



INNOVATIVE ON LAND.
EXCEPTIONAL AT SEA.

March 27, 2025

Hello, Austal USA team!

We are excited to provide some key updates on two new initiatives. Please read on!

As mentioned in prior communications, we are rolling-out additional paid time-off benefits. Specifically, on March 31, 2025 we will launch a revised Vacation policy that will award additional time-off based on your anniversary date as follows:

At Anniversary	Current Vacation	Current Accrual Rate (hours/week)	New Additional Vacation	New Total Revised Vacation	New Accrual Rate (hours/week)
6 (year 7)	120 hours	2.31	8 hours	128 hours	2.46
7 (year 8)	120 hours	2.31	16 hours	136 hours	2.62
8 (year 9)	120 hours	2.31	24 hours	144 hours	2.77
9 (year 10)	120 hours	2.31	32 hours	152 hours	2.92
10-12 (years 11, 12, 13 of employment)	120 hours	2.31	40 hours	160 hours	3.08
13-16 (years 14, 15, 16, 17 of employment)	120 hours	2.31	56 hours	176 hours	3.38
17- 19 (years 18, 19, and 20 employment)	120 hours	2.31	72 hours	192 hours	3.69
20+ (years 21 of employment and up)	160 hours	3.08	40 hours	200 hours	3.85

Your Vacation accrual will automatically be updated in Workday. If you are in your 7th year of employment or after, you will start accruing at the appropriate rate designated above beginning March 31 until your next anniversary date; on your next anniversary, your accrual rate will be aligned with the designation above, and so on each year thereafter.

All standard (current) policies regarding Vacation usage remain in place (e.g., how to request Vacation time, use of Vacation time in 2-hour increments, Vacation time and Personal Time within the same day cannot be combined, etc.). If you have any questions about the new policy, please speak with a Human Resources representative.



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We are thrilled to be able to provide this additional benefit to our workforce, and we hope that you will use this additional time-off to your liking.

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



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