



PROBLEM RESOLUTION POLICY

NN recognizes that any employee can experience problems at work. NN is committed to providing the best possible working conditions for its employees and as part of this commitment encourages an open and honest atmosphere in which any problem, complaint, suggestion, or question receives a timely response.

NN has adopted the following internal procedures to effectively resolve any issues that may occur. You will not be penalized, formally or informally, for voicing a complaint in a reasonable, business-like manner, or for filing a complaint under the Problem Resolution Procedure. If a situation occurs wherein you believe that a condition of employment or a decision affecting you is unjust or inequitable, you are encouraged to make use of the following steps. You may discontinue the procedure at any time.

Problem Resolution Process

1. Gather all the facts. In order to reach the appropriate solution, all people involved must be fully informed.
2. Report the problem to your immediate supervisor immediately or at most, within 5 calendar days after it occurs. If the supervisor is unavailable to address the problem, or if you believe it would be inappropriate to contact your immediate supervisor, you may present the problem to your supervisor's manager or to another member of your department's management team. You may also contact the site's human resources department, Senior Vice President and Chief Human Resources Officer, or Director of Internal Audit & Chief Compliance Officer or Senior Vice President and General Counsel.
3. The supervisor will respond to the problem during discussion or within 5 business days. Consulting with appropriate management may be necessary. The supervisor must document the discussion.
4. You may appeal your supervisor's answer to their manager, or to another member of your department's management or to the site's human resources department, Senior Vice President and Chief Human Resources Officer, Director of Internal Audit & Chief Compliance Officer or the Senior Vice President and General Counsel within 5 business days if the problem is unresolved.
5. In the event Human Resources is consulted, the Manager counsels and advises the employee. It may be necessary for the site's human resources department to visit with other appropriate individuals. Human Resources must document the discussion, and you may be asked to present your complaint in writing. The HR Manager will work to help resolve the situation, facilitate communication between the parties, and bring closure to outstanding concerns.

6. In situations where conduct falls under the Company's Discrimination and/or Harassment Policy, investigative steps cited in that policy will be followed. The results of the investigation will be communicated to you and, if appropriate, to all others directly involved in the complaint.

Confidentiality

Complaints of misconduct, harassment or discrimination will be kept confidential to the fullest extent possible consistent with the Company's need to investigate the matter. Employees are also urged to keep all information regarding an internal EEO investigation confidential and understand that they are expected to fully cooperate with any such investigation.

Retaliation

Retaliation against any person who in good faith voices a concern, files a complaint with appropriate management or participates in any subsequent related investigation is prohibited. Employees found to have engaged in retaliatory behavior may be subject to discipline up to and including termination.

WHISTLE-BLOWER POLICY

Section 301 of the Sarbanes-Oxley Act of 2002 ("SOX") requires the Audit Committee (the "Audit Committee") of NN, Inc. (the "Company") to establish formal procedures for (i) the receipt, retention and treatment of complaints received by the Company regarding accounting, internal accounting controls, or auditing matters, and (ii) the submission of concerns regarding questionable accounting or auditing matters by employees of the Company on a confidential and anonymous basis.

The Company is committed to achieving compliance with all applicable securities laws and regulations, accounting standards, accounting controls and audit practices.

Accordingly, in order to facilitate the reporting of concerns and complaints, the Company's Audit Committee has established the following procedures for (1) the receipt, retention and treatment of complaints regarding accounting, internal accounting controls, or auditing matters, including concerns regarding questionable accounting or auditing matters (collectively, "Accounting Matters"), complaints regarding possible violations of federal securities laws or regulations (collectively, "Federal Securities Laws Matters"), and complaints regarding violations of the Company's Code of Business Conduct and Ethics ("Ethics Matters"), and (2) the submission by employees of the Company or other individuals on a confidential and anonymous basis, of concerns regarding Accounting Matters, Federal Securities Laws Matters or Ethics Matters.

Whistle Blower Process Administration and Oversight

The Whistle Blower Policy is administered by the Company's Director of Internal Audit &

Chief Compliance Officer, is overseen by the Audit Committee and is approved by the Audit Committee and the Company's Board of Directors.

Submission of Whistle Blower Complaints

Employees and other individuals with concerns regarding Accounting Matters, Federal Securities Laws Matters or Ethics Matters may report their concerns on a confidential or anonymous basis to the Company's Director of Internal Audit & Chief Compliance Officer or Senior Vice President and General Counsel through regular mail, electronic mail or voicemail, as follows:

Director of Internal Audit & Chief Compliance Officer
Cara McConnell
NN, Inc.
6210 Ardrey Kell Road
Charlotte, NC 28277
cara.mcconnell@nninc.com
423.737.2459

or

Senior Vice President and General Counsel
Matt Heiter
NN, Inc.
6210 Ardrey Kell Road
Charlotte, NC 28277
matt.heiter@nninc.com
980.264.4381

In the event an employee or other individual desires to report his or her concern directly to the Audit Committee, such person may submit the issue on a confidential or anonymous basis through the Company's confidential reporting system via (i) telephone or (ii) web interface, as follows:

Reporting Number: (877) 888-0002
International Number (collect): (770) 810-1147
Website Address: <https://iwf.tnwgrc.com/nninc>

Any issue to be reported directly to the Audit Committee through the web interface system should be reported under the category "Accounting & Auditing" or "Corporate Governance/Securities."

Scope of Matters Covered by the Whistle Blower Policy

The Whistle Blower Policy addresses complaints relating to any Accounting Matters, Federal Securities Laws Matters or Ethics Matters, including, without limitation, the following:

- a. fraud or deliberate error in the preparation, evaluation, review or audit of any financial statement of the Company;
- b. fraud or deliberate error in the recording and maintaining of financial records of the Company;
- c. deficiencies in or noncompliance with the Company's internal controls over financial reporting;
- d. misrepresentation or false statement to or by a senior officer or accountant regarding a matter contained in the financial records, financial reports or audit reports of the Company;
- e. deviation from full and fair reporting of the Company's financial condition;
- f. violations of the Company's Code of Business Conduct and Ethics; or
- g. retaliation or discrimination against anyone who, in good faith, make complaints or participates in an investigation pursuant to the Whistle Blower Policy.

Treatment of Whistle Blower Complaints

The Company shall promptly forward to the Audit Committee any complaints that it has received regarding Accounting Matters, Federal Securities Laws Matters or Ethics Matters. Complaints relating to Accounting Matters, Federal Securities Laws Matters or Ethics Matters will be reviewed under Audit Committee direction and oversight by the Director of Internal Audit & Chief Compliance Officer, Senior Vice President and General Counsel or such other persons as the Audit Committee determines to be appropriate. Confidentiality will be maintained to the fullest extent possible, consistent with the need to conduct an adequate review.

In connection with the investigation of a complaint, the Audit Committee, Director of Internal Audit & Chief Compliance Officer and the Senior Vice President and General Counsel may consult with, and obtain the assistance of, any member of Company management who is not the subject of the complaint. In addition, the Audit Committee, the Director of Internal Audit & Chief Compliance Officer and the Senior Vice President and General Counsel may, in its or his or her sole discretion, retain independent legal, accounting or other advisors as may be necessary or appropriate. Prompt and appropriate corrective action will be taken when and as warranted in the judgment of the Audit Committee. The Company will not discharge, demote, suspend, threaten, harass or in any manner discriminate or retaliate, directly or indirectly, against any employee in the terms and conditions of employment based upon any lawful actions of such employee or any other individual in any manner with respect to good faith reporting of complaints regarding Accounting Matters, Federal Securities Laws Matters, Ethics Matters or otherwise as specified in Section 806 of SOX.

Reporting and Retention of Whistle Blower Complaints and Investigation

The Director of Internal Audit & Chief Compliance Officer (in conjunction with the Audit Committee) will maintain a log of all whistle blower complaints, tracking their receipt, investigation and resolution and shall prepare a periodic summary report thereof for the Audit Committee.

PUBLICATION OF THIS POLICY

This Problem Resolution/Whistle Blower Policy shall be communicated to all employees and posted on the Company's website.

Rev. 10.29.20