

THE AUSTAL TIMES

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The logo for AUSTAL USA, featuring a stylized white graphic of three horizontal lines above the word 'AUSTAL' in a bold, sans-serif font, with 'USA' in a smaller font below it.

TENURE CELEBRATION

BUILT ON DEDICATION: CELEBRATING OUR TENURED EMPLOYEES

The true foundation of Austal USA is the people who show up day after day, year after year, committed to our mission and to their teammates.

On February 19, 2026, we gathered to recognize employees who reached significant service milestones during the 2025 calendar year—10, 15, and 20+ years with Austal USA. These team members represent decades of dedication to the yard, bringing skill, consistency, and institutional knowledge that help keep our operations moving forward.

For many of our honored employees, their careers have grown alongside Austal USA itself. They have seen new programs begin, new technologies introduced, and new teammates join the workforce. Through it all, they have remained a steady presence, mentoring newer employees, sharing hard-earned expertise, and helping uphold the standards that define the work produced here. The experience carried by our long-tenured employees is one of the company's greatest strengths. Their knowledge shapes how we solve problems, improve processes, and continue delivering high-quality vessels to our customers.

The annual tenure recognition event is a small way to pause and acknowledge the impact our longer tenured employees have made over the years. Each milestone represents countless early mornings, long shifts, challenges overcome, and successes shared with teammates across the yard.

We are grateful for the commitment, professionalism, and pride these employees bring to their work every day. Their dedication has helped build not only the ships that leave our docks, but also the culture and legacy that continue to define Austal USA.



RECOGNITION PROGRAMS

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!



DONNIE AND THE SCAFFOLDING CREW - ANTONIA, HORACE, MATT, TIMOTHY, AND BYRON.

THEIR TEAMWORK, DEDICATION, AND WILLINGNESS TO SUPPORT EACH OTHER IN EVERY WAY IMAGINABLE MAKES THEM TRULY OUTSTANDING.



DYLAN AND THE PIPE CREW - ADAM, ANTHONY, CARRERA, CODY, DANIEL, DONALD, DYLAN S, DYLAN W, HECTOR, JEREMIAH, JOSHUA, KYLE, LUIS, SETH, TERRY, TONEY, TYLER, AND VICTOR.

IN A HIGH-DEMAND ENVIRONMENT, THIS PIPE CREW HAS CONSISTENTLY RISEN TO THE CHALLENGE, PROVING THAT SUCCESS IS BUILT ON GRIT AND COLLABORATION.

THE EXPERIENCE EXCHANGE

The Experience Exchange shines a spotlight on our crew. We hear from a tenured teammate about their years of dedication, experience, and insights they've gained.



Steven "Scott" Johnson | Senior Structural Welder | 25 Years

For nearly twenty-five years, Stephen "Scott" Johnson has been a vital part of the Austal USA story, building a career defined by pride, hard work, and the strong bonds of the shipyard community. His journey began when a friend he worked with at Mobile Space was offered a supervisor position and asked if Scott would be interested in joining his crew. Scott took the opportunity and started wherever he was needed picking up screws in the parking lot, painting cabinets and boxes, and helping with whatever work needed to be done.

As the shipyard began to grow, especially when ferry production started, Scott watched Austal USA expand quickly. "Every time you blinked something new had happened," he recalls. He first worked in the Fitout department before moving to Fabrication, where he discovered welding came naturally to him. Welding also runs in the family, as five of his brothers are welders, even though he never originally expected to follow that path.

Today, Scott works as a Senior Structural Welder and enjoys being part of the process that brings each vessel together. "While Austal is growing, it tells me there is job security. I know there is a lot of work coming." He especially enjoys the team around the small components area and the relationships he has built over the years.

One of his favorite memories happened during his time in Fitout when employees were allowed to bring their spouses along for a sea trial down the river. Stephen and his wife were able to ride along at dusk and walk through the ship. "To see and show the finished product was great," he says.

After twenty-five years, he describes his time at Austal simply: "It's been a journey. I've met so many different people and have seen so much talent here." His advice to others is to stay open to learning. "Pay attention to your mentors. They'll show you the easiest route and help you learn. Don't ever feel like you can't learn something because someone can always teach you."

Looking ahead, Scott hopes to see the company continue to grow. "I'd like to see us accomplish more growth so my kids can work at Austal USA."

After a quarter-century of dedication, Scott's journey remains a powerful reminder that at Austal USA, our greatest strength isn't just the ships we build, but the people who build them. Congratulations, Scott, on 25 incredible years.

CELEBRATIONS



A HISTORIC FIVE-WEEK EVOLUTION

Over the past several months, the marine operations crew, Test and Activation, Crane and Rigging, Projects, Safety, hull/vessel support, and trade support successfully executed an exceptionally demanding sequence of operations that culminated in what may have been the most intense five-week evolution we have experienced at Austal USA.

During this period, the team completed five rollouts from land to barge, seven waterborne movements, five sea trials, two vessel launches, and the erection of two super modules weighing approximately 3,000 tons each. The scale, pace, and complexity of these activities required meticulous planning, precise coordination, and a tremendous amount of effort from across the organization.

This achievement is a testament to the grit and collaboration of our expanded team, proving we can meet even the most intense operational demands when we work as one. The success of this evolution is a testament to the commitment and capability of everyone involved, and it stands as one of the most impressive coordinated efforts undertaken at Austal USA.

A sincere thank you and congratulations to the entire team for the hard work and focus shown over the past couple of months.

CELEBRATIONS

MAKING AN IMPACT: TANISHIA POWE

We are proud to recognize Tanishia Powe, Industrial Cleaner Supervisor, for her commitment to excellence and community leadership. A dedicated member of the Austal USA team since 2014, Tanishia recently took the initiative to represent our company at Bel-Aire Elementary in Gulfport, MS.

Tanishia visited Ms. Holcombe's 1st-grade class to introduce the students to the world of shipbuilding and got them excited about what we do here at Austal USA. She was able to play some great videos about Austal and managed an engaging Q&A session, answering questions about the construction timeline of our vessels and how students can one day pursue careers in shipbuilding or maybe one day be a ship captain. By sharing her knowledge, Tanishia is helping to inspire the next generation and has been asked back to speak to the 6th grade class in the future.

Thank you, Tanishia, for your 12 years of service at Austal USA and for being such a positive ambassador for Austal USA in the community!



RECOGNIZING EXCELLENCE: ROMAN ECKER AND CREW



We would like to recognize Roman Ecker's crew for their outstanding work on the Submarine Program. Roman and his team led the way in performing the first blown fiber installation at Austal on the CCSM 805 module. This was a significant milestone, and their professionalism and attention to detail set the standard for future work.

The crew has also worked alongside an EB subject matter expert to learn how to properly perform the blown fiber installation. Through strong teamwork and a commitment to getting it right the first time, they successfully completed the blown fiber work on the first pass. In addition to executing the work at a high level, Roman and his team also took the initiative to walk executive leadership through the blown fiber process, educating them and demonstrating how the job is performed.

Thanks to Roman and his crew's excellent performance during this first installation, we will continue implementing blown fiber work on future CCSM modules with confidence.

CELEBRATIONS

A SPECIAL THANK YOU

A massive shout-out to the Austal USA Vessel Support Crew for their incredible dedication and precision over the last few months. Their behind-the-scenes commitment is vital to our maritime success, having supported a series of high-profile milestones including the T-ATS and EPF launches, as well as the complex transport of the Auxiliary Floating Dry Dock (AFDM) to the Alabama Shipyard. From the early morning shifts to the high-pressure launch windows, these professionals ensure that "Austal Built" remains a gold standard for both our partners and customers.



BUILDING OUR MASCOT—TOGETHER!

We're excited to launch the search for Austal USA's new mascot, and we want your ideas leading the way! Submit your concept by scanning the survey QR code below and help shape a new part of our identity.

All participants will be entered for a chance to win a prize, with more details coming soon!



*Mascot ideas must be aligned with Austal USA's Code of Conduct, Expectations Policy, and values. Submissions referencing political figures or copyrighted characters will not be considered.

Please contact the HR Team if you have questions.

CELEBRATIONS



T-ATS 12: LAUNCH READINESS

While reaching launch readiness for T-ATS 12 was a monumental team effort across all trades, TC Shepherd served as the engine driving those efforts. TC stepped into the T-ATS Project Coordinator role from Post-Delivery, which was a transition that came with a steep learning curve. With a background in electrical and no prior experience in new construction coordination, structural work and piping were largely outside his “wheelhouse.” Furthermore, because the T-ATS 11 team was rightfully focused on their own critical milestones, TC had to navigate much of his new territory with limited oversight.

Refusing to let these challenges limit his success, TC proactively sought guidance from the T-ATS 11 team (Mike Tinsley, Bubba Eddins, and Lewis Vankirk) to master the build strategy, Stage 1 requirements, and the rigorous standards needed to sell tanks to the government. Simultaneously, he embedded himself with the Fabrication, Pipe, and Paint teams to drive the tanks to readiness.

As the only full-time coordinator on the deck plate for T-ATS 12, TC was the central driver from the moment grand blocks arrived from the MMF through full hull integration. His dedication didn't just meet the requirement, it exceeded it. While 67 tanks were required for Stage 1 completion prior to launch, TC successfully sold 68, with the remaining four non-critical tanks already well underway.

TC's journey is a testament to how craftsmanship and a “One Team” mentality can overcome any disadvantage.

CELEBRATIONS

SPOTLIGHT ON SAN DIEGO: CRANE & RIGGING EARN HIGH PRAISE

Our San Diego Crane and Forklift Operations team recently received a glowing Letter of Appreciation from the Supply Officer of the USS OMAHA (LCS 12).

Over a demanding seven-month period (from August 2025 through March 2026), the team was recognized for executing "countless crane lifts" with "exceptional precision."

The Navy specifically commended our teammates for their "unwavering openness to assist at any hour" and described them as the "gold standard in safety." This level of professionalism and adherence to safety protocols set the benchmark for the entire industrial environment during the ship's availability.

Congratulations to the San Diego crew on this well-deserved honor!



MORE THAN SHIPBUILDING: OUR COMMITMENT TO SAVING LIVES



Our workplace blood drives bring the team together for a vital purpose: saving lives.

Thanks to your generosity and our partnership with the American Red Cross, we consistently meet or exceed our donation goals across all departments. Whether you are a regular donor or looking to start, we invite you to join us for our next drive on **May 14, 2026**. Your willingness to help others reflects our commitment to both building great ships and strengthening the communities we serve.

Thank you from the Austal Benefits Team!



CELEBRATING YOU.

GOT NEWS? SEND IT IN!

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.



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

NewsletterInfo@austalusa.com

Scan to email us directly from your phone!

AND, WE ARE EXCITED TO CONTINUE DEVELOPING OUR EMPLOYEE RECOGNITION PROGRAMS, INCLUDING:

The Rising Star Award recognizes new team members who are standing out through strong performance, teamwork, growth, and leadership potential.

Crew of the Month celebrates teams who go above and beyond in performance, collaboration, innovation, and safety.



CREW OF THE MONTH



RISING STAR AWARD

Scan the QR codes to nominate a teammate or crew making an impact.