

January 29, 2026

All Employee Communications - Part 1 of 4

Workforce Strategy & Training Expansion

As we aim to double the size of the workforce by 2030, the question we often receive is: how are we building the skilled workforce needed for today and the future? As an initial matter, Production Leadership meets weekly with Human Resources to ensure staffing and training priorities are aligned and to make adjustments as needed. But, in terms of what those priorities actually are, the long-term solution centers on scaling the Austal USA Apprenticeship Program and expanding both internal and external training capacities, as supplemented by external recruitment efforts.

Internal Employee Training

While we have always aimed to develop talent from within, we are now placing a stronger, more intentional focus on expanding those efforts. By expanding our internal training capacity, we invest in our employees' growth, enabling them to take on new challenges, grow and develop in their careers, and contribute to our long-term strategic success.

- **Focus:** We are committed to developing new programs that support all employees—across both Production and Production Support roles—while expanding leadership development opportunities for current leaders and rising leaders and continuing to broaden our professional development offerings.
- **Apprenticeship:** While the Apprenticeship Program is geared towards entry-level candidates, opportunities for participation in the program extends to current employees as well.
- **New Learning Library:** A new learning library, Skillsoft, will be housed in Workday Learning soon, offering development across a wide variety of topics. Please be on the lookout for more information on the Skillsoft launch!

Training Expansion and Capacity

- **Austal USA Apprenticeship Program:**

- Our goal is to have the largest apprenticeship program in Alabama by 2027.
- Currently, we have 170 Apprentices with a new cohort starting in March.
- Apprentices are working in Fabrication, Electrical, Pipe Fitting, Pipe Welding, and Fitout, and a new Designer apprenticeship program is planned for 2026 in collaboration with Bishop State Community College (BSCC), aimed at transitioning Production employees into Engineering support roles.

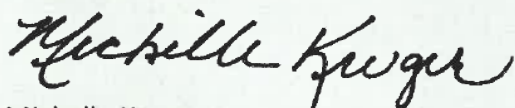
- **Capacity Increase:** We recently launched night shift training at the Maritime Training Center (MTC) to significantly increase on-site training throughput.

- **External Partnerships:**

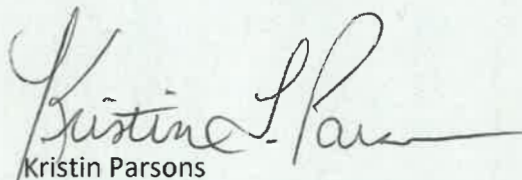
- We are continuing to partner with the Maritime Industrial Base (MIB) to establish training programs at BSCC and Coastal Alabama Community College (CACC).
- BSCC currently hosts the Ship Fitter Program and will soon add Pipe Fitting and Electrical programs; CACC currently hosts the Pipe Fitter Program.
- Our plan is for both institutions to offer training across all primary trades by the end of 2026, producing graduates equipped to enter/re-enter the Production workforce at a B Class level.

Together, these workforce and training initiatives form a comprehensive, scalable approach to meeting Austal USA's future workforce needs. By aligning leadership, expanding apprenticeship and training capacity, strengthening external partnerships, and deepening our commitment to internal talent development, we are building a sustainable pipeline of skilled employees and leaders. This balanced strategy ensures we are not only prepared to meet the demands of growth through 2030 but also positioned to support our employees' long-term success and the continued execution of Austal USA's strategic objectives.

Sincerely,



Michelle Kruger
President



Kristin Parsons
Vice President Human Resources