

MEMO



TO All Hill Employees
FROM Chris Kastner
DATE July 30, 2026
RE Ethics and Compliance Month

Dear Hill Team,

As we head into August I want to remind everyone that this is Ethics and Compliance Awareness Month. The month is intended to reinforce the importance of ethics in our decision-making and actions throughout the year, in continuing to earn the trust of our defense customers.

This year's theme, "Values in Action: Winning the Right Way," reminds us that success in delivering on our commitments requires that we uphold our values. This means consistently respecting our colleagues and stakeholders, adhering to safety standards, performing duties as expected, managing data with care, honoring contracts, safeguarding sensitive information – and other actions big and small that reflect the highest standards of integrity.

Throughout the month of August, you'll see engagement opportunities and reminders around our values and ethical expectations. I encourage everyone to recognize these as an opportunity for reflection and growth.

If you ever suspect a violation of our Code of Ethics and Business Conduct, do not hesitate to speak up. You can report concerns to your manager, Human Resources, a business conduct officer, or through our OpenLine. Hill does not tolerate retaliation against those who report concerns in good faith or cooperate with an investigation. We are committed to maintaining a culture of transparency, accountability, and respect, where everyone feels empowered – and obligated – to do the right thing.

Let's continue to lead with integrity and respect in all that we do. Thank you for living out the values that define Hill.

Respectfully,

A handwritten signature in black ink, appearing to read 'Chris Kastner', written in a cursive style.

Chris Kastner
President and CEO