific hazards, particularly hearing conservation. This ensures they understand when and how to use PPE effectively.

### *Supervisor and Foreman Training*

Supervisors and foremen receive targeted training to conduct daily safety briefs, focusing on job setup, tool inspections, hazard recognition and PPE use. At Ingalls, foremen undergo training to conduct Take 5 pre-job inspections, identify at-risk behaviors and prevent injuries. These sessions also include case studies to demonstrate how thorough pre-job inspections can prevent serious injuries.

## Knowledge Sharing

Safety information is shared across all divisions through central platforms and active distribution methods. At the shipyards, production supervisors are required to review and share safety updates in their crew briefs at regular intervals. This ensures that every team member is made aware of the latest safety trends and actionable items at Hill. Non-production employees also receive updates through email and are expected to review them promptly.

Centralized resources like the Employee Health and Safety SharePoint Site are accessible to all employees, allowing them to find supplemental information on safety protocols, review past safety alerts and directly contact the appropriate safety representative. The Company conducts annual HAZCOM audits, label and container inspections, and Hazardous Waste Operations and Emergency Response drills to ensure compliance and identify opportunities for improvement. Hill also has an in-house Chemistry Lab, an Industrial Hygiene program and an on-demand safety data sheet repository to communicate potential hazards and protective measures when using hazardous materials.

At Hill, Health and Safety divisional leads meet monthly to discuss and exchange best practices, ensuring that safety protocols remain consistent and effective across all divisions. These meetings provide an opportunity for teams to share insights from recent safety trends, incidents and improvements, fostering collaboration and learning from each other's experiences. By aligning strategies and discussing new safety innovations or challenges, these leaders ensure that the entire organization benefits from shared knowledge, driving continuous improvement in safety practices and reinforcing Hill's commitment to a safe working environment for all employees.

By maintaining a strong focus on governance, setting clear safety commitments and implementing targeted initiatives, Hill demonstrates its dedication to the safety and wellbeing of its employees. The Company's comprehensive approach to safety, combined with continuous improvement efforts, ensures that Hill remains a leader in promoting a safe and healthy workplace.



Introduction

Welcome

About HII

Securing Our Business

**Building Our Community**

- Employee Engagement
- Education, Training and Recruiting
- Giving and Volunteering

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

# BUILDING OUR COMMUNITY

## In 2024



# \$6.0m

Total Charitable Investments

# 1,885

Employees Participated in Volunteering

# \$2.4m

Invested in Educational Programs

# 187,000+

Meals Provided to Our Communities



Introduction

Welcome

About Hill

Securing Our Business

## Building Our Community

### Employee Engagement

Education, Training  
and Recruiting

Giving and Volunteering

Protecting Our Resources

Summary and  
Closing Remarks

Disclosures

[Back to Contents](#) →

Hill's commitment to managing our impact on our people and the community is supported by robust governance structures and comprehensive policies. The governance framework includes oversight from the Board of Directors and cross-functional teaming with other SMT groups to ensure that employee and community engagement standards are maintained across all divisions. Cross-divisional collaboration and policy-sharing mechanisms, facilitated through SMT meetings and director meetings, promote the exchange of best practices and continuous improvement in employee and community engagement protocols.

## EMPLOYEE ENGAGEMENT

Hill's Code of Ethics and Business Conduct serves as a guiding principle for establishing a culture in which all the unique skill sets and experiences required for our shared success are recognized and leveraged in service of our mission. The Company has formal anti-discrimination policies and internal communication platforms to support and sustain an ethical, collaborative work environment where employees can contribute their talents and build a long and robust career. To support employee needs, Hill collects data from internal systems to inform benefit offerings and the location of services. The Board of Directors receives regular updates from the Compliance Committee, and the corporate office and all divisions are required to track employee engagement and community relations goals.

We value relationships based on mutual respect, trust and appreciation of differences as a core part of our culture and essential to our success. Our Hill values — integrity, safety, respect, engagement, responsibility and performance — and Code of Ethics guide our actions, practices and procedures. We welcome employees from all backgrounds and with a wide range of skills and experiences.

In addition to our formal governance and policies, our approach to engaging our talented teams and neighbors in the communities in which we work and live is guided by our North Star — our mission, values and purpose. Hill has made significant strides in several areas to enrich engagement and relationships with our employees and neighbors in the community, making an impact through our culture and employee engagement, via education, training and recruiting, and through giving and volunteerism.

### Onboarding

It starts on day one. Our onboarding initiatives are crafted to ensure that new hires feel welcomed, supported and equipped to succeed from their first day.

#### *Navigator and Buddy Program*

To ensure new hires feel a sense of belonging from the start, Hill's Navigator and Buddy Program pairs them with experienced teammates. These programs include regular formal and informal check-ins, allowing new team members to ask questions, receive resources and be introduced to other employees. This initiative fosters a supportive environment and helps new hires integrate smoothly into the Hill team.

#### *Culture Connectors*

Culture Connectors serve as engagement champions at Ingalls, helping to foster an environment of shipbuilder enthusiasm and serving as a connection to the workforce. Culture Connectors are supportive and passionate about the mission and vision of Ingalls Shipbuilding. They are confident, empathetic and approachable to all shipbuilders.



Introduction

Welcome

About Hill

Securing Our Business

**Building Our Community**

**Employee Engagement**

Education, Training and Recruiting

Giving and Volunteering

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

### Comprehensive Benefits Package

Hill offers a comprehensive benefits package designed to support the wellbeing of our employees. This package includes a range of health, financial and professional development resources, demonstrating our commitment to our team's overall quality of life. Our benefits package features:

- Competitive Pay
- Employee Assistance Programs
- Employee Discounts
- Life Insurance
- Paid Holidays
- Medical, Dental and Vision Plan Options
- Paid Time Off
- Savings Plan Options (401(k))
- Tuition Reimbursement

Additionally, Hill provides specific benefits tailored to different employee groups:

- **Pension Plans:** Salaried employees hired prior to July 1, 2008 are covered by a pension plan. Although these plans were closed to new entrants at that time, employees continue to accrue benefits.
- **401(k) Plans:** Employees not covered by defined benefit pension plans receive a higher employer match in Company 401(k) plans.
- **Flexible Work Schedules:** Hill offers flexible work schedules, with options such as flex time and compressed work weeks.
- **Child and Dependent Care:** Hill provides basic support for child and dependent care, including referral services, lactation rooms, backup care, emergency care, holiday care and flexible spending accounts.
- **Leave Options:** Hill offers short-term leave for education, family or personal reasons.

### Career Opportunity and Professional Development

At Hill, employees can build their career and future with valuable educational and training programs that span our shipbuilding apprentice schools in Virginia and Mississippi to national conferences and tuition reimbursement programs that support continual career growth at every stage of their careers.

Formal and informal educational opportunities are available to all employees, including leadership and personal development courses, mentoring, town halls, lunch-and-learns, employee group programming and panels. Online learning and opportunities including Percipio eLearning, Coursera Massive Open Online courses, Gallup access, and assessments and self-awareness tools.

Tuition reimbursement and education assistance with certifications; professional courses; and associate's, bachelor's and master's degrees are available.

Leadership development opportunities include development-in-place opportunities (project leadership and stretch assignments) or rotational assignments, Project Management boot camp, committee membership, executive education, professional organization participation, and other engagement and leadership development opportunities.

Building on its 2024 launch, we will continue to progress in providing in-house tools such as MyCareerCompass, which enables employee access to career development, education and training.

Through these onboarding, benefits and career development programs, Hill demonstrates its unwavering commitment to the wellbeing and development of its employees. Our holistic approach ensures that every team member feels valued, supported and empowered to contribute to our collective success.



Introduction

Welcome

About Hill

Securing Our Business

**Building Our Community**

**Employee Engagement**

Education, Training and Recruiting

Giving and Volunteering

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

**Employee Satisfaction**

At Hill, we believe that our employees are our greatest asset. Our commitment to fostering a healthy, cohesive and motivated workforce is reflected in our comprehensive, multifaceted employee engagement programs.

By leveraging insights from engagement and stay surveys, we continuously track leadership development, gauge employee satisfaction and inform succession planning. This data-driven approach ensures that our engagement and talent management practices are effective and impactful across all levels of the organization.

Hill shares engagement results with leaders and teams, engages with teams in meaningful conversations to improve business outcomes and identifies high-risk areas for opportunities for improvement. We deploy engagement and talent management practices throughout the organization and regularly introduce training programs and leadership conferences, all designed to enhance employee skills and leadership capabilities and to ensure our team members are well equipped to excel in their roles.

**Progress on Commitments — Increase Employee Engagement**

In 2024, Hill leaders attended the Gallup Summit to learn and implement industry best practices related to workplace engagement, leadership and strengths-based development. The Company will continue to train and support its engagement catalysts, managers and leaders on their engagement efforts.



**Supporting Health and Energy at Our Shipyards**

Ingalls and Newport News provides food services at its shipyards through the Fuel Well program, designed to support the wellbeing of employees while promoting community and sustainability. In 2024, the program served over 1 million people, offering more than 350 approved recipes with healthy, balanced options like lean proteins for muscle strength, complex carbs for sustained energy, and beverages with natural or reduced sugars. These meals are crafted to keep employees energized and focused throughout their workday.

The program includes two cafes, a food truck program with 26 vendors, and water coolers and services. There are also approximately 400 vending machines and coffee vending stations for added convenience. Additionally, to encourage employees to take home nutritious food, there are farmers' markets located right behind the gates of the shipyards. All food is FDA-approved for nutritional value and sustainably packaged, reinforcing a commitment to environmental responsibility. Meal combos

are priced at no more than \$12, ensuring they are both affordable and accessible. Workers are guaranteed quick service, with orders served within 30 seconds.

Hill's Fuel Well program is a straightforward yet impactful way to provide workers at the shipyard with nutritious, convenient meals, ensuring they stay healthy, energized, and ready to perform their best at the shipyards.

In 2024, the program served over 1 million people, offering more than 350 approved recipes with healthy, balanced options like lean proteins for muscle strength, complex carbs for sustained energy, and beverages with natural or reduced sugars.



Introduction

Welcome

About Hill

Securing Our Business

## Building Our Community

Employee Engagement

### Education, Training and Recruiting

Giving and Volunteering

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

## EDUCATION, TRAINING AND RECRUITING

### Community, Training, Outreach and Engagement

Hill made over 50 visits to community training and upskilling groups and attended 10 outreach events, including connecting and building relationships with engineering-focused educational institutions. Hill will continue on this progress and increase engagement contact points with community and professional groups across disciplines to support our recruiting goals of finding top talent — including with trade training groups, regional Job Corps facilities, community skilled careers programs, veteran career transition programs and second-chance organizations.

We also host our own outreach and programming to engage the community via training, mentoring and inspiration to pursue careers in the industry.

**Family Education and Mentoring:** Newport News relaunched the GEMS (Girls with Engineering Minds in Shipbuilding) and YME (Young Men in Engineering) STEM mentoring programs at two local middle schools with a new maritime-focused curriculum developed in partnership with Old Dominion University (ODU). Newport News also expanded its Scouts program into over 10 high school Career and Technical Education programs in the states of Virginia and North Carolina. Over 10 Scouts were assigned to visit and develop relationships with students, provide mentorship and promote Newport News careers.

**Hill Teacher Programs Enrich Classrooms:** Both shipyards provide summer teacher programs, where educators can gain hands-on experience in shipyard trades such as welding under the supervision of instructors. These long-running programs help teachers better advise students on career choices by offering exposure to both traditional trades and modern tools like virtual reality. Teachers return to their classrooms as ambassadors, sharing the life-changing opportunities available at Hill's shipyards.

**Educator Outreach:** Newport News, in collaboration with the Hampton Roads Workforce Council, offered a two-week summer internship experience to 11 regional educators and hosted 20 educators for a regional maritime industry partner tour, in collaboration with HRWC, to enhance outreach efforts for middle and high school maritime careers in the region.

**STEM Pre-K–12 Outreach:** Mission Technologies supports the development of future innovators through a Pre-K–12 STEM outreach and exploration program. Employees volunteered to support the Children's Science Center's Family Science Night at Parklawn Elementary in Alexandria, Virginia. The volunteer effort saw 300 children and their families dive into the wonders of STEM in an evening filled with learning, fun and community spirit. The division partnered with the Museum of Science and Technology in Syracuse, New York to increase STEM outreach and employee STEM mentoring. Employee volunteers hosted the Catapult Build and Bridge Challenge, a two-day STEM program focused on growing students' critical thinking skills, engineering exploration, skill development, teamwork and collaboration.

**Mayor's Youth Councils:** Ingalls is committed to developing today's youth into tomorrow's workforce. This year, Ingalls hosted more than 100 high school students who are part of their cities Mayor's Youth Councils for a day of conversation, education and collaboration on issues that are important to students as they prepare for entering college, the military and the workforce.

Hill made over 50 visits to community training and upskilling groups and attended 10 good-faith effort events, including connecting and building relationships with engineering-focused educational institutions.



Introduction

Welcome

About Hill

Securing Our Business

**Building Our Community**

Employee Engagement

**Education, Training and Recruiting**

Giving and Volunteering

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

**Ingalls Apprentice School**

Since 1952, the Ingalls Apprentice School has produced over 4,000 graduates, supporting Ingalls' operational needs. The program offers a comprehensive three- to four-year curriculum for students interested in shipbuilding careers. Graduates have held various positions, from pipe welders to senior executives. The school's faculty and staff provide instruction that equips apprentices with the skills, knowledge and pride of workmanship, as well as the educational foundation and personal qualities needed for a shipbuilding career.

The Ingalls Apprentice School is recognized as the backbone of a well-trained workforce. Every effort is made to provide apprentices with opportunities to learn all phases of their selected craft through job rotation, allowing them to perform various job assignments within their craft. Our apprenticeship program offers growth opportunities within Ingalls, with many graduates assuming leadership roles.

Training at the Ingalls Apprentice School combines on-the-job training with classroom instruction. Upon successful completion, apprentices are promoted to journeyman status. The school partners with Mississippi Gulf Coast Community College to meet training needs and is jointly sponsored by the International Brotherhood of Electrical Workers Local 733 and the Pascagoula Metal Trades Council.



**Celebrating Ingalls Apprentice Shipbuilders:** In November, Ingalls celebrates National Apprenticeship Week by recognizing the pivotal role our apprenticeship programs play in building a skilled workforce. The Ingalls Apprentice School offers more than just a job; it provides a career path rooted in hands-on experience, mentoring and education. Apprentices gain critical skills through classroom instruction and job rotations, mastering their craft and understanding their contribution to building ships that serve and protect our country.

**Ship Builder Academy:** The Ship Builder Academy offers comprehensive training and career advancement pathways for aspiring shipbuilders, ensuring a steady flow of skilled professionals into our workforce.





Introduction

Welcome

About Hill

Securing Our Business

**Building Our Community**

Employee Engagement

**Education, Training and Recruiting**

Giving and Volunteering

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

## Newport News Apprentice School

The Newport News Apprentice School, officially known as The Apprentice School at Newport News, is a cornerstone of vocational training in Newport News, Virginia. Founded in 1919, this institution has been pivotal in shaping the future of the shipbuilding industry by offering robust apprenticeship programs that blend hands-on training with academic coursework.

The school provides four- to eight-year apprenticeships in various shipbuilding disciplines. Through strategic partnerships with Virginia Peninsula Community College and Old Dominion University, students can earn associate's and bachelor's degrees, respectively. This integration of practical experience and academic learning ensures that students are comprehensively trained and industry-ready.

A hallmark of the Newport News Apprentice School is its extensive on-the-job training. This hands-on approach equips students with real-world skills and experience, preparing them for successful careers in shipbuilding. The practical training is complemented by rigorous academic programs, creating a well-rounded educational experience.

In addition to its academic and training excellence, the school also supports athletic teams, known as the Builders, who compete with other small colleges. This promotes teamwork, physical fitness and a well-rounded student experience.

The Newport News Apprentice School is accredited by the Commission of the Council on Occupational Education and certified by the State Council of Higher Education for Virginia, ensuring high standards of educational quality and effectiveness.

**State Workforce Department Honors Apprentices:** Four shipbuilders from The Apprentice School at Newport News were named Outstanding Apprentices of the Year for 2024 by Virginia Works. This recognition highlights their excellence in accuracy, efficiency, cooperation, initiative, leadership, decision-making and accomplishments.

**Local Students Get a Glimpse into the Life of an Apprentice:** Newport News Apprentice School recently welcomed over 120 high school students from New Horizons Regional Education Centers. These students engaged with industry leaders, heard real-life experiences from current apprentices and toured the facility. This initiative strengthens the pipeline for skilled trades hires and fosters early interest in shipbuilding careers.

**High School Engagement:** Programs such as Youth Builders and ApprenticeX engage high school students, providing them with pathways into the shipbuilding industry and fostering early interest in maritime careers.





Introduction

Welcome

About Hill

Securing Our Business

**Building Our Community**

Employee Engagement

**Education, Training and Recruiting**

Giving and Volunteering

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

**Global Security's (Fleet Sustainment) Apprentices Program**

The Global Security's (Fleet Sustainment) Apprentices Program has been a cornerstone of vocational training in Hampton Roads, Virginia. Established in 2010, the "earn while you learn" program has been instrumental in growing and retaining a skilled trades workforce.

Through strategic partnership with Tidewater Community College, students can gain apprenticeships in various disciplines. This integration of developing real-world skills through hands-on experience and academic instruction ensures that students receive a comprehensive educational experience.

The program is recognized by the Virginia State Department of Labor and Industry as a Registered Apprenticeship, ensuring high standards of educational quality and effectiveness.

**Veteran and Military Outreach and Recruiting**

Hill significantly increased outreach partnerships and event attendance to strengthen engagement with and hiring of veterans and military spouses; these efforts have been positive and led to increased veteran applications, interviews and hires.

A reinvigorated SkillBridge program at Hill provides internship opportunities for soon-to-transition military service members. Internally, Hill has trained hiring managers and talent acquisition team members to better understand military job/career classification codes like Military Occupational Specialty (MOS), Navy Enlisted Classification (NEC) and Air Force Specialty Codes (AFSC) and how those codes can reveal how military candidate duties and skills align with current openings. This has helped to create better qualified candidate pipelines for openings and increase internal awareness of the opportunity to utilize SkillBridge as a talent pipeline.

Hill's community partnership with the Hampton Roads Veteran Center (HRVC), a division of the Workforce Council of Hampton Roads, has grown significantly. Talent Acquisition representatives from Newport News and Mission Technologies participate in "Employer Tuesdays," where Hill staffs office hours at two HRVC locations to provide veterans, their spouses and their working-age dependents one-on-one resume reviews, advice and discussion of potential job opportunities at Hill. Newport News also participates in the Quarterly Military Employer Advisory Board, a networking opportunity with other V3-certified employers, and is pursuing partnership with Hiring Heroes to increase our military spouse employment base.

Building relationships with local military installations' Transition Assistance Programs (TAP) connects the Hill team to local military bases to attend events and help recruit.

In 2024, Hill hosted the Keesler Air Force Base HR and TAP team to co-develop a plan that includes quarterly TAP events. Partnerships also exist with TAP teams at Joint Base Langley/Eustis, Norfolk Naval, Little Creek, Oceana and Dam Neck installations. This engagement serves to support and encourage retiring and transitioning military personnel and to present Hill as a potential employer for their next career.

Hill attended well over 200 outreach and recruitment events in 2024, including the Work for Warriors Mississippi Career Fair, Tri-Base Career Expo in Jacksonville, Florida, and Work for Warriors Career Fair in San Diego, California; numerous regional veteran-focused hiring events; Hire Vets Now; Ft. Gregg-Adams Employment Event; four annual 757 Career Summits (sponsored by the Workforce Council of Hampton Roads); and several SkillBridge Expos.



Introduction

Welcome

About Hill

Securing Our Business

**Building Our Community**

Employee Engagement

**Education, Training and Recruiting**

Giving and Volunteering

Protecting Our Resources

Summary and Closing Remarks

Disclosures

Back to Contents →

**University and STEM Outreach and Recruiting**

Hill made over 20 campus visits to local universities across Mississippi, Virginia and North Carolina to participate in information sessions, tabling events and career fairs. For example, in Mississippi, Hill participated in E-Week through Mississippi Valley State University and virtual information sessions for interns. In addition to numerous career fairs across the region, we attended an on-campus information session, a table event and professional development opportunities at Virginia State University and at Virginia Tech. Often university outreach starts where current employees are active alumni, creating an authentic and broad basis for relationships across disciplines in many communities. This university relations strategy will increase in 2025 in support of STEM education and recruiting.

An inter-university meet-and-greet was hosted this summer for interns to connect with each other. Hill also supported Virginia Commonwealth University's Virtual Engineering Professional Development Mentoring Program to develop career-ready engineering talent; volunteers mentored a team of four students enrolled in the school's Engineering Professional Development course.

**Strengthening Partnerships with Old Dominion University (ODU):** Newport News has strengthened its collaboration with ODU by opening an on-site office at ODU's main campus. This office enhances Newport News's role as the lead industry sponsor of the Monarch Accelerator Program to Engineering (MAP-to-E), which aims to increase the number of engineering majors and degrees. The new

office facilitates direct connections between ODU students and Newport News for internships, co-ops, full-time employment opportunities, professional development and mentoring. Over 22% of the Newport News engineering workforce are ODU graduates. Additionally, Newport News sponsors the Newport News Scholars program, providing scholarships to qualified students.





Introduction

Welcome

About Hill

Securing Our Business

**Building Our Community**

Employee Engagement

Education, Training and Recruiting

**Giving and Volunteering**

Protecting Our Resources

Summary and Closing Remarks

Disclosures

[Back to Contents](#) →

**GIVING AND VOLUNTEERING**

Hill is dedicated to making a significant impact through its comprehensive outreach initiatives, which are closely aligned with its corporate goals and community engagement strategies. These efforts are designed to foster education, increase volunteerism and address critical community needs such as health and hunger.

**Education Giving**

Hill is committed to increasing educational funding and engagement and has set a target to contribute 40% of our corporate giving to education by 2030. One of the ways we are supporting this ambitious goal is through a multi-year corporate giving campaign that focuses on community colleges and universities. By investing in education, Hill aims to create opportunities for future generations and strengthen the communities it serves.



**Increasing Employee Volunteerism**

Across Hill divisions, employees are proud to engage and give back to the community.

**What Drives You? Volunteering Campaign:** Ingalls offers a menu of volunteerism options, including the "What Drives You?" campaign for blood, organ and bone marrow registry drives, various walks, food packing events and mentoring pairings. The division has also increased efforts to communicate these opportunities and encourage increased participation as well as broaden understanding of everyday good works that many of our shipbuilders do but do not report as volunteerism (like coaching teams or volunteering in schools). The Company will also continue to ask "what matters to you?" to develop a portfolio of investment and engagement that is both meaningful and actionable for shipbuilders.

**Global Day of Caring and Employee-Driven Projects:** Mission Technologies hosts an annual employee volunteer event, Global Day of Caring, in addition to coordinating periodic volunteer activities throughout the year in various regions, increasing volunteerism by 12% in 2024. The fifth annual Global Day of Caring in 2024 included over 450 employees and family members completing 50 community service projects across 13 states, the District of Columbia and South Korea. Employees participated in various projects, including supporting military families through Operation Homefront and engaging in local food drives and blood donation campaigns. These efforts highlight the Company's dedication to making a real difference in the communities where its employees live and work. The division leverages employee volunteer champions and employee groups to identify, plan and execute community outreach initiatives in the diverse regions where we operate globally.



Introduction

Welcome

About Hill

Securing Our Business

## Building Our Community

Employee Engagement

Education, Training  
and Recruiting

## Giving and Volunteering

Protecting Our Resources

Summary and  
Closing Remarks

Disclosures

Back to Contents →

### Award-Winning Impact in Newport News:

Newport News employees organized opportunities for volunteering for organizations such as Habitat for Humanity and Serve the City. Newport News was the recipient of the Outstanding Corporation Award at the 2024 Virginia Governor's Volunteerism & Community Service Awards and was recognized by the Points of Light Foundation in the 2024 Hampton Roads Civic 50, recognizing the region's most community-minded companies. These prestigious awards highlight the efforts made by the division to remain connected with the local community.

**Disaster Response:** In response to the devastation caused by Hurricanes Helene and Milton, Hill donated \$50,000 to the American Red Cross, while employees contributed over \$13,000 more via our microsite. Employees also contributed over \$18,000 in PTO donations to support recovery efforts through charities such as Samaritan's Purse and Mercy Chefs.

**Supporting Healthy Hearts:** The Hampton Roads Heart Walk saw Hill and Newport News field 41 teams with 565 registered walkers, raising \$43,026 for the American Heart Association. This event underscores Hill's commitment to promoting heart health and supporting life-saving research. The funds raised benefit heart research, teach lifesaving CPR and provide resources for equitable health in the community.

**School Tools Drive:** Shipbuilders across the Company collected over 35,000 school supplies for the annual Newport News School Tools Drive. Volunteers from various groups helped count, pack and deliver supplies, ensuring local children and teachers receive the items on time for the school year. This initiative demonstrates Hill's dedication to supporting education and providing essential resources to students in need.

## Addressing Health and Hunger

**Far-Surpassed Goal for Community Meals:** Hill far surpassed its goal of providing 100,000 meals to the communities where we work by over 70,000 meals through collections, distribution events, financial contributions and food drives.

Hill continues to work with shipbuilders, leadership and other entities to increase food security efforts and ensure that no one in the community goes hungry. Corporate office employees participated in community service by packing food boxes at the Virginia Peninsula Foodbank on two occasions. Additionally, Hill adopted two families, containing nine children in total, for the holidays, providing them with gifts and grocery gift cards to enhance their holiday season.





Introduction

Welcome

About Hill

Securing Our Business

**Building Our Community**

Employee Engagement

Education, Training  
and Recruiting

**Giving and Volunteering**

Protecting Our Resources

Summary and  
Closing Remarks

Disclosures

[Back to Contents →](#)

Through these initiatives, Hill demonstrates its holistic approach to community outreach, education, volunteerism and addressing critical needs. By aligning its efforts with corporate goals and engaging employees in meaningful activities, Hill continues to make a lasting impact on the communities it serves.

Hill is dedicated to making a positive impact on the communities where it operates. The Company has made significant strides in its community commitments, including boosting education giving and employee volunteerism. Hill recognizes the need to improve self-reporting in its volunteering activities to fully capture its community impact.

By focusing on governance, setting clear workforce and community commitments, and implementing targeted initiatives, Hill shows its dedication to improving employee engagement and community involvement. This comprehensive approach to community engagement ensures Hill remains a leader in promoting a positive and welcoming environment for its employees and the communities it serves.





Introduction

Welcome

About HII

Securing Our Business

Building Our Community

**Protecting Our Resources**

Environmental Management  
Energy and GHG Emissions

Summary and  
Closing Remarks

Disclosures

[Back to Contents](#) →

# PROTECTING OUR RESOURCES

In 2024

16.4% Zero

Reduction in GHG  
Emissions from  
2022 Baseline

Reportable Spills



Introduction

Welcome

About Hill

Securing Our Business

Building Our Community

## Protecting Our Resources

Environmental Management

Energy and GHG Emissions

Summary and  
Closing Remarks

Disclosures

Back to Contents →

## ENVIRONMENTAL MANAGEMENT

At Hill, we know that in today's regulatory landscape, environmental compliance is not just a legal obligation but a critical component of sustainable business practices. Our company values of performance, integrity and respect are among the chief motivators in ensuring the environmental safety of our operations and impact.

Our commitment to the environment begins with the identification and understanding of the impacts of our operations — both risks and opportunities — to make progress with sustainable initiatives and overall responsible environmental management.

Utilizing our sustainability governance structure, the GHG and Environmental Management SMT works together across divisions to create and maintain ongoing communication about sustainable initiatives, goal development and implementation as well as strategy. The established governance structure allows for routine reporting of progress to CSC and to the Board. This ongoing communication of sustainable initiatives with senior oversight at the division level bolsters integration into the broader enterprise-wide environmental management strategy.

### Environmental Compliance

To achieve compliance, our divisions navigate a complex array of federal and facility-specific environmental requirements. This involves understanding and implementing regulations related to hazardous materials management, waste reduction, energy efficiency and sustainable procurement practices with the goal of aligning our operations with these requirements. Frequent communication is maintained to discuss regulatory initiatives and requirements such as FAR (Federal Acquisition Regulation) and/or state-level regulations including Virginia's Clean Energy Act. This helps to ensure that each division aligns its operations with state-mandated energy efficiency and renewable energy standards, where applicable, and addressing federal policies and regulations through senior oversight.

We continue to work closely with our regulators to build a trusting relationship, maintaining an open line of communication with entities such as the U.S. Environmental Protection Agency, state-level Departments of Environmental Quality, the U.S. Coast Guard and local municipalities.

### Water and Waste Management

**Water** management issues identified in previous reports, such as stormwater runoff, have prompted Ingalls to enhance environmental management practices, making all possible updates to address these concerns.

**Waste** management practices at Hill include resource conservation, waste audits and hazardous waste management. In 2024, Newport News successfully recycled 44 tons of scrap tires, 133 tons of baled cardboard, and 10,099 tons of ferrous and non-ferrous metal, while also reclaiming 56,400 gallons of used oil and recycling or repairing 824 wooden pallets, preventing 28,840 pounds of wood from being disposed of in local municipal landfills.



## ENERGY AND GHG EMISSIONS

In 2024, we finalized our GHG Reduction Roadmap to exceed a 30% reduction in Scope 1 and 2 GHG emissions based on the 2022 baseline.

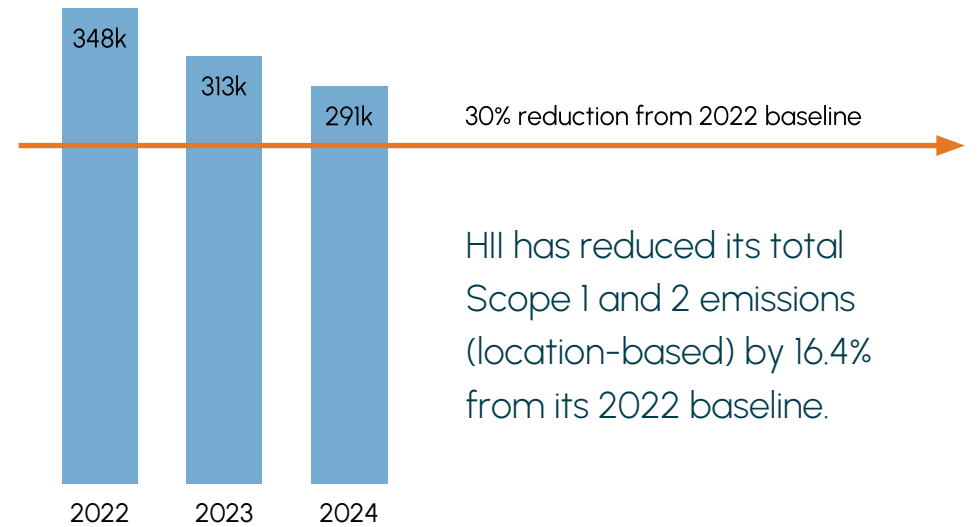
The roadmap focuses on three main aspects:

1. **Electrification:** Exploring opportunities to replace technology and processes with electrically-powered alternatives to reduce fossil fuel usage
2. **Maximized Efficiencies:** Investing in new technology and products to reduce the amount of energy required to support the business
3. **Clean Energy Opportunities:** Exploring partnerships that will enable us to harvest energy from clean, sustainable sources

The roadmap addresses both internal and external factors that could affect Hill's GHG reduction goal, including emerging regulations, the increased cost of energy, technology innovation, stakeholder requirements and prioritization of capital expenditure.

### Spotlight on Annual GHG Emissions

Total Scope 1 and 2 Emissions (Location-Based)



#### Electrification Initiatives to Reduce Fossil Fuel Usage

- We aim to expand and replace our fleet with electrically-powered vehicles, focusing on electrifying recapitalized assets and new capabilities. This will reduce our reliance on fossil fuels and lower GHG emissions.
- As steam and natural gas-fired HVAC equipment reaches the end of its life, we will install heat pump technology where feasible, eliminating natural gas use for heating. Ideal candidates include office and manufacturing spaces with low air exchanges, reducing our carbon footprint and improving energy efficiency.
- The Nimitz-class aircraft carriers use steam plants for various operations, producing about 49,000 tonnes of GHGs per ship test. The new Ford Class carriers use all-electric plants, eliminating these emissions during construction and midlife overhauls. This shift significantly reduces our environmental impact and promotes sustainable naval engineering practices.



Introduction

Welcome

About Hill

Securing Our Business

Building Our Community

**Protecting Our Resources**

Environmental Management

**Energy and GHG Emissions**

Summary and  
Closing Remarks

Disclosures

[Back to Contents](#) →

**Maximizing Efficiencies to Reduce Energy Use**

- We are evaluating the energy efficiency of our existing chilled water plant for potential installation at our new plants, replacing legacy HVAC systems.
- A system-wide Compressed Air Control System has been installed at our facilities to optimize the energy use of air compressors by matching the number of air compressors in use with the actual real-time compressed air demand to minimize the operation of unnecessary air compressors.
- LED lighting and modern lighting controls are being installed in all new buildings and retrofitted for existing buildings.
- Large production shops where welding, burning and grinding occurs require significant amounts of ventilation to ensure acceptable air quality for the workers in the buildings. The ventilation systems used in practice are designed assuming a maximum number of welders/burners/grinders. We are assessing ways to reduce ventilation air flow when actual work is less than the theoretical maximum to reduce electrical and natural gas consumption.

**Clean Energy Opportunities and Partnerships to Harvest Clean, Sustainable Energy**

- The 2020 Virginia Clean Economy Act (VCEA) mandates that Hill's electric utility supplier transition to 100% renewable generation by 2045. As our supplier transitions to renewable energy generation resources, this will directly contribute to a reduction of our overall Scope 2 GHG emissions.
- We will continue to monitor the non-utility energy market and, where economically viable, consider entering into purchase agreements for renewable electrical energy.
- As improvements in renewable technology continue, we are exploring opportunities to purchase and install on-site electrical renewable energy generation.





Introduction

Welcome

About Hill

Securing Our Business

Building Our Community

**Protecting Our Resources**

Environmental Management

**Energy and GHG Emissions**

Summary and  
Closing Remarks

Disclosures

[Back to Contents](#) →

Of our measured scoped emissions, we recognize the greatest opportunities lie in reducing Scope 2 emissions at our facilities. To achieve this, industry collaboration is crucial across our divisions. Newport News partners with Dominion Energy as they work to transition to 100% renewable electricity generation, which illustrates our forward thinking of how we can utilize cleaner energy from upstream sources as we increase efficiencies of our downstream consumption.

In 2023, Ingalls division created a 5-Year Energy Management Plan to establish an enterprise-wide outlook on energy reduction initiatives. Key components of this plan have been included in the Hill-enterprise GHG Reduction Roadmap. In parallel to developing the plan, Ingalls established an Energy Management committee, the development of forecast modeling and the eventual implementation of the most effective strategies within Hill. These strategies will be monitored and measured through energy assessments.

The Newport News Energy Team utilized artificial intelligence to identify steam leaks and quantify GHG emissions and energy savings, enabling expedited repairs and accurate emissions tracking. Following the project's success, other Utilities Maintenance projects will be assessed for similar opportunities. The team is also focused on optimizing industrial ventilation to reduce GHG emissions and costs while ensuring worker safety and comfort during peak and non-peak production times.

Mission Technologies is partnering with its IT department to invest in energy-efficient servers and reduce its environmental footprint. The focus is on optimizing space to decrease square footage per employee and evaluating new leases with an energy-saving checklist, including programmable thermostats. As previously mentioned, in 2025, energy-saving efforts with a one-year return on investment will be implemented and tracked. Beyond 2025, the goal is to extend the return on investment period to further reduce energy use, considering both new leases and renewals, and exploring fuel-efficient or electric vehicle options.





Introduction

Welcome

About Hill

Securing Our Business

Building Our Community

**Protecting Our Resources**

Environmental Management

**Energy and GHG Emissions**

Summary and  
Closing Remarks

Disclosures

[Back to Contents](#) →

Board Communication and Executive Compensation at Newport News reflects the organization's commitment to energy management and GHG emissions reduction, aligning leadership incentives with sustainability goals.

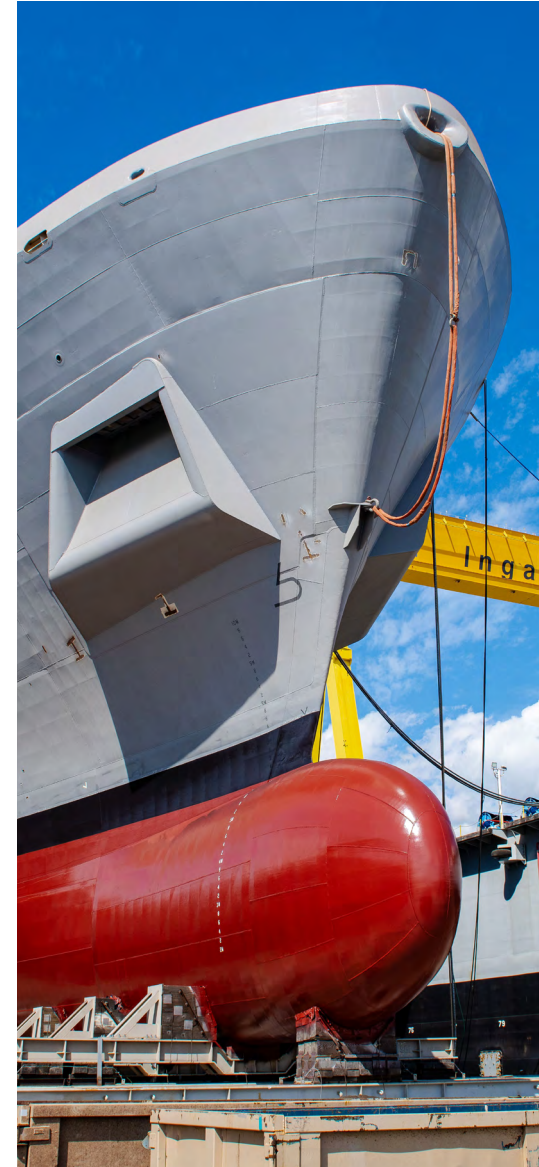
Sustainable initiatives and energy conservation efforts are communicated through various channels tailored to the workforce based on location and business activity, ensuring oversight across different operational areas.

**Engagement and Training** is a critical component of Hill's strategies. Newport News employees actively participate in events like the Virginia Energy Summit, showcasing their dedication to staying informed and engaged with state energy initiatives. Ingalls' "Spring Clean and Stay Green" event underscores the Company's commitment to community engagement and environmental stewardship, aiming to reduce complaints and promote electronics recycling.

**Effective Communication Channels** are established at Hill through various teams, including the Energy Team, Utility Team and EH&S Task Teams, ensuring information is disseminated effectively. Ingalls utilizes communication channels to disseminate information about sustainable initiatives and energy conservation efforts, keeping employees well-informed and engaged through Employee Resource Fairs.

**Risk Assessments** at Newport News involve working with energy providers to understand their ongoing efforts to transition to renewable energy, helping to assess and mitigate risks associated with energy management and GHG emissions. Ingalls' Hazardous Material Review Committee assesses product risks prior to approval and use, including waste profiling, safety, industrial hygiene, fire prevention and mitigation of potential environmental impacts.

**Energy Management** strategies at Newport News are comprehensive, involving engagement with stakeholders, compliance with regulations, senior oversight, effective communication, risk assessment and industry collaboration. Ingalls commits to community engagement and environmental stewardship through events like "Spring Clean and Stay Green" and explores energy conservation efforts communicated through various channels. Newport News is also expanding its EMS outreach and training for employees and contractor personnel by using shipyard-wide "EH&S Insight" memos, conducting interactive briefings for contractors and offering training that highlights significant environmental aspects and stormwater pollution prevention measures.





Introduction

Welcome

About Hill

Securing Our Business

Building Our Community

Protecting Our Resources

**Summary and Closing Remarks**

Disclosures

Back to Contents →

# Summary and Closing Remarks

Our sustainability initiatives have driven substantial progress across multiple critical areas. In product quality and safety, we have refined lifecycle management, ensured rigorous safety compliance and integrated environmental considerations into our processes. Our investments in cybersecurity have fortified our defenses, heightened awareness of potential threats and improved our response capabilities.

Our sustainability initiatives are driving transformative progress and will continue to shape our future impact.

## Product Quality and Safety

Hill is establishing a Quality Council and a Product Quality Sustainability Roadmap by 2025. This council, composed of top professionals from each division, will drive continuous improvement and address quality challenges such as skilled labor turnover and out-of-sequence work.

## Data and Cybersecurity

Hill is shifting to an enterprise-wide cybersecurity approach, centralizing management to enhance defense, standardize practices and improve incident response. We are implementing a zero-trust design to ensure continuous validation of all users. Our three Business Information Security Officers at each division will align divisional needs with the enterprise strategy.

## Supply Chain Management

By 2025, Hill will integrate sustainability criteria into the Supplier Engagement Plan and update the Supplier Code of Conduct. We are developing a roadmap to trace supply chain risks by 2030, enhancing supplier engagement and data tracking.

## Employee Health and Safety

Hill is committed to workplace wellbeing. By 2025, we will develop roadmaps for our top three safety initiatives and refine our impact to meet new safety commitments, ensuring continuous improvement in health and safety programs.

## Workforce

Hill values its employees as its greatest asset. We leverage engagement and stay surveys to track leadership development and employee satisfaction. Our recruitment initiatives, including partnerships with SkillBridge and programs at our apprentice schools, build a robust talent pipeline.

## GHG and Environmental Management

Hill is investing in projects to reduce Scope 1 and 2 emissions and enhance energy efficiency.

These focused initiatives reflect Hill's drive to meet our sustainability commitments across the organization.

*Refer to the Disclosures section of this report for the Performance Data Table, GRI Table, SASB Table, and TCFD Table.*





# Disclosures

## HII PERFORMANCE DATA TABLE<sup>1</sup>

| Metric                                   | Unit   | 2022 |         |     |     | 2023 |         |    |     | 2024 |         |    |     | Progress against 2023 |
|--|--------|------|---------|-----|-----|------|---------|----|-----|------|---------|----|-----|-----------------------|
|  |        | NNS  | Ingalls | MT  | HII | NNS  | Ingalls | MT | HII | NNS  | Ingalls | MT | HII |                       |
| <b>Securing our business</b>             |        |      |         |     |     |      |         |    |     |      |         |    |     |                       |
| <b>Product quality and safety</b>        |        |      |         |     |     |      |         |    |     |      |         |    |     |                       |
| # of sites ISO 9001 certified            | Number | 1    | 1       | N/A | 2   | 1    | 1       | 24 | 26  | 1    | 1       | 25 | 27  | 4%                    |
| # of sites ISO 14000 certified           | Number | 1    | 0       | N/A | 1   | 1    | 0       | 1  | 2   | 1    | 0       | 1  | 2   | 0%                    |
| # of sites ISO 17025 certified           | Number | 0    | 1       | N/A | 1   | 0    | 1       | 0  | 1   | 0    | 1       | 1  | 2   | 100%                  |
| # of sites CMMI ML 3 certified           | Number | 0    | 0       | N/A | 0   | 0    | 0       | 2  | 2   | 0    | 0       | 3  | 3   | 50%                   |
| # of sites CMMI ML 4 certified           | Number | 0    | 0       | N/A | 0   | 0    | 0       | 2  | 2   | 0    | 0       | 0  | 0   | -100%                 |
| # of sites CMMI ML 5 certified           | Number | 0    | 0       | N/A | 0   | 0    | 0       | 1  | 1   | 0    | 0       | 2  | 2   | 100%                  |
| # of sites AS9100D certified             | Number | 0    | 0       | N/A | 0   | 0    | 0       | 10 | 10  | 0    | 0       | 7  | 7   | -30%                  |
| # of sites NAVSEA Metrology certified    | Number | 0    | 1       | N/A | 1   | 0    | 1       | 0  | 1   | 0    | 1       | 0  | 1   | 0%                    |
| # of sites AMPP SSPC-QPI Paint certified | Number | 1    | 1       | N/A | 2   | 1    | 1       | 0  | 2   | 1    | 1       | 0  | 2   | 0%                    |

<sup>1</sup> Unless stated otherwise, the data disclosed in these tables include Mission Technologies, Newport News Shipbuilding and Ingalls Shipbuilding information. Figures may differ slightly due to rounding. HII continues to improve its reporting transparency, with several metrics being disclosed for the first time in this year's report. As a result, not all metrics are available historically and/or across all divisions. Where data is not available, metrics have been recorded as N/A.

Introduction

Welcome

About HII

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

**Disclosures**

**HII's Performance Data Table**

HII GRI Index

HII SASB Index

HII TCFD Index

[Back to Contents](#) →



Introduction

Welcome

About HII

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

**Disclosures**

**HII's Performance Data Table**

HII GRI Index

HII SASB Index

HII TCFD Index

[Back to Contents](#) →

| Metric  | Unit       | 2022  |         |       |       | 2023  |         |       |       | 2024  |         |       |       | Progress against 2023 |
|---|------------|-------|---------|-------|-------|-------|---------|-------|-------|-------|---------|-------|-------|-----------------------|
|   |            | NNS   | Ingalls | MT    | HII   | NNS   | Ingalls | MT    | HII   | NNS   | Ingalls | MT    | HII   |                       |
| # of sites certified by the state of Virginia and NRC for use and storage of radiological sources | Number     | 2     | 1       | 0     | 3     | 2     | 1       | 0     | 3     | 2     | 1       | 0     | 3     | 0%                    |
| Work Package Acceptance Rate  | Percentage | 97%   | 97%     | N/A   | N/A   | 99%   | 97%     | N/A   | N/A   | 99%   | 97%     | N/A   | N/A   | N/A                   |
| Process Inspection Acceptance Rate  | Percentage | N/A   | 99%     | N/A   | N/A   | 10%   | 98%     | N/A   | N/A   | 8%    | 98%     | N/A   | N/A   | N/A                   |
| Procedural Compliance Acceptance Rate   | Percentage | 92%   | 97%     | N/A   | N/A   | 94%   | 91%     | N/A   | N/A   | 95%   | 97%     | N/A   | N/A   | N/A                   |
| Average Supplier Quality Rating for all Suppliers   | Percentage | N/A   | 96%     | N/A   | N/A   | N/A   | 98%     | N/A   | N/A   | 99%   | 99%     | N/A   | N/A   | N/A                   |
| Average Supplier Quality Rating for Critical Suppliers  | Percentage | N/A   | 90%     | N/A   | N/A   | N/A   | 96%     | N/A   | N/A   | 99%   | 96%     | N/A   | N/A   | N/A                   |
| <b>Supply Chain Management<sup>2</sup></b>  |            |       |         |       |       |       |         |       |       |       |         |       |       |                       |
| Number of suppliers   | Number     | 1,571 | 1,660   | 1,825 | 5,056 | 1,612 | 1,710   | 2,350 | 5,672 | 1,731 | 1,570   | 2,658 | 5,959 | 5%                    |
| % of suppliers completing annual self-attestation   | 100%       | 100%  | 100%    | 100%  | 100%  | 100%  | 100%    | 100%  | 100%  | 100%  | 100%    | 100%  | 0%    | N/A                   |
| Number of supplier events attended  | Number     | 45    | N/A     | 10    | 55    | 60    | N/A     | 11    | 71    | 43    | 9       | 14    | 66    | -7%                   |

<sup>2</sup> Ingalls reports supplier data from November 1 of the previous year through October 31 of the current year.



Introduction

Welcome

About HII

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

**Disclosures**

**HII's Performance Data Table**

HII GRI Index

HII SASB Index

HII TCFD Index

[Back to Contents](#) →

| Metric  | Unit       | 2022    |         |       |         | 2023      |         |       |           | 2024      |         |       |           | Progress against 2023 |
|---|------------|---------|---------|-------|---------|-----------|---------|-------|-----------|-----------|---------|-------|-----------|-----------------------|
|   |            | NNS     | Ingalls | MT    | HII     | NNS       | Ingalls | MT    | HII       | NNS       | Ingalls | MT    | HII       |                       |
| Number of mass distribution communications sent to suppliers                              | Number     | 7       | 11      | N/A   | 18      | 11        | 9       | N/A   | 20        | 23        | 4       | 1     | 28        | 40%                   |
| <b>Health and safety</b>  |            |         |         |       |         |           |         |       |           |           |         |       |           |                       |
| <b>Safety Reporting</b>   |            |         |         |       |         |           |         |       |           |           |         |       |           |                       |
| Number of work-related incidents  | Number     | 1,469   | 645     | 45    | 2,159   | 1,381     | 737     | 48    | 2,166     | 1,307     | 740     | 36    | 2,083     | 4%                    |
| Number of near miss reports <sup>3</sup>  | Number     | 167     | N/A     | 17    | 184     | 206       | N/A     | 19    | 225       | 226       | N/A     | 16    | 242       | -8%                   |
| Total Case Rate   | Number     | 5.68    | 5.67    | 0.80  | 4.95    | 5.15      | 6.31    | 0.70  | 4.80      | 4.78      | 6.30    | 0.70  | 4.57      | 4%                    |
| Lost Day Incident Rate  | Percentage | 4.86    | N/A     | 0.40  | N/A     | 4.10      | 3.34    | 0.50  | N/A       | 3.76      | 3.41    | 0.40  | N/A       | N/A                   |
| <b>Safety Training</b>  |            |         |         |       |         |           |         |       |           |           |         |       |           |                       |
| Number of Health and Safety training courses available <sup>4</sup>                       | Number     | 2,912   | 12      | 19    | 2,943   | 2,913     | 12      | 19    | 2,944     | 2,832     | 21      | 19    | 2,872     | -2%                   |
| Number of Health and Safety training hours completed by the entire workforce <sup>4</sup> | Number     | 762,800 | 89,182  | 8,878 | 860,860 | 1,655,120 | 98,938  | 7,231 | 1,761,289 | 1,727,271 | 99,050  | 7,235 | 1,833,556 | 4%                    |

<sup>3</sup> Ingalls classifies a near miss as a hazard recognition program under which employees are encouraged to report unsafe conditions or people doing at-risk behaviors. Ingalls' inclusion of the recorded number would not be comparable to the number disclosed by Mission Technologies and Newport News Shipbuilding due to dissimilar criteria for reporting.

<sup>4</sup> In 2024, Ingalls improved its tracking capabilities to document employee training hours and increased the number of training programs available, leading to an increase in both the number of training courses available and total Health and Safety training hours disclosed in 2024.





Introduction

Welcome

About HII

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

**Disclosures**

**HII's Performance Data Table**

HII GRI Index

HII SASB Index

HII TCFD Index

[Back to Contents →](#)

| Metric   | Unit   | 2022  |         |    |       | 2023  |         |    |       | 2024  |         |    |       | Progress against 2023 |
|--|--------|-------|---------|----|-------|-------|---------|----|-------|-------|---------|----|-------|-----------------------|
|  |        | NNS   | Ingalls | MT | HII   | NNS   | Ingalls | MT | HII   | NNS   | Ingalls | MT | HII   |                       |
| Number of Health and Safety training courses specific to new hires               | Number | 5     | 4       | 2  | 11    | 5     | 4       | 2  | 11    | 4     | 4       | 2  | 10    | -9%                   |
| Number of Health and Safety training courses available to front-line supervision | Number | 1,764 | 12      | 1  | 1,777 | 1,567 | 12      | 1  | 1,580 | 1,414 | 21      | 1  | 1,436 | -9%                   |



Introduction

Welcome

About HII

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

**Disclosures**

**HII's Performance Data Table**

- HII GRI Index
- HII SASB Index
- HII TCFD Index

[Back to Contents](#) →

| Metric   | Unit       | 2022        | 2023        | 2024         | Progress against 2023 |
|--|------------|-------------|-------------|--------------|-----------------------|
|  |            | HII         | HII         | HII          |                       |
| <b>Building Our Community</b>  |            |             |             |              |                       |
| <b>Total Workforce</b>   |            |             |             |              |                       |
| Total workforce  | Number     | 42,607      | 44,473      | 44,467       | 0%                    |
| Employees covered by collective bargaining agreement                             | Percentage | 45%         | 45%         | 45%          | 0%                    |
| <b>Employee Benefits</b>   |            |             |             |              |                       |
| Full-Time employees with access to benefits                                      | Percentage | 100%        | 100%        | 100%         | 0%                    |
| <b>Charitable Giving</b>   |            |             |             |              |                       |
| Total charitable investments   | USD        | N/A         | \$7,200,278 | \$ 5,997,910 | -17%                  |
| Total charitable investments invested into community programs                    | USD        | \$2,825,558 | \$3,484,703 | \$ 2,992,560 | -14%                  |
| Total charitable investments invested into education programs                    | USD        | N/A         | \$2,738,308 | \$ 2,440,450 | -11%                  |
| Total charitable investments invested into military and veteran support programs | USD        | \$685,900   | \$977,267   | \$ 564,900   | -42%                  |
| Meals provided   | Number     | N/A         | N/A         | 187,311      | N/A                   |



Introduction

Welcome

About HII

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

**Disclosures**

**HII's Performance Data Table**

HII GRI Index

HII SASB Index

HII TCFD Index

[Back to Contents](#) →

| Metric  | Unit   | 2022  | 2023  | 2024  | Progress against 2023 |
|---|--------|-------|-------|-------|-----------------------|
|   |        | HII   | HII   | HII   |                       |
| <b>Employee Volunteering</b>                              |        |       |       |       |                       |
| Total employees to participate in volunteer opportunities | Number | 1,658 | 1,962 | 1,855 | -5%                   |



Introduction

Welcome

About HII

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

**Disclosures**

**HII's Performance Data Table**

HII GRI Index

HII SASB Index

HII TCFD Index

[Back to Contents](#) →

| Metric                                 | Unit                          | 2022      |         |         |           | 2023      |           |         |           | 2024      |           |         |           | Progress against 2023 |
|--|-------------------------------|-----------|---------|---------|-----------|-----------|-----------|---------|-----------|-----------|-----------|---------|-----------|-----------------------|
|  |                               | NNS       | Ingalls | MT      | HII       | NNS       | Ingalls   | MT      | HII       | NNS       | Ingalls   | MT      | HII       |                       |
| <b>Protecting Our Resources</b>        |                               |           |         |         |           |           |           |         |           |           |           |         |           |                       |
| <b>GHG Emissions<sup>5, 6, 7</sup></b> |                               |           |         |         |           |           |           |         |           |           |           |         |           |                       |
| Scope 1                                | Metric tons CO <sub>2</sub> e | 84,575    | 16,246  | 1,181   | 102,002   | 63,013    | 20,117    | 1,250   | 84,380    | 59,341    | 20,173    | 1,434   | 80,948    | -4%                   |
| Scope 2 (location based)               | Metric tons CO <sub>2</sub> e | 147,434   | 86,951  | 11,849  | 246,234   | 134,759   | 83,448    | 10,888  | 229,095   | 122,692   | 77,759    | 9,832   | 210,283   | -8%                   |
| Scope 2 (market based)                 | Metric tons CO <sub>2</sub> e | 149,750   | 87,316  | 11,884  | 248,950   | 124,666   | 83,976    | 11,220  | 219,862   | 119,775   | 83,065    | 10,474  | 213,314   | -3%                   |
| <b>Energy Use</b>                      |                               |           |         |         |           |           |           |         |           |           |           |         |           |                       |
| Total energy consumed                  | Gigajoules                    | 3,447,702 | 999,553 | 154,798 | 4,602,053 | 2,884,389 | 1,039,878 | 148,869 | 4,073,136 | 2,749,685 | 1,031,695 | 142,009 | 3,923,389 | 4%                    |
| Total non-renewable energy consumed    | Gigajoules                    | 3,447,702 | 999,553 | 154,798 | 4,602,053 | 2,884,389 | 1,039,878 | 148,869 | 4,073,136 | 2,749,685 | 1,031,695 | 142,009 | 3,923,389 | -4%                   |
| Total renewable energy consumed        | Gigajoules                    | 0         | 0       | 0       | 0         | 0         | 0         | 0       | 0         | 0         | 0         | 0       | 0         | 0%                    |

<sup>5</sup> This Report includes Scope 1 and 2 location-based and market-based emissions, calculated in alignment with the GHG Protocol. GHG emissions in this Report include, but are not limited to, emissions from electricity and fuel consumption—carbon dioxide ("CO<sub>2</sub>"), methane ("CH<sub>4</sub>"), and nitrous oxide ("N<sub>2</sub>O") — as well as emissions from hydrofluorocarbons ("HFCs") from fugitive emissions of refrigerants used in HVAC systems. Emissions from perfluorocarbons ("PFCs"), and/or nitrogen trifluoride ("NF<sub>3</sub>") are not included in this quantification as the Company has deemed these GHGs to be not material to the Company's operations.

<sup>6</sup> Refer to Huntington Ingalls Industries, Inc. 2024 Greenhouse Gas (GHG) Emissions Report for general assumptions and methodology used to calculate and report Scope 1 and Scope 2 emissions.

<sup>7</sup> The 2022 and 2023 consolidated Scope 1 and Scope 2 location-based emissions detailed in this report differ from those which the Company reported in its 2024 Sustainability Report published in April 2024, which was not subject to assurance. HII has revised the emissions resulting from refinement in the Company's internal and external data sources as we improved our processes and controls over the accuracy of the calculation.



Introduction

Welcome

About HII

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

**Disclosures**

**HII's Performance Data Table**

HII GRI Index

HII SASB Index

HII TCFD Index

[Back to Contents](#) →

| Metric   | Unit        | 2022      |         |         |           | 2023      |         |         |           | 2024      |         |         |           | Progress against 2023 |
|--|-------------|-----------|---------|---------|-----------|-----------|---------|---------|-----------|-----------|---------|---------|-----------|-----------------------|
|  |             | NNS       | Ingalls | MT      | HII       | NNS       | Ingalls | MT      | HII       | NNS       | Ingalls | MT      | HII       |                       |
| Total fuel consumed  | Gigajoules  | 1,627,382 | 240,335 | 19,986  | 1,887,703 | 1,175,426 | 309,183 | 20,633  | 1,505,242 | 1,108,178 | 306,610 | 23,955  | 1,438,743 | -4%                   |
| Total non-renewable fuel consumed <sup>8</sup>   | Gigajoules  | 1,627,382 | 240,335 | 19,986  | 1,887,703 | 1,175,426 | 309,183 | 20,633  | 1,505,242 | 1,108,178 | 306,610 | 23,955  | 1,438,743 | -4%                   |
| Total renewable fuel consumed  | Gigajoules  | 0         | 0       | 0       | 0         | 0         | 0       | 0       | 0         | 0         | 0       | 0       | 0         | 0%                    |
| Grid electricity consumption   | Gigajoules  | 1,820,320 | 759,218 | 134,811 | 2,714,349 | 1,708,963 | 730,695 | 128,237 | 2,567,895 | 1,641,508 | 725,085 | 118,054 | 2,484,647 | -3%                   |
| <b>Waste and Water Use</b>   |             |           |         |         |           |           |         |         |           |           |         |         |           |                       |
| Total hazardous waste generated  | Metric tons | N/A       | 537     | N/A     | 537       | N/A       | 273     | N/A     | 273       | 320       | 359     | N/A     | 679       | N/A                   |
| Number of reportable spills  | Number      | N/A       | 0       | N/A     | 0         | N/A       | 0       | N/A     | 0         | 0         | 0       | N/A     | 0         | 0%                    |
| Quantity of reportable spills  | Metric tons | N/A       | 0       | N/A     | 0         | N/A       | 0       | N/A     | 0         | 0         | 0       | N/A     | 0         | 0%                    |
| Total water discharge from fresh surface water, including rainwater, water from wetlands, rivers and lakes | Megaliters  | N/A       | N/A     | N/A     | N/A       | N/A       | 3,771   | N/A     | 3,771     | 1,921     | 4,194   | N/A     | 6,115     | N/A                   |

<sup>8</sup> Includes natural gas, diesel, propane, gasoline, cutting fuel.



Introduction

Welcome

About HII

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

**Disclosures**

**HII's Performance Data Table**

HII GRI Index

HII SASB Index

HII TCFD Index

[Back to Contents →](#)

| Metric   | Unit       | 2022 |         |     |     | 2023 |         |     |     | 2024  |         |     |       | Progress against 2023 |
|--|------------|------|---------|-----|-----|------|---------|-----|-----|-------|---------|-----|-------|-----------------------|
|  |            | NNS  | Ingalls | MT  | HII | NNS  | Ingalls | MT  | HII | NNS   | Ingalls | MT  | HII   |                       |
| Total water discharge from brackish surface water/seawater | Megaliters | N/A  | N/A     | N/A | N/A | N/A  | N/A     | N/A | N/A | 5,338 | N/A     | N/A | 5,338 | N/A                   |
| Total water discharge from renewable groundwater           | Megaliters | N/A  | N/A     | N/A | N/A | N/A  | 500     | N/A | N/A | 0     | 514     | N/A | 514   | 3%                    |
| Total water discharge from third-party sources             | Megaliters | N/A  | N/A     | N/A | N/A | N/A  | N/A     | N/A | N/A | 1,439 | N/A     | N/A | 1,439 | N/A                   |



Introduction

Welcome

About HII

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

**Disclosures**

HII's Performance Data Table

**HII GRI Index**

HII SASB Index

HII TCFD Index

[Back to Contents](#) →

**HII GRI INDEX<sup>9</sup>**

| GRI STANDARD               | DISCLOSURES   | ANSWER, CROSS-REFERENCE, OMISSIONS AND EXPLANATIONS   |
|----------------------------|---|---|
| <b>General Disclosures</b> |   |   |
| GRI 2-1                    | Organizational details  | About the Report, About HII   |
| GRI 2-2                    | Entities included in the organization's sustainability reporting            | About the Report  |
| GRI 2-3                    | Reporting period, frequency and contact point                               | About the Report  |
| GRI 2-4                    | Restatements of information   | The 2022 and 2023 consolidated Scope 1 and Scope 2 location-based emissions detailed in this report differ from those which the Company reported in its 2024 Sustainability Report published in April 2024, which was not subject to assurance. HII has revised the emissions resulting from refinement in the Company's internal and external data sources as we improved our processes and controls over the accuracy of the calculation. |
| GRI 2-5                    | External assurance  | Refer to Huntington Ingalls Industries, Inc. 2024 Greenhouse Gas (GHG) Emissions Report for external assurance conducted over Scope 1 and Scope 2 emissions.  |
| GRI 2-6                    | Activities, value chain and other business relationships                    | About HII, Supply Chain Management, Product Quality and Safety  |
| GRI 2-7                    | Employees   | 2024 10-K (pg. 10)  |
| GRI 2-8                    | Workers who are not employees   | Not applicable  |
| <b>Governance</b>          |   |   |
| GRI 2-9                    | Governance structure and composition  | Corporate Governance  |
| GRI 2-10                   | Nomination and selection of the highest governance body                     | 2025 Proxy Statement  |
| 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 | 2025 Proxy Statement  |
| GRI 2-13                   | Delegation of responsibility for managing impacts                           | Corporate Governance  |
| GRI 2-14                   | Role of the highest governance body in sustainability reporting             | Corporate Governance  |

<sup>9</sup> Huntington Ingalls Industries, Inc. has reported the information cited in this GRI content index for the period January 1, 2024 through December 31, 2024 with reference to the GRI Standards. GRI 1: Foundation 2021.



Introduction

Welcome

About Hill

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

**Disclosures**

Hill's Performance Data Table

**Hill GRI Index**

Hill SASB Index

Hill TCFD Index

[Back to Contents](#) →

| GRI STANDARD                            | DISCLOSURES   | ANSWER, CROSS-REFERENCE, OMISSIONS AND EXPLANATIONS  |
|---|---|--|
| GRI 2-15                                | Conflicts of interest                                       | 2025 Proxy Statement   |
| GRI 2-16                                | Communication of critical concerns                          | Hill Code of Ethics and Business Conduct   |
| GRI 2-17                                | Collective knowledge of the highest governance body         | 2025 Proxy Statement   |
| GRI 2-18                                | Evolution of the performance of the highest governance body | 2025 Proxy Statement   |
| GRI 2-19                                | Remuneration policies                                       | 2025 Proxy Statement   |
| GRI 2-20                                | Process to determine remuneration                           | 2025 Proxy Statement   |
| GRI 2-21                                | Annual total compensation ratio                             | 2025 Proxy Statement   |
| <b>Strategy, Policies and Practices</b> |   |  |
| GRI 2-22                                | Statement of sustainable development strategy               | Our Approach   |
| GRI 2-23                                | Policy commitments  | Hill Code of Ethics and Business Conduct, Policy commitments generally apply to all organizational activities and business relationships. Policy commitments are communicated to workers, business partners and other relevant parties via electronic communications, in writing, and through formal and informal oral communications. |
| GRI 2-24                                | Embedding policy commitments                                | Section I: Securing Our Business   |
| GRI 2-25                                | Process to remediate negative impacts                       | Ethics and Compliance  |
| GRI 2-26                                | Mechanisms for seeking advice and raising concerns          | Hill Code of Ethics and Business Conduct   |
| GRI 2-27                                | Compliance with laws and regulations                        | Hill adheres to all legal and regulatory requirements. Any significant noncompliance incidents would be reported in our 2024 10-K.   |
| GRI 2-28                                | Membership associations                                     | 2024 10-K (pg. 10)   |
| GRI 2-29                                | Approach to stakeholder engagement                          | Our Approach   |
| GRI 2-30                                | Collective bargaining agreements                            | 2024 10-K (pg. 10)   |
| <b>GRI Material Topics (2021)</b>       |   |  |
| GRI 3-1                                 | Process to determine material topics                        | Our Approach   |
| GRI 3-2                                 | List of material topics                                     | Our Approach   |
| GRI 3-2                                 | Management of material topics                               | Our Approach   |





Introduction

Welcome

About HII

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

**Disclosures**

[HII's Performance Data Table](#)

**HII GRI Index**

[HII SASB Index](#)

[HII TCFD Index](#)

[Back to Contents](#) →

| GRI STANDARD  | DISCLOSURES   | ANSWER, CROSS-REFERENCE, OMISSIONS AND EXPLANATIONS  |
|---|---|--|
| <b>Section 1: Securing Our Business</b>               |   |  |
| <b>GRI 205: Anti-Corruption (2016)</b>                |   |  |
| GRI 205-1   | Operations assessed for risks related to corruption                                     | Ethics and Compliance  |
| GRI 205-2   | Communication and training about anti-corruption policies and procedures                | Ethics and Compliance  |
| GRI 205-3   | Confirmed incidents of corruption and actions taken                                     | Ethics and Compliance  |
| <b>GRI 408: Child Labor (2016)</b>                    |   |  |
| GRI 408-1   | Operations and suppliers at significant risk for incidents of child labor               | Human Rights, Supply Chain Management, HII Code of Ethics and Business Conduct<br><br>All human beings should be treated with dignity and respect. Conduct that is specifically prohibited or restricted by applicable laws, regulations and policies, such as the use of child labor and human trafficking, should be reported to the Law Department immediately. |
| <b>GRI 412: Human Rights (2016)</b>                   |   |  |
| GRI 412-2   | Employee training on human rights policies or procedures                                | Ethics and Compliance, Supply Chain Management, HII Code of Ethics and Business Conduct  |
| <b>GRI 415: Public Policy (2016)</b>                  |   |  |
| GRI 415-1   | Political contributions   | Lobbying and Political Activities, Political Engagement Disclosure   |
| <b>GRI 204: Procurement Practices (2016)</b>          |   |  |
| GRI 204-1   | Proportion of spending on local suppliers   | Performance Data Table   |
| <b>GRI 403: Occupational Health and Safety (2018)</b> |   |  |
| GRI 403-1   | Occupational health and safety management system  | Health and Safety, 2024 10-K (pg. 10)  |
| GRI 403-2   | Hazard identification, risk assessment and incident investigation                       | Health and Safety  |
| GRI 403-3   | Occupational health services  | Health and Safety  |
| GRI 403-4   | Worker participation, consultation, and communication on occupational health and safety | Health and Safety  |
| GRI 403-5   | Worker training on occupational health and safety                                       | Health and Safety  |



Introduction

Welcome

About HII

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

**Disclosures**

HII's Performance Data Table

**HII GRI Index**

HII SASB Index

HII TCFD Index

[Back to Contents](#) →

| GRI STANDARD   | DISCLOSURES  | ANSWER, CROSS-REFERENCE, OMISSIONS AND EXPLANATIONS |
|--|--|---|
| GRI 403-6  | Promotion of worker health   | Health and Safety, 2024 10-K (pg. 10)               |
| GRI 403-7  | Prevention and mitigation of occupational health and safety impacts linked by business relationships | Health and Safety, 2024 10-K (pg. 10)               |
| GRI 403-8  | Workers covered by an occupational health and safety management system                               | Health and Safety, 2024 10-K (pg. 10)               |
| GRI 403-9  | Work-related injuries  | Health and Safety, 2024 10-K (pg. 10)               |
| <b>Section 2: Building Our Community</b>               |  |   |
| <b>GRI 401: Employment (2016)</b>                      |  |   |
| GRI 401-1  | New employee hires and employee turnover   | Employee Engagement, Performance Data Table         |
| GRI 401-2  | Benefits provided to full-time employees that are not provided to temporary or part-time employees   | Employee Engagement, Performance Data Table         |
| GRI 401-3  | Parental leave   | Employee Engagement                                 |
| <b>GRI 404: Training and Education (2016)</b>          |  |   |
| GRI 404-1  | Average hours of training per year per employee  | Employee Engagement, Performance Data Table         |
| GRI 404-2  | Programs for upgrading employee skills and transition assistance programs                            | Employee Engagement, Performance Data Table         |
| GRI 404-3  | Percentage of employees receiving regular performance and career development reviews                 | Employee Engagement, Performance Data Table         |
| <b>GRI 405: Diversity and Equal Opportunity (2016)</b> |  |   |
| GRI 405-1  | Diversity of governance bodies and employees   | 2025 Proxy Statement                                |
| GRI 405-2  | Ratio of basic salary and remuneration of women to men   | 2025 Proxy Statement                                |
| <b>GRI 413: Local Communities (2016)</b>               |  |   |
| GRI 413-1  | Operations with local community engagement, impact assessments and development programs              | Building Our Community                              |



Introduction

Welcome

About HII

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

**Disclosures**

HII's Performance Data Table

**HII GRI Index**

HII SASB Index

HII TCFD Index

[Back to Contents →](#)

| GRI STANDARD                        | DISCLOSURES  | ANSWER, CROSS-REFERENCE, OMISSIONS AND EXPLANATIONS          |
|-------------------------------------|--|--|
| Section 3: Protecting Our Resources |  |  |
| GRI 302: Energy (2016)              |  |  |
| GRI 302-1                           | Energy consumption within the organization             | Performance Data Table                                       |
| GRI 302-3                           | Energy intensity                                       | Performance Data Table                                       |
| GRI 305: Emissions (2016)           |  |  |
| GRI 305-1                           | Direct (Scope 1) GHG emissions                         | Performance Data Table                                       |
| GRI 305-2                           | Energy indirect (Scope 2) GHG emissions                | Performance Data Table                                       |
| GRI 305-4                           | GHG emissions intensity                                | Performance Data Table                                       |
| GRI 305-5                           | Reduction of GHG emissions                             | Energy and GHG emissions                                     |
| GRI 306: Waste (2020)               |  |  |
| GRI 306-1                           | Waste generation and significant waste-related impacts | Expansion of Sustainable Initiatives, Performance Data Table |
| GRI 306-2                           | Management of significant waste-related impacts        | Expansion of Sustainable Initiatives, Performance Data Table |
| GRI 306-3                           | Waste generated  | Performance Data Table                                       |
| GRI 306-5                           | Waste directed to disposal                             | Performance Data Table                                       |



## HII SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

### Aerospace & Defense Standard

| SASB STANDARD | DISCLOSURES   | ANSWER, CROSS-REFERENCE, OMISSIONS AND EXPLANATIONS  |
|---------------|---|--|
| RT-AE-130a.1  | (1) Total energy consumed<br>(2) Percentage grid electricity and<br>(3) Percentage renewable                        | Performance Data Table   |
| RT-AE-150a.1  | (1) Amount of hazardous waste generated,<br>(2) Percentage recycled   | Performance Data Table   |
| RT-AE-150a.2  | (1) Number and aggregate quantity of reportable spills<br>(2) Quantity recovered                                    | (1) Performance Data Table<br>(2) 0 quantities recovered and long-term remediation activities  |
| RT-AE-230a.1  | (1) Number of data breaches<br>(2) Percentage involving confidential information                                    | Huntington Ingalls Industries considers this information to be confidential.   |
| RT-AE-230a.2  | Description of approach to identifying and addressing data security risks in (1) entity operations and (2) products | Our cybersecurity program includes processes to identify, assess and manage material risks from cybersecurity threats. These processes utilize a risk-based approach and include written cybersecurity and information technology policies and procedures, including a cybersecurity incident response plan. For more information, <a href="#">Data and Cybersecurity, 2024 10-K (pg. 10)</a>  |
| RT-AE-250a.1  | Number of recalls issued; total units recalled  | (1) Zero product-related safety recalls issued,<br>(2) Zero total number of units recalled during the reporting period,<br>(3) Zero voluntary recalls and 0% involuntary recalls issued.   |
| RT-AE-250a.2  | (1) Number of counterfeit parts detected<br>(2) Percentage avoided  | Huntington Ingalls Industries considers this information to be confidential. For more information see: <a href="#">Data and Cyber Security, 2024 10-K (pg. 10)</a>   |
| RT-AE-250a.3  | (1) Number of Airworthiness Directives received<br>(2) Total units affected   | Not applicable   |
| RT-AE-250a.4  | Total amount of monetary losses as a result of legal proceedings associated with product safety                     | Not applicable   |
| RT-AE-410a.1  | Revenue from alternating energy-related products  | Nuclear energy, although sometimes not considered a renewable fuel, is critical to a reduced-carbon future. Nuclear energy is highly technical, heavily regulated and hard to generate. 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, will result in millions of tonnes of GHG emissions over a 50-year service life. With nuclear power, there are no direct GHG emissions in propelling 100,000 tons of steel through the water at fast speeds. Nuclear energy gives our customers strategic, tactical and protective advantages without giving our planet the GHG emissions of a conventionally powered platform. |

Introduction

Welcome

About HII

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and  
Closing Remarks

#### Disclosures

HII's Performance Data Table

HII GRI Index

#### HII SASB Index

HII TCFD Index

[Back to Contents](#) →



- Introduction
- Welcome
- About HII
- Securing Our Business
- Building Our Community
- Protecting Our Resources
- Summary and Closing Remarks

**Disclosures**

- HII's Performance Data Table
- HII GRI Index
- HII SASB Index**
- HII TCFD Index

[Back to Contents →](#)

| SASB STANDARD | DISCLOSURES   | ANSWER, CROSS-REFERENCE, OMISSIONS AND EXPLANATIONS  |
|---------------|---|--|
| RT-AE-410a.2  | Description of approach and discussion of strategy to address fuel economy and greenhouse gas (GHG) emissions of products | <p>Our customers' requirements regarding fuel economy and GHG emissions are increasingly important. Simply put, fuel economy shapes a platform's maximum endurance at sea. HII builds naval platforms with propulsion systems of 60 days to unlimited endurance (with refueling after 25 years). Our products' high-level endurance capabilities give our customers strategic, tactical and protective advantages second to none. For instance, the combined diesel and gas turbine hybrid drive propulsion system in use in 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 amounts to 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 customers and less GHG emissions to the planet. Nuclear energy, although sometimes not considered a renewable fuel, is critical to a reduced-carbon future.</p> <p>Nuclear energy is highly technical, heavily regulated and hard to generate. 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 will result in millions of tonnes of GHG emissions over a 50-year service life. With nuclear power, there are no direct GHG emissions in propelling 100,000 tons of steel through the water at fast speeds. Nuclear energy gives our customers strategic, tactical and protective advantages 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 for powering the next generation of weapons and sensors technology, such as lasers, railguns and small unmanned platforms. Energy efficiency is part of that equation. The efficient conversion of fuel into electrical or thermal energy starts with our engineering, utilizing efficient gas turbine generators and high-quality and efficient system components, built with quality by our craftsmen, who are unmatched in abilities and experience and checked against design standards, both internally and by our customers.</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. 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 oxide and 16,000 tons of greenhouse gas (predominantly CO<sub>2</sub>) per Refueling Complex Overhaul (RCOH) evolution.</p> |



- Introduction
- Welcome
- About HII
- Securing Our Business
- Building Our Community
- Protecting Our Resources
- Summary and Closing Remarks

**Disclosures**

- HII's Performance Data Table
- HII GRI Index
- HII SASB Index**
- HII TCFD Index

[Back to Contents →](#)

| SASB STANDARD | DISCLOSURES  | ANSWER, CROSS-REFERENCE, OMISSIONS AND EXPLANATIONS   |
|---------------|--|---|
|               |  | <p>HII has strategized GHG reductions and addressed fuel economy through an economic 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 members of our communities. Accordingly, it is the Company's policy to comply with all applicable environmental laws and regulations and minimize environmental risks, emissions to the air and water, and waste generation. The Company establishes environmental objectives to support our commitment to continual improvement and pollution prevention.</p> <p>Refer to <a href="#">Huntington Ingalls Industries, Inc. 2024 Greenhouse Gas (GHG) Emissions Report</a> for general assumptions and methodology used to calculate and report Scope 1 and Scope 2 emissions.</p>  |
| RT-AE-440a.1  | Description of the management of risks associated with the use of critical materials   | <p>Many businesses, including those in the aerospace and defense industry, procure raw materials made of critical minerals that can become scarce or more expensive due to limited supply, political sanctions/actions and increased demand.</p> <p>HII sources critical materials responsibly with consideration given to their contractual and regulatory requirements. Many of the raw products are used in manufacturing larger assemblies and are needed early in the execution of the Company's contracts. HII manages supply chain risk by purchasing critical materials on an advanced-planning contract ahead of the manufacturing schedule. This method ensures the availability of products to support program schedules and reduce the risk of delays in manufacturing. The volatile nature of the market for these critical minerals can cause price fluctuation 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 by purchasing higher quantities of materials. 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 method described above reduces the supply chain risks associated with purchasing critical minerals.</p> |
| 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" or "F" Band of Transparency International's Governance Defense Anti-Corruption Index                        | Huntington Ingalls Industries considers this information to be confidential.  |



Introduction

Welcome

About HII

Securing Our Business

Building Our Community

Protecting Our Resources

Summary and Closing Remarks

**Disclosures**

HII's Performance Data Table

HII GRI Index

**HII SASB Index**

HII TCFD Index

[Back to Contents →](#)

| SASB STANDARD | DISCLOSURES  | ANSWER, CROSS-REFERENCE, OMISSIONS AND EXPLANATIONS  |
|---------------|--|--|
| RT-AE-510a.3  | Discussion of processes to manage business ethics risks throughout the value chain | <p>Always doing the right thing is an essential belief at HII. Our Code of Ethics and Business Conduct provides a set of core values, standards and behaviors that guide our 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 they perform their jobs. Our employees are encouraged to refer to the Code of Ethics and Business Conduct 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 of Ethics and Business Conduct, Company policy or the law without fear of retaliation or coercion. HII has detailed controls in 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 materials and/or services are required to be purchased from external (non-HII) sources in support of Company operations and/or production schedules, the Supply Chain Management Department 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 audits. Our procurement process is audited annually by the Internal Audit Department. It is also subject to audits by external auditors as well as government auditors such as the U.S. Navy's Supervisor of Shipbuilding. As a U.S. government contractor, we understand the need to ensure that our suppliers are conducting business in an ethical manner. When selecting suppliers, we carefully consider not only each supplier's performance but also their reputation for ethical practices. We apply an extensive due diligence screening process to each of our suppliers, including checks on their beneficial owners. Any suppliers that present themselves 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 levels 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 its suppliers, regardless of the contract price or the frequency of interaction with them, to conduct business in a manner consistent with the Supplier Code of Conduct. 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 Supplier Code of Conduct, [HII] may pursue corrective actions to remedy the situation, up to and including termination of this [contract]."</p> |



- Introduction
- Welcome
- About Hill
- Securing Our Business
- Building Our Community
- Protecting Our Resources
- Summary and Closing Remarks

**Disclosures**

- Hill's Performance Data Table
- Hill GRI Index
- Hill SASB Index**
- Hill TCFD Index

[Back to Contents →](#)

| SASB STANDARD | DISCLOSURES                      | ANSWER, CROSS-REFERENCE, OMISSIONS AND EXPLANATIONS  |
|---------------|----------------------------------|--|
|               |                                  | Hill's Supplier Code of Conduct 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 all laws and regulations applicable to their businesses. As part of the onboarding process, Hill 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 Supplier Code of Conduct makes clear that Hill'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 Hill'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-AE-000.A   | Production by reportable segment | <p>Hill is America's largest military shipbuilding company, and our shipbuilding divisions' sales 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 2024:</p> <p><b>Ingalls Shipbuilding</b><br/>Awarded first amphibious multi-ship procurement contract for \$9.6 billion</p> <p><b>Newport News Shipbuilding</b><br/>Delivered Virginia-class fast attack submarine New Jersey (SSN 796)<br/>Floated off Massachusetts (SSN 798)</p> <p><b>Mission Technologies</b><br/>Over \$12 billion in total contract value from new and re-compete contract awards</p>   |
| RT-AE-000.B   | Number of employees              | <a href="#">Performance Data Table</a>   |





- Introduction
- Welcome
- About Hill
- Securing Our Business
- Building Our Community
- Protecting Our Resources
- Summary and Closing Remarks

**Disclosures**

- Hill's Performance Data Table
- Hill GRI Index
- Hill SASB Index

**Hill TCFD Index**

[Back to Contents](#) →

**Hill TCFD INDEX**

| TCFD RECOMMENDATION   | ANSWER, CROSS-REFERENCE, OMISSIONS AND EXPLANATIONS   |
|---|---|
| <b>Governance</b>   |   |
| Describe the Board's oversight of climate-related risks and opportunities.  | Hill's governance framework ensures effective oversight and engagement among the Board of Directors, management and shareholders, with a focus on sustainability. The Board, supported by its committees, provides leadership and oversight.  |
| Describe management's role in assessing and managing climate-related risks and opportunities.   | <a href="#">How We Manage Our Sustainable Impact</a>  |
| <b>Strategy</b>   |   |
| Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.                                | Our sustainability governance structure provides a comprehensive approach to evaluating environmental, social and governance issues that intersect with our business. This structure also facilitates the development of goals and actions to address identified risks and opportunities, ensuring that our sustainability strategy is optimized to yield long-term competitive advantages, create shareholder value and generate positive impacts for our people, communities, environment and facilities. To earn the trust of our shareholder, we apply these principles in our formal frameworks, processes, company culture and daily actions. |
| Describe the impact of climate-related risks and opportunities in the organization's businesses, strategy and financial planning.                         |   |
| Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. | Hill has not yet conducted a comprehensive scenario analysis and will explore future opportunities to do so.  |
| <b>Risk Management</b>  |   |
| Describe the organization's processes for identifying and assessing climate-related risks.  | Our sustainability governance structure provides a comprehensive approach to evaluating environmental, social and governance issues that intersect with our business. This structure also facilitates the development of goals and actions to address identified risks and opportunities, ensuring that our sustainability strategy is optimized to yield long-term competitive advantages, create shareholder value and generate positive impacts for our people, communities, environment and facilities. To earn the trust of our shareholder, we apply these principles in our formal frameworks, processes, company culture and daily actions. |
| Describe the organization's processes for managing climate-related risks.   |   |
| Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.      |   |



- Introduction
- Welcome
- About Hill
- Securing Our Business
- Building Our Community
- Protecting Our Resources
- Summary and Closing Remarks

**Disclosures**

- Hill's Performance Data Table
- Hill GRI Index
- Hill SASB Index

**Hill TCFD Index**

[Back to Contents](#) →

| TCFD RECOMMENDATION  | ANSWER, CROSS-REFERENCE, OMISSIONS AND EXPLANATIONS  |
|--|--|
| <b>Metrics and Targets</b>   |  |
| Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. | Performance Data Table, About Hill   |
| Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.  | <p>Performance Data Table<br/>We are assessing our Scope 3 emissions and anticipate disclosure in a later sustainability report.</p> <p>Refer to <i>Huntington Ingalls Industries, Inc. 2024 Greenhouse Gas (GHG) Emissions Report</i> for general assumptions and methodology used to calculate and report Scope 1 and Scope 2 emissions.</p> |
| Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.                       | Hill is currently reviewing our carbon emissions and working to better understand the footprint from our operations and throughout our value chain. In 2024, we developed a roadmap to exceed a 30% aggregate reduction in Scope 1 and Scope 2 GHG emissions from our 2022 baseline GHG emissions.   |



“As the founder of environmental reporting, CDP is dedicated to building a world where people, planet and profit are truly balanced. We greatly appreciate the support of Hill in our efforts to continue pioneering transparency; powering corporate environmental action. Transparency drives action at all levels. Within two years of an investor request, companies disclosing through CDP reduce their direct emissions by 7–10%.

Disclosure is far more than a box to tick. It's a tool to see clearly, act decisively and create change. If we are to solve the environmental crisis, disclosure data must be a tool every organization — large or small — has in their kit.

Transparent disclosure holds the key, meaning that now this commitment from Hill is more important than ever. With the support of Hill we can collect the data needed to surface new information, enabling you to make Earth-positive decisions to protect future generations.”

— **Simon Fischweicher, Chief Delivery Officer, CDP**



### Cautionary Statement Regarding Forward-Looking Statements:

Statements in this Sustainability Report and in our other information relating to Hill's sustainability commitments, objectives, plans, expectations, performance and data, constitute "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. In some cases, you can identify forward-looking statements by words such as "may," "will," "should," "expects," "intends," "plans," "anticipates," "believes," "estimates," "guidance," "outlook," "predicts," "potential," "continue," and similar words or phrases or the negative of these words or phrases. These statements relate to future events or our future financial performance and involve known and unknown risks, uncertainties, and other factors that may cause our actual results, levels of activity, performance, or achievements to be materially different from any future results, levels of activity, performance, or achievements expressed or implied by these forward-looking statements. Although we believe the expectations reflected in the forward-looking statements are reasonable when made, we cannot guarantee future results, levels of activity, performance, or achievements. There are a number of important factors that could cause our actual results to differ materially from the results anticipated by our forward-looking statements, which include, but are not limited to our dependence on the U.S. Government for substantially all of our business; significant delays or reductions in appropriations for our programs and/or changes in customer priorities and requirements (including government budgetary constraints, shifts in defense spending, and changes in customer short-range and long-range plans); our ability to estimate our future contract costs, including cost increases due to inflation, labor challenges, changes in trade policy, or other factors and our efforts to recover or offset such costs and/or changes in estimated contract costs, and perform our contracts effectively; changes in business practices, procurement processes and government regulations and our ability to comply with such requirements; adverse economic conditions in the United States and globally; our level of indebtedness and ability to service our indebtedness; our ability to deliver our products and services at an affordable life cycle cost and compete within our markets; our ability to attract, retain, and train a qualified workforce; subcontractor and supplier performance and the availability and pricing of raw materials and components; our ability to execute our strategic plan, including with respect to share repurchases, dividends, capital expenditures, and strategic acquisitions; investigations, claims, disputes, enforcement actions, litigation (including criminal, civil, and administrative), and/or other legal proceedings, and improper conduct of employees, agents, subcontractors, suppliers, business partners, or joint ventures in which we participate, including the impact on our reputation or ability to do business; changes in key estimates and assumptions regarding our pension and retiree health care costs; security threats, including cyber security threats, and related disruptions; natural and environmental disasters and political instability; health epidemics, pandemics and similar outbreaks; and other risk factors discussed herein and in our other reports. There may be other risks and uncertainties that we are unable to predict at this time or that we currently do not expect to have a material adverse effect on our business, and we undertake no obligation to update or revise any forward-looking statements. You should not place undue reliance on any forward-looking statements that we may make.