

Huntington Ingalls Industries – Modern Slavery Statement

Introduction

Huntington Ingalls Industries (“Huntington Ingalls,” “HII,” or the “Company”) is committed to ensuring human trafficking, modern slavery, forced labor, and child labor do not take place in our business or supply chains. At HII, we hold ourselves to the highest standards of ethical conduct in support of our employees, suppliers, customers, shareholders, and communities where we live and work.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending December 31, 2025. The relevant reporting entities that are included in this joint statement are:

- HII Mission Technologies Corporation (UK Branch Office)
- HII Unmanned Systems, Inc. (UK Branch Office)
- HII Nuclear UK Limited

Each of the reporting entities is ultimately owned by Huntington Ingalls, a Delaware corporation listed on the New York Stock Exchange.

This statement sets out the actions taken to ensure modern slavery is not taking place in the operations or supply chain of the reporting entities.

Our Business and Corporate Structure

Huntington Ingalls is a global, all-domain defense partner, building and delivering the world's most powerful, survivable naval ships and technologies that safeguard the seas, sky, land, space, and cyber. Huntington Ingalls has approximately 44,000 employees.

We are organized into three divisions: Ingalls Shipbuilding (“Ingalls”), Newport News Shipbuilding (“Newport News”), and Mission Technologies.

- Ingalls Shipbuilding - Designs and constructs non-nuclear ships for the U.S. Navy and U.S. Coast Guard, including amphibious assault ships, surface combatants, and national security cutters; Ingalls is the sole builder of amphibious assault ships and one of two builders of surface combatants for the U.S. Navy.
- Newport News Shipbuilding - Designs, builds, overhauls, and repairs more than 800 ships for the U.S. Navy and commercial clients; Newport News’ core business is designing and constructing nuclear-powered aircraft carriers and submarines, and the refueling and overhaul and the inactivation of nuclear-powered aircraft carriers.
- Mission Technologies - Provides a wide range of services and products, including command, control, computers, communications, cyber, intelligence, surveillance, and reconnaissance (“C5ISR”) systems and operations; the application of artificial intelligence and machine learning to battlefield decisions; defense and offensive cyberspace strategies and electronic

warfare; unmanned autonomous systems; live, virtual, and constructive training solutions; platform modernization; and critical nuclear operations.

As part of the Company's overall ethics and compliance program, the reporting entities rely on and leverage HII's enterprise policies, procedures, and training programs, together with division-specific compliance elements that are designed to prevent and mitigate the risk of modern slavery in our business and supply chain.

Our Supply Chain

Suppliers are an integral part of our team and essential to our ability to achieve our business objectives, and we recognise the importance of ensuring oversight of our supply chains to manage and mitigate the risks of modern slavery in our business.

We have an extensive network of suppliers that help support our business and deliver the products and services we provide to government and commercial customers. We have two broad categories of suppliers from which we purchase products and services: (1) suppliers that provide products and services that support the delivery of products or services that we sell directly to our customers and (2) suppliers that provide products and services used to support our internal operations.

Many of our first-tier suppliers are from countries generally considered to represent a lower risk for modern slavery and human trafficking, including the United States.

Managing and Mitigating Modern Slavery Risks

We believe that the highly regulated nature of our business as a government contractor, together with our strong ethics and compliance program, minimizes the risk of human trafficking and slavery within our business and direct supplier base.

Mature Ethics and Compliance Program. We have a mature ethics and compliance program that is designed to review, assess, and monitor certain compliance-related core elements, including related to human trafficking and modern slavery. Our compliance program is led by our Executive Vice President and Chief Compliance and Sustainability Officer with oversight from our Corporate Compliance Council, an executive level cross functional council. Under our compliance program, we review human trafficking and modern slavery compliance as a core element of our compliance program, including due diligence and other efforts to mitigate modern slavery risks, and each of our divisions annually reviews and assesses this core element and develops a related compliance plan to support our compliance and risk mitigation efforts in this area.

Robust Policies and Procedures. We maintain a robust set of policies and procedures that serve as the foundation for, and our designed to support, our efforts to ensure modern slavery does not exist in our business or our supply chain.

[Code of Ethics](#) - Our Code of Ethics and Business Conduct requires that we hold each other and ourselves to the highest standards of ethics and is guided by our longstanding values of integrity, respect, responsibility, safety, performance, and engagement. We see these values and our adherence to them as our corporate responsibility; we see them among the universal, inherent values that protect our dignity and freedom as human beings. Our Code of Ethics can be found [here](#).

Human Rights Policy – In 2024, we published our Human Rights Policy which reflects our commitment to respecting human rights across our operations and stakeholders, based on the principles set forth in the Universal Declaration of Human Rights. A copy of our Human Rights Policy can be found [here](#).

Internal Policies and Procedures– Our “Combating Trafficking in Persons” procedure which is based on applicable U.S. federal law requirements, provides that HII prohibits its employees and contract labor from engaging in activities that support or promote illegal trafficking in persons. Employees and contract labor that violate this procedure are subject to discipline, up to and including termination.

Supplier Expectations and Requirements. Our goal is to ensure that our suppliers meet our strong ethical standards and comply with applicable laws and regulations and our contractual commitments to the U.S. Government, which include those governing human trafficking and forced labor.

Supplier Code of Conduct. As valuable partners to HII, we expect our suppliers to be ethical and compliant in all aspects of doing business with HII. Our Supplier Code of Conduct (the “Supplier Code”) sets forth our expectations and the ethical obligations of suppliers doing business with HII. The Supplier Code sets forth the general expectation that our suppliers comply fully with all applicable laws and regulations, including laws related to modern slavery. The Supplier Code also specifically prohibits suppliers from engaging in the following conduct:

- Using forced, bonded or indentured labor, slavery, or trafficking of persons;
- Destroying, concealing, or confiscating identity or immigration documents;
- Using misleading or fraudulent tactics in recruiting;
- Charging employee recruitment fees or providing inadequate housing based on local standards, laws and directives;
- Failing to provide employment contracts and other documentation in the employee’s native language;
- Failing to provide return transportation upon the end of employment for employees brought to the country for the purpose of working on a U.S. government contract or subcontract;
- Failing to interview and protect employees suspected of being trafficking victims; and
- Hiring prostitutes or other sex workers or engaging in any other activity that contributes to trafficking in persons.

Under our Supplier Code, suppliers must educate employees on prohibited trafficking activities, discipline employees found to have violated the law or rules, and notify the contracting officer of violations and action taken against employees. The Supplier Code of Conduct can be found [here](#).

Contractual Obligations. Our suppliers are subject to certain contractual requirements under our standard terms and conditions that support our efforts to mitigate modern slavery in our supply chain, including the requirement to comply with all applicable laws and regulations. In addition, the terms mandate that suppliers comply with the Supplier Code, which specifically prohibits the use of child labor and human trafficking. HII reserves the right to terminate our relationship with any supplier in the event of any violation of the Supplier Code.

Supplier Due Diligence and Certifications. Supplier due diligence is a core element of our procurement process, and we conduct risk-based due diligence giving due consideration to the reputational, ethical, and legal risks presented by a proposed transaction, among other factors. Our due diligence process includes data certification, periodic reviews of supplier compliance, and audits performed by internal teams and external entities. It also includes processes to assess the risk of and prevent human trafficking, consistent with federal and international requirements. In addition, our supply chain diligence and oversight processes often involve inspections at our direct suppliers' facilities by either our supplier quality organizations or the U.S. Government. We also expect our suppliers to exert due diligence to prevent and detect corruption in all business arrangements, including partnerships, joint ventures, offset agreements, and the hiring of consultants.

As a U.S. Government Contractor, we are subject to, and comply with, the Federal Acquisition Regulation (FAR), including 52.222-50, on Combating Trafficking in Persons. We flow down the applicable FAR requirements to our covered suppliers, subcontractors, and agents and require our suppliers to provide anti-human trafficking certifications and plans where required by the FAR.

Conflict Minerals. We have adopted a conflict minerals policy and related procedures focused on our commitment to sourcing components and materials from suppliers that share its ethical values. HII's policy is summarized on our website: [here](#). HII supports the sourcing of conflict minerals from the DRC through smelters that have been independently verified as "conflict-free."

Supplier Resources and Training. We provide ethics-related information and guidance to our suppliers. HII's Supplier Code delineates a set of high ethical standards for the conduct of our suppliers. Communications about high impact regulations, compliance, and training are communicated to suppliers via email alerts.

Training

Our broad-based ethics and compliance program stresses values, compliance with law, leadership, training, audits, inspections, certifications, and accountability. Our employees are required to complete ethics and compliance training annually. To ensure an understanding of the risks of modern slavery and human trafficking in our supply chain and business, we provide awareness training to our employees as part of our ethics and compliance program. We also provide targeted training annually for certain employees to reinforce the U.S. Government's zero tolerance policy and to raise employee awareness to avoid violation of federal and state human trafficking laws. Training materials are available to contractors and third parties upon request. Human Trafficking Awareness

training is completed annually by employees, across all divisions, who are in positions most likely to encounter, detect, and prevent human trafficking. We regularly review the content of our training material.

Reporting

Under our Code of Conduct, our employees and suppliers are encouraged to speak up if they suspect someone is acting unethically or engaging in illegal conduct. We provide multiple means for reporting such conduct confidentially including anonymous reporting through our OpenLine, which is available 24 hours a day, seven days a week. We have a zero-tolerance policy for retaliation against an individual who in good faith voices a concern, makes a complaint, reports misconduct, reports an illegal act or violation of company policies/procedures, or provides assistance with an investigation.

Evaluating Our Effectiveness in Combating Modern Slavery and Human Trafficking

We utilize a variety of measures as part of our overall ethics and compliance program to monitor and assess the effectiveness in combating modern slavery and human trafficking in our business and supply chain. We monitor our modern slavery and human trafficking compliance efforts across each of our divisions under our compliance program. At the three divisions and the corporate office, employees responsible for managing the human rights core element meet regularly to assess modern slavery and human trafficking risks specific to the respective division. The teams identify corresponding action items to mitigate those risks and are responsible for their implementation. These action items are monitored throughout the year to track progress and ensure timely completion. The core element assessments and risk evaluations ensure HII's compliance program, and its approach to modern slavery and human trafficking is proactive. Any reports or concerns received through our OpenLine or other reporting processes described above are reviewed and investigated. In 2025, we were not aware of any reports or concerns raised regarding, and did not otherwise identify, any incidents of human trafficking or modern slavery in our business or supply chain.

Further Steps and Enhancements

Consistent with our longstanding commitment to ethics and compliance, we will continue to review, enhance, and monitor our efforts to prevent human trafficking and modern slavery in our business and supply chain. Among other things, we will endeavor to:

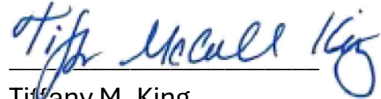
- Ensure internal and external awareness of our existing policies and procedures regarding human trafficking and modern slavery;
- Review and update, where appropriate, our communications to existing and prospective suppliers relating to human trafficking and modern slavery;
- Review internal training resources available to employees and external training and other resources available to suppliers for potential enhancements or other updates;

- Review and update, where appropriate, our existing terms and conditions as they relate to our human trafficking and modern slavery compliance obligations; and
- Continue to monitor changes in applicable law and regulations related to human trafficking and modern slavery.

Statement approval


This statement was approved by the board of directors of HII Mission Technologies Corporation, HII Unmanned Systems, Inc., and HII Nuclear UK Limited on 29 May 2026.

Signed on behalf of HII Mission Technologies Corporation
acting through its UK establishment, HII Mission Technologies Corp.:



Tiffany M. King
Director

Signed on behalf of HII Unmanned Systems, Inc.
acting through its UK establishment, HII Unmanned Systems:



Tiffany M. King
Director

Signed on behalf of HII Nuclear UK Limited:



Tiffany M. King
Director