



**INNOVATIVE ON LAND.
EXCEPTIONAL AT SEA.**

December 20, 2024

Happy Holidays,

We've been carefully reviewing the valuable feedback and concerns shared during our October All-Employee Meeting. One recurring theme was the desire for more flexibility in our time-off policies, specifically regarding floating holidays and additional paid time off. We're currently exploring options for floating holidays and aim to finalize our decision by early 2025. Please note that the 2025 Holiday Notice will initially list Good Friday as the floating holiday, but this may change as we finalize our plans.

We're also excited to announce that we are looking at refreshing our policies regarding additional time-off, and we hope to share more details by early 2025.

Employee Pulse Survey Insights

We recently conducted an Employee Pulse Survey and are thrilled by the overwhelming response. Over a third of you participated, and we sincerely appreciate your candid feedback. Your insights are invaluable in helping us improve our workplace.

Positive Feedback:

- Many of you are satisfied with your jobs and work environment.
- You feel well-equipped with the necessary tools and resources to perform your roles effectively.

Areas for Improvement:

- Several of you expressed concerns about overall compensation.
- There's a need for enhanced communication and transparency across all levels of the organization.
- Recognizing and celebrating your contributions is crucial for boosting morale and motivation.



**INNOVATIVE ON LAND.
EXCEPTIONAL AT SEA.**

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

Copyright © 2023 AUSTAL USA. All Rights Reserved
austalusa.com



**INNOVATIVE ON LAND.
EXCEPTIONAL AT SEA.**

Next Steps:

To delve deeper into your feedback and ensure we're addressing your concerns effectively, we'll be conducting focus group sessions with a selected group of employees. Human Resources will randomly select participants from various work areas to ensure a diverse range of perspectives. We'll reach out directly to those selected to provide more details about the focus group sessions.

Your feedback is essential to us, and we're committed to creating a positive and productive work environment at Austal USA. We'll keep you updated on our progress and appreciate your continued support.

Thank you again for your participation in the All-Employee Meeting and the Pulse Survey. Together, we can build an even stronger and more rewarding workplace

Sincerely,

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

Michelle Kruger
President

A handwritten signature in black ink that reads "Kristin Parsons".

Kristin Parsons
Vice President, Human Resources



**INNOVATIVE ON LAND.
EXCEPTIONAL AT SEA.**

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

Copyright © 2023 AUSTAL USA. All Rights Reserved
austalusa.com