

MEMO



TO All HII Employees
FROM Chris Kastner
DATE Nov. 6, 2025
RE Veterans Day

Dear HII Teammates,

Next week, we observe Veterans Day, a moment to honor the courage, dedication and sacrifice of those who have served in our armed forces. Their service has safeguarded the freedoms we enjoy every day.

At HII, our mission is reflected in the work we do alongside active duty personnel, in our shipyards, on bases, and in operational theaters. We're especially proud of the veterans within our own workforce who continue to serve the national defense through their roles here.

You'll soon hear more about our ongoing partnership with American Corporate Partners (ACP), a nonprofit helping veterans transition to the private sector through one-on-one mentoring with business leaders. Look for details in a letter from Edmond Hughes, HII's chief human resources officer, next week and in next Thursday's edition of Highlights.

Veterans have made a lasting impact on our nation and our lives. Supporting them goes beyond recognition, it includes offering opportunities in employment, education, healthcare, and volunteerism.

Please join me in expressing our gratitude to veterans, both within HII and across the country. And if you're able, consider becoming a mentor through HII's ACP program. Your experience can make a meaningful difference in a veteran's next chapter.

Respectfully,
Chris

A handwritten signature in black ink that reads "Chris Kastner".

Chris Kastner
President and CEO