

MEMO



TO All Hill Employees
FROM Chris Kastner
DATE Nov. 20, 2025
RE Giving Thanks

Dear Hill Team,

As we approach Thanksgiving next week, I want to take a moment to recognize the dedication and resilience you bring to Hill's mission every day. Your work strengthens the safety and security of our nation, and it advances the partnerships and innovations that will shape our future. That is something we can all take pride in.

This season is a reminder to pause and reflect on what matters most, including our families, friends, colleagues and the freedoms we enjoy. Let's come back from the holiday re-charged and ready to finish the year strong.

In the meantime, I wish you and your loved ones a joyful and safe Thanksgiving.

Respectfully,

Respectfully,

A handwritten signature in black ink, reading 'Chris Kastner'. The signature is fluid and cursive, with the first name 'Chris' and last name 'Kastner' clearly legible.

Chris Kastner
President and CEO