

## **Mike Petters 2021 Ethics Video**

We will all remember this past year as one that created new challenges and that transformed how we operate in the business world and at home.

Even in this new climate, we must continue to perform with the highest ethical standards — 24 hours a day, 7 days a week, 365 days of the year.

Recently, we took another look at HII's Code of Ethics and Business Conduct to ensure these core values, standards and behaviors are up to date and reflect our commitment to doing hard stuff right.

With the idea that our high ethical standards must be kept at all times, we decided to revise our values to include Respect — because respecting others is one of the most central components of an ethical culture.

Treating each other with dignity, compassion and empathy — and valuing the diverse perspectives that each person brings to the table — is what we expect of all employees.

By adding Respect as a value, we are emphasizing the personal responsibility that each of us must take to ensure that our interactions with others sustain our ethical culture, regardless of whether we are at work, home or simply going about our daily lives.

We have also merged Honesty and Integrity into one value. Honesty and Integrity have always complemented one another, and combining them under the umbrella of Integrity strengthens our emphasis that Performance can only be achieved with Integrity in mind.

With these changes, our company values are: Integrity, Safety, Respect, Engagement, Responsibility and Performance.

These values form the foundation on which our business stands, and they are fundamental to our ability to do hard stuff, and to do it right, because they define who we are, what we stand for and how we act.

They are what builds trust — with our customers, our shareholders, our suppliers, our communities and you, our employees. And they are what will keep us grounded as we continue to transform for tomorrow.

At HII, we have always emphasized that leadership is a tool that every employee is equipped with, regardless of your title.

One aspect of leadership involves reporting suspected violations of HII's Code of Ethics and Business Conduct to your manager, HR business partner, business conduct officer or the company OpenLine. And rest assured that HII does not, and will not, tolerate retaliation against any employee who in good faith reports misconduct or cooperates with an investigation.

On behalf of HII's Board of Directors and the senior executive team, thank you for continuing to follow our high ethical standards now and into the future.