

THE AUSTAL TIMES

JAN 2026
ISSUE NO 1





Austal USA Team,

As part of our continuous effort to enhance internal communications, ensure efficiency, and provide you with the most relevant and timely information, we will be consolidating our current schedule of both a monthly newsletter (focused primarily on employee recognition) and a quarterly newsletter (focused on broader corporate news and strategic updates) into one monthly publication, **The Austal Times**.

As we continue to navigate a period of extraordinary growth, expanding our capabilities from surface ships to critical submarine module manufacturing, this monthly format will allow us to shine a regular spotlight on the outstanding work being done across all teams. Employee recognition will now be the core feature of every issue.

We believe this consolidation will not only simplify our communication channels but also make our content more impactful and engaging.

Thank you for your continued commitment to Austal USA. We look forward to sharing your stories and the success of our company in this streamlined format.

Sincerely,

A handwritten signature in black ink that reads "Michelle Kruger". The script is fluid and cursive, with the first name and last name clearly legible.

Michelle Kruger

PASSION PROJECT



Pictured left to right: Pam Rhea, C. Nicole Dumas, Martha Loraine Talbert

In November 2011, Loraine Talbert was diagnosed with Stage 2, triple negative breast cancer. Loraine recently shared her thoughts on the experience.

“When you are diagnosed with breast cancer you have all these emotions: anxiety, depression, anger, uncertainty about the future, hopelessness, fear of recurrence of cancer, fear of separation from relatives, decrease in self-esteem, impairment of body image, fear of losing. My Faith in Christ gave me the strength to fight this battle! Breast Cancer Awareness is a way to show our support for the ones that are on the Journey, the ones that are Survivors and the ones that have lost the Battle!”

In October, the Finance Department hosted a special celebration in recognition of Breast Cancer Awareness Month. The event served as a meaningful opportunity to honor our survivors, remember those who have lost their battle, and show continued support for awareness, research, and early detection efforts.

We extend our sincere appreciation to the Finance team for organizing this thoughtful gathering and for fostering a sense of unity and compassion across our organization. Through efforts like these, we are reminded of the importance of awareness, support, and hope in the fight against breast cancer.

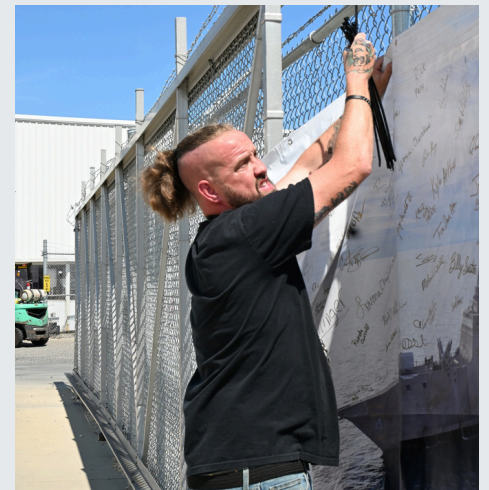


THE FORCE BEHIND THE WORK: SITE SERVICES & MAINTENANCE

Shoutout to our incredible Site Services team and our Maintenance team.

They both work tirelessly behind the scenes to keep our shipyard running smoothly and looking its best. From managing supplies to maintaining equipment, their dedication doesn't go unnoticed. Their hard work creates a cleaner, safer, and more comfortable environment for all of us every single day.

Huge thanks to both crews for keeping our workplace shipshape.



AUSTAL USA DELIVERS ELECTRONIC DECK MODULE (EDM) FOR SSN 805 USS TANG TO ELECTRIC BOAT



On September 23, 2025, Austal USA delivered its first Electronic Deck Module (EDM) to Electric Boat (EB). The EDM then transitioned to the EB facility in Quonset Point, RI where it will be final outfitted prior to end loading into the USS Tang SSN 805.

After several months of construction, the second level deck assembly was transported to the blast and paint facility on August 10, 2025, and returned to Bay 4 fully coated on August 23, 2025. The final stacking of the earlier preoutfitted first level and the freshly painted second levels commenced immediately upon return to the bay. This stacking and construction effort kicked off a final three week long push by the production team to fit and weld the stacked first and second levels in time to achieve the ship out date of September 23, 2025, while allowing time to do a final clean and shrink wrap the completed unit.

To meet this construction completion milestone, the joint Austal/EB management team developed comprehensive plans and resource needs enabling the successful completion of all associated fit and welding requirements to the enhanced EB standards meeting all accuracy control, visual inspection, and magnetic particle inspection requirements for all welds to complete the construction of the 118 ton module. The team further prepared all the erection joints between the upper and lower units for full paint coatings application.

A noteworthy fact is that this was the first stacked EDM unit ever constructed offsite from an EB facility.

Following two months of continuous effort and overtime, the team's final push—a three-week, 7-days/week, multi-shift operation—is a powerful testament to our dedication to the agreed workscope and our commitments to EB and the US Navy. Our customer not only supported this final feat but also congratulated the team, acknowledging they had serious reservations about our ability to meet this milestone within the challenging timeframe.

Congratulations to the team on a job well done!

CREWS OF THE MONTH

THIS AWARD SHINES A LIGHT ON THOSE SPECIAL MOMENTS WHEN A CREW GOES ABOVE AND BEYOND. IT'S A WAY TO CELEBRATE OUTSTANDING TEAMWORK AND INSPIRE EVERYONE TO KEEP GIVING THEIR BEST—BECAUSE EVERY EFFORT HELPS PRODUCTION SHINE!



FABRICATION - FA

Crew: Austin (Supervisor), Andrew, Clifton, Cristian, Darren, Demarcus, Forrest, Jamarcus, Jared, Sonny, Spencer, & Tuong

We are proud to honor this outstanding crew for their performance and unwavering dedication. Even in the face of adversity, this crew came closer together and showed incredible resilience and support for one another. Their overall good attitude, professionalism, and teamwork have truly set them apart. Congratulations to this crew!



FITOUT - MMF 1

Crew: Dominic (Supervisor), Joe, Clayton, Mark, & Shelby

This outstanding team has consistently demonstrated exceptional efficiency and dedication across multiple projects. They work safely, smartly, and with a commitment to continuous improvement on every task they tackle. Known for efficient and high quality exhaust and pipe insulation applications, they stand out as a hard working crew. Great job and thank you to this Fitout crew!



LOGISTICS - SARALAND WAREHOUSE

Crew: George (Supervisor), Ali, Robert, Lewis, & Reggie

The Saraland Warehouse Team has excelled in managing the challenges of operating under both Austal USA and EB regulations, that include different systems and expectations while maintaining efficiency and accuracy. Over the past year, they transformed this warehouse into a model of safety and accuracy through hard work, process improvements, and teamwork. Saraland Logistics team, way to go!



TEST & ACTIVATION - FA

Crew: Doug (Supervisor), Austin, Lane, Michael, Rhonda, Jeffery & Preston

This crew demonstrates exceptional leadership and a commitment to our collective success. They were instrumental in the successful LCU weight test as they took the initiative to unite and coordinate the efforts of both deck and auxiliary teams. This crew is always hands-on, using every task as a teaching moment. Congratulations to this great crew!



MACHINERY - MMF 1

Crew: Anthony (Supervisor), John, & Marcus

This crew has been working on every single mod coming down the line on both the MM2 steel side and MMF1 aluminum side, including the drydock. This small team has taken on massive workloads, and their ability to adapt truly sets them apart. Their consistent performance and quiet professionalism are a vital part to our success. Job well done and thank you to this crew!



LOGISTICS - MMF WAREHOUSE

Crew: Jonathan (Supervisor), Tremane, Shuntel, & Tyrone

This crew is being recognized for their incredible initiative. For the past year, they have been independently reorganizing the warehouse, from re-labeling bins to breaking down pallets. Their proactive efforts have led to huge gains in efficiency and made the warehouse a safer place for all of us! Thank you to Jonathan and his team!

CREWS OF THE MONTH

MAINTENANCE (DAY/NIGHT SHIFT) - MOBILE FACILITY



Often the first in and the last to leave, these professionals work behind the scenes to ensure our mission never stops.

From critical repairs to daily upkeep, their technical skill and “can-do” attitude keep our gears turning and our production teams moving safely.

Thank you for your dedication and for always being there when we need you the most!

PIPE - MMF 2



We are incredibly proud to highlight the exceptional work of Desmond and his crew from the Austal USA Pipe Department, working on the Coast Guard Offshore Patrol Cutter program in our Module Manufacturing Facility - Jeremy, Matthew, Jackson, Mike, Eduardo, Jarvis, Ashley, Desmond, Jose, Travis, Robert, Ramiro, Rafael, Jamanni, and Whitney.

This team consistently exemplifies Austal USA’s commitment to safety and excellence. By prioritizing open communication and looking out for one another, they ensure every project is completed safely and without compromise. Their coordination and planning are second to none, consistently delivering high-quality results.

Thank you for your hard work, dedication, and for showing us what true teamwork looks like!

CONGRATULATIONS RISING STARS

THIS AWARD RECOGNIZES EMPLOYEES WITH UNDER TWO YEARS OF TENURE WHO EXCEL IN PERFORMANCE, TEAMWORK, AND POTENTIAL, EMBODYING AUSTAL'S VALUES AS RISING LEADERS AND KEY CONTRIBUTORS.



DALE TURBERVILLE

Since joining the team over a year ago, Dale has quickly made a lasting impression through his strong work ethic, eagerness to learn, and consistent positive attitude. His curiosity and initiative have set him apart from the start, and he continues to demonstrate professionalism and composure under pressure. Congratulations to Dale on receiving the Rising Star Award - an achievement that highlights his dedication, talent, and bright future with the team.



LEAH COVINGTON

We are proud to recognize Leah on the Visitor Control team as a Rising Star. In a short time, she has become known for her positivity and can-do contributions. Leah eagerly takes on new challenges and quickly steps into any role on her team when needed. Her clear excitement to learn the Austal way of operation has made an impact on the company. For her incredible drive, immediate readiness to lead, and proven ability to overcome challenges, Leah is deserving of this recognition.



LANE COOK

We are thrilled to recognize Lane in Test and Activation as a Rising Star. In less than a year, Lane has made a mark with his dedication and positive attitude. He has demonstrated commitment, dedication to his work and his team by always being ready to listen and assist. His remarkable eagerness to learn and improve demonstrates he has great potential as a Rising Star and is deserving of this recognition.



AIDAN WALKER

In recognizing Aidan as a Rising Star, we celebrate an incredible refusal to quit or give up on difficult tasks, despite being new to the trades. Perseverance is matched by a proactive desire to learn, including volunteering to mastering challenging new equipment. On top of these technical achievements, Aidan has consistently maintained a positive attitude and good manners, all while continually striving to improve and learn.



NATHAN PULIAS

In recognizing Nathan as a Rising Star, we celebrate an exceptional ability to strike the balance between independent work and team commitment. This proves Nathan is equipped to handle both the technical demands and the interpersonal challenges of the workplace. With consistent performance and willingness to accept new responsibilities, Nathan demonstrates a profound commitment to Austal USA's success.



AUSTIN ALFORD

In recognizing Austin as a Rising Star, we celebrate the positive impact on peers and systems. In a short timeframe, Austin has taken ownership of some of our most challenging technical areas, quickly becoming an expert on multiple systems. We are excited to celebrate Austin for his ability to provide sound, ship-wide solutions and for an unwavering dedication to providing value wherever possible.

IN LOVING MEMORY OF KITTY MEOW (AKA "T-BAR")

It is with heavy hearts that we announce the passing of our beloved friend and colleague, Kitty Meow, who passed away at the venerable age of 15 or 16. For years, Kitty wasn't just a cat; she was an essential part of the Austal USA team, diligently serving as the MMF warehouse's unofficial pest control specialist.

Kitty Meow was a master of her craft and her dedication and unparalleled hunting skills kept our workplace safe and sound. But beyond her professional accomplishments, Kitty was a cherished companion. She will be remembered for her sweet nature, her love for napping in the most unexpected places, and the warmth she brought to everyone she met. Kitty Meow taught us that even the smallest among us can have the biggest impact.

She will be deeply missed by all who had the pleasure of working alongside her. May her memory live on in the quiet corners of the warehouse she so fiercely protected.



BUILD STRATEGY: LESSONS FROM THE PAST, FOCUSED ON THE FUTURE



A cornerstone of our recent improvements has been the reintroduction of the LCS Build Strategy model, thanks to the joint efforts of Engineering, Production Control, and Production. This strategy has already delivered measurable results, including:

- Improved fabrication cost control
- Better adherence to schedule
- Reduced rework
- Increased predictability in key milestones for stacking and painting of modules

As we continue forward, we remain committed to refining and improving the build strategies. Please continue to look for opportunities to improve; our focus is on driving down cost, minimizing rework, and optimizing the process to deliver high-quality results on time and on budget.



THE EXPERIENCE EXCHANGE

This section features our tenured team members and honors their years of dedication and shares the wisdom they've gained along the way.

For nearly 19 years, Aaron Bradley has been a dedicated member of the Austal USA team, embodying the spirit of hard work, growth, and positivity. Aaron began his career as a pipe fitting apprentice in 2007 with forward thought and diligence; he is now a Project Coordinator III on TATS. His journey is a true testament to the opportunities that come from applying yourself, staying focused, and embracing every challenge along the way. Transitioning from a pipe supervisor into project coordination allowed Aaron to discover his real passion: empowering and inspiring his team. This career-defining shift allowed him to champion the idea that with enough dedication, any goal is within reach—a philosophy he brings to every project he coordinates. When asked to sum up his time at Austal, Aaron described it in two words: life changing.

What Aaron appreciates most about working at Austal is the stability the company provides. He's grateful for the opportunities to grow, and for the supportive environment that allows him to do so. Among his favorite Austal traditions is Family Day, where employees can share their workplace with loved ones during tours of the shipyard, giving a chance for families to see firsthand the impressive facilities and the hard work that goes into each project.

Looking to the future, Aaron hopes to see continued stability for Austal and its employees for decades to come. His advice to new team members is simple but powerful: stay focused and remember why you're here. He encourages newcomers to embrace change positively, use their resources, lean on their team, and never hesitate to ask questions. Above all, Aaron reminds new employees to be thankful and remain humble yet confident.

Every day, Aaron reminds us that “the sky is the limit” and “it’s a great day to be alive.” With team members like him, it’s also a great day to be part of Austal USA.

EMPLOYEE SPOTLIGHTS:



CHRIS SMITH

In October, Chris Smith represented Austal and served as a highly respected and engaging panelist for the special campus screening of the documentary, *The Nuclear Frontier*, held at the University of Alabama.

During the post-screening discussion, Chris's insights proved to be incredibly informative. Many individuals took the time to share how much they appreciated the fresh, well-articulated perspectives Chris offered—perspectives that are naturally shaped by the innovative work we do here at Austal. Chris's ability to clearly communicate complex ideas and engage the audience helped bridge the gap between academic theory and practical industry application.



ENOCH CAPPS

Enoch Capps has been instrumental in advancing our engineering data transformation efforts. Through his dedication and technical expertise, he has developed innovative tools and applications that have enhanced our ability to manage and transform engineering data more efficiently and accurately.

Enoch's commitment reflects not only his technical skill but also his deep understanding of the team's needs and the broader business goals. We are grateful for Enoch's dedication and look forward to his continued contributions as a key driver of innovation and efficiency!



TEAM SUBS ACHIEVES OSHA RECORDABLE INCIDENT FREE FOR MORE THAN 220 CONSECUTIVE DAYS

The Austal USA / Electric Boat submarine production team has achieved an outstanding safety milestone, remaining OSHA recordable incident free for more than 220 consecutive days. This is a powerful reflection of their professionalism, precision, and unwavering commitment to their own safety as well as to the safety of everyone around them.

In an environment where complex machinery, tight spaces, and demanding schedules are part of daily operations, this accomplishment underscores the effectiveness of rigorous safety protocols, continuous training, and strong teamwork across the production floor. It also highlights a culture where every team member takes responsibility not only for the quality of their work, but for the well-being of their colleagues.

Surpassing 220 days without injury is more than a number; it is a clear demonstration of operational excellence and a shared dedication to protecting people while delivering mission-critical submarine modules. Operational teams from both organizations are collaborating closely to enhance Austal's capabilities and throughput. This development remains centered on cultivating a rigorous safety culture for everyone involved in the program.

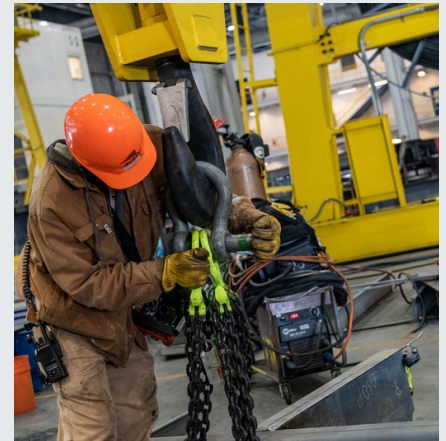
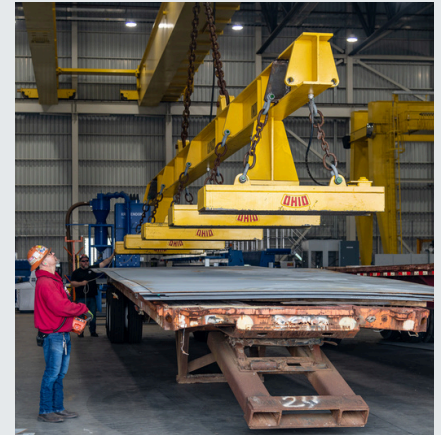


MMF UPDATE: PROGRESS, PEOPLE, AND PERFORMANCE

As we closed 2025, the Module Manufacturing Facility (MMF) had much to celebrate. New team members joined, and significant progress on module construction got underway.

It was a bittersweet moment seeing the last aluminum modules for EPF 16 leave the MMF; 15 years of dedication and teamwork went into constructing EPF modules.

The EPF program has been a cornerstone of Austal USA's contribution to U.S. maritime logistics and expeditionary operations, providing fast, flexible support for a wide range of fleet missions. With the christening of the final EPF vessel, Austal USA continues its legacy of supporting the U.S. Navy with innovative ship design and construction excellence.



PRODUCTION HIGHLIGHTS

MMF 1:

- LCU 2 is staged in the high bay and preparing to begin upper module stacking.
- LCU 3 continues to advance through the MMF, with outfitting progressing and lessons learned being efficiently incorporated.
- LCU 4 is completing the cut phase and preparing to enter the steel panel line.
- OPC aluminum modules are moving through the MMF with focused efforts to recover schedule and maximize outfitting completion.

MMF 2:

- TATS 851 modules have completed MMF processing.
- TATS 852 is progressing on plan, leveraging lessons learned to maximize outfitting efficiency.
- All OPC-1 modules are under construction; six have completed Blast and Paint, with the remaining 13 targeted to complete paint by June 2026.
- OPC-2 is in the steel panel line and will enter the MMF module phase shortly.

Overall progress reflects strong execution, disciplined planning, and effective cross-team coordination.

NOMINATE OUR SHIPYARD STARS & JOIN DOCKSIDE DIALOGUES

Great work happens every day—help us make sure it gets recognized!

If you see a teammate going above and beyond, don't keep it to yourself.

Submit your nominations for next month's issue by scanning the QR codes below.

Let's keep celebrating the people who make Austal move.

CREW OF THE MONTH

Our Crew of the Month award recognizes teams for outstanding performance, teamwork, innovation, and safety. Nominate a crew by scanning the QR Code!



RISING STAR

Nominate a new Austal USA team member who's showing outstanding performance, collaboration, growth, or leadership potential. Nominate a teammate using the QR Code!



DOCKSIDE DIALOGUES

Join us for lunch and an open discussion where employees share ideas, contribute solutions, and connect with the Executive Leadership Team. Sign up by scanning the QR Code!



CELEBRATING YOU.

The Austal Times: Your Monthly Employee Spotlight

The work you do every day is incredible. The Austal Times is our monthly spotlight on the people, projects, and "good news" that make us the best in the business.

WE WANT TO HEAR ABOUT:

Big Wins: Project successes & team achievements.

Top Talent: Awards, honors, & training milestones.

Good Vibes: Shout-outs, volunteer work, & community events.

Customer Praise: Positive feedback from the fleet.



GOT NEWS? SEND IT IN!

Help us celebrate our wins. Send your stories, shout-outs, and photos to:

NewsletterInfo@austalusa.com

Scan to email us directly from your phone!

