

MEMO



TO All HII Employees
FROM Chris Kastner
DATE Aug. 13, 2026
RE "Tell It" Employee Engagement Survey

Dear Team,

In the coming days, you will receive an invitation to participate in "Tell It," a new way we're listening to employees across HII.

Tell It begins with our annual employee engagement survey, taking place Aug. 26 – Sept. 11, and it's part of a broader approach to shaping the employee experience. Over time, you'll see additional opportunities to share feedback at important moments throughout your career, and through shorter pulse surveys on topics that matter.

The goal of Tell It is simple: listen and learn from our employees more consistently, and use those insights to make HII an even stronger place to work. By listening to your feedback and acting on it where possible, we can create a work environment that is supportive, inclusive and empowering.

Your responses are confidential, and results are reported in a way that doesn't identify individual employees. This is essential to us, as we want to create a safe and open environment where everyone feels comfortable sharing their feedback.

In the days ahead, your division president will share more information about Tell It and how to participate. I ask that you take a few minutes to respond, and I commit that we'll take the time to listen.

Respectfully,

A handwritten signature in black ink, appearing to read "Chris Kastner", with a fluid, cursive style.

Chris Kastner
President and CEO