



December 18, 2020

Austal Team,

Happy Holidays!

As we enter into a new year, I want to take this opportunity to thank each of you for your hard work and valuable contributions throughout what has been a very challenging 2020 and highlight some of the accomplishments we achieved together. Through your diligence and personal efforts, we maintained a safe working environment while we continued to perform our critical mission in support of our Nation's defense. The threat of the pandemic is still very real, so we must remain vigilant.

The success of Austal USA is built on the efforts of every one of you. We have continued to excel in two critical areas – growing our business and supporting our community.

Despite the challenges of the pandemic, we had many successes in growing our business. I want to highlight just a few of them --

- We expanded our Post Delivery Service and Support in San Diego and Singapore
- In autonomy, an important growth area for us, we won a key contract to develop a concept design for the Large Unmanned Surface Vessel (LUSV)
- We continued to deliver EPFs and were awarded a contract to support EPF mission enhancements
- We expanded our Mobile facility by purchasing a dry dock and waterfront property on the west side of the Mobile River -- establishing the Austal West Campus
- And most significantly, we were awarded a grant to add steel shipbuilding capability to our existing operations in Mobile.

We continue to deliver LCSs and EPFs while also transforming our business to remain a market leader into the future.

The other key aspect of our year has been our contribution to our community. This continues to be a source of great pride to me personally and to the Austal leadership. Together, you raised over \$400,000 for the United Way of Southwest Alabama through the Austal USA Golf Invitational and your personal contributions. We continue to support more than 50 charitable and non-profit organizations in our local area and through your direct interaction with our community partners, the Austal family is helping make our community the best place to live, work and play.

Looking ahead, we will continue to build upon the successes of 2020. Our investment in steel shipbuilding has set us up to win major new programs while we continue to win new orders to build aluminum ships as well. We continue to pursue opportunities to increase our operations in San Diego and throughout the Pacific region. We are developing new concept designs to shape future shipbuilding programs. In all, despite the challenges of 2020, the coming year holds great promise.

On behalf of the entire Austal USA leadership team, thank you for the hard work you do each and every day. Please remember to be safe and follow social distancing guidelines during our holiday shutdown so that we can safely resume work when we return on January 4<sup>th</sup> after your well-deserved break.

Best wishes to you and your families as we all look forward to a peaceful, healthy, and successful 2021!

A handwritten signature in blue ink, appearing to read "Craig", is written over the name "Craig" which is printed below it.

Craig