



INNOVATIVE ON LAND.
EXCEPTIONAL AT SEA.

November 18, 2024

AUSTAL USA COMMUNICATIONS

Austal USA Teammates,

I want to thank all of you for the thoughtful questions and valuable feedback you shared with the Senior Leadership Team and me at our All-Employee meetings. You raised some great issues and provided some good ideas for us to consider. Your feedback matters.

The SLT and I are actively reviewing each of your questions, suggestions, and concerns. Many of the issues raised are more complex than they would appear, because they may have impacts across many different areas of our business. I ask for your patience as we do our homework. Please be assured we are committed to addressing all of your feedback, and are working towards solutions that will benefit our organization.

I will be in touch with you soon with more information. My goal is to send out a follow-up message by Friday, December 13, 2024.

Thank you for your patience and understanding.

Sincerely,

A handwritten signature in black ink that reads "Michelle Kruger".

Michelle Kruger

Michelle Kruger



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AUSTAL USA
100 Austal Way
Mobile, AL 36602
251-434-8000

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