



**INNOVATIVE ON LAND.
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February 27, 2026

Team Austal USA,

I am pleased to announce that Nick Robertson has rejoined the Austal USA team as our new Director of Human Resources Partnerships. Nick is a familiar face to many in our shipyard, having previously spent nearly a decade here at Austal in various Human Resources roles. Nick brings over 18 years of HR experience across the shipbuilding, aerospace, and manufacturing industries, and he has a firsthand understanding of our unique operational environment. We are excited to have his leadership and expertise back in the yard!

In his role, Nick will oversee the Human Resources Business Partner and Employee Relations functions and also, lead the internal communications strategy. He will be responsible for helping foster the Human Resources department as a strategic partner to the business by bridging the gap between business operations and Human Resources, ensuring our Human Resources strategies help drive business success. Nick and his team will continue to support all facets of Employee Relations and will collaborate closely with the Talent Acquisition, Technical Training, Compensation, Benefits, Organizational Development, and Learning teams in providing the full spectrum of HR and HR-related support.

Nick's return to Austal comes at a pivotal time as we continue to focus on hiring top talent and strengthening retention. His depth of experience and institutional knowledge will be instrumental as we continue strengthening a workplace that supports our immediate operational needs, our long-term growth, and a safe, healthy, and happy environment where we are all proud to work. Nick's expertise in building strong relationships across every level of the organization will be a key asset to our mission.

Please join me in extending Nick a warm "welcome back" to Austal USA.

Sincerely,

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

Kristin Parsons

Vice President, Human Resources



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