



## Supplemental Disclosure

### Executive Officer and Director Changes

Morgan City, Louisiana (May 15, 2025) – Conrad Industries, Inc. (OTC Pink: CNRD) today announced executive officer and director changes at the Company.

#### Executive Officer Changes

The Board of Directors has appointed Cecil A. Hernandez as President and Chief Executive Officer. Johnny Conrad will assume the position of Executive Chairman, remaining as Chairman of the Board and an executive officer of the Company, and will continue to work closely with Cecil and to lead the Board.

Johnny Conrad, Executive Chairman, commented, “Cecil has served as President of Conrad Industries since 2018, as a director since 1998, and in other important senior management positions at the Company, including Chief Financial Officer and Chief Operating Officer, for more than 25 years. He has our entire Board’s full confidence that he is the right person to lead our Company as CEO into the future. I look forward to continuing our strong working relationship.”

Cecil Hernandez added, “I am honored to assume this role at Conrad Industries. Johnny Conrad has been and will continue to be instrumental in setting our Company’s strategy and reinforcing our ongoing commitment to the Conrad values that have guided our Company for 77 years. Under his leadership, we have worked hard together, along with our senior managers, through challenging market cycles, to diversify our Company’s product mix, invest in improving our shipyards’ capabilities and efficiencies, deepen our management and engineering teams, achieve impressive safety performance, exceed our customers’ expectations, recognize and support our dedicated employees and build value for our shareholders. I am excited about the opportunities ahead for Conrad Industries.”

#### Director Changes

Ogden U. Thomas, Jr. has retired from the Board of Directors effective May 12, 2025. The Company has decreased the size of the Board of Directors to five directors.

Johnny Conrad, Executive Chairman, commented, “We are grateful to Ogden Thomas for his dedicated service on our Board and Independent Directors Committee. Ogden’s deep experience managing businesses involved in offshore marine services and construction has been evident as he

provided sound guidance and invaluable insights to our Board and management. We wish him well in his retirement.”

Johnny Conrad continued, “As part of our Board’s succession planning process, we have recently added two independent directors to our Board and Independent Directors Committee: Larry Callais in 2022 and Jack Waldo earlier this year. Our Company is fortunate to benefit from the wisdom and perspectives of our independent directors.”