MEMO

TO	All HII Employees
FROM	Chris Kastner
DATE	Nov. 11, 2026
RE	Q3 2026 Earnings

Dear HII Teammates,

Even the best companies transition their leadership from time to time, and today I am announcing Edmond Hughes has decided to retire from HII this coming spring, after 21 years of human resources leadership at the company. Edmond served as vice president of HR for Ingalls Shipbuilding before ascending to the chief human resources officer (CHRO) role in 2022, where has made an indelible mark on HII workforce and culture. We thank him for his service and we wish him well.

To build on Edmond's contributions, we are proud and excited to announce his successor.

Renee Swan will assume the CHRO role on December 7th, based in Arlington. Renee comes to HII from Atmus, a publicly-held filtration engineering company based in Nashville. As senior vice president and chief people officer, Renee led Atmus' people strategy and HR programs to help drive transformation. She oversaw talent development, talent acquisition, employee and labor relations, total rewards, company culture, and employee experience.

Prior to Atmus, Renee served as a vice president of human resources at L3Harris Technologies. She has over two decades of experience in human resources, including at Kennametal, Honeywell International, and Eaton Corporation. Renee has a track record of establishing high-performing teams and inclusive cultures for global companies with a focus on talent management and people.

Please join me in thanking Edmond for his service, and welcoming Renee to her leadership role at HII.

Respectfully,

Chris Kastner
President and CEO