



Nov. 16, 2021

Dear HII employees:

As you are aware, implementation of the federal government's vaccine mandate has been a complex undertaking. Thank you for your patience in recent weeks as the situation has evolved. During this period, we have sought clarification from our customers about how our many contracts would need to be modified and re-priced to reflect this new requirement.

We also proceeded in good faith during this time to require vaccination of our workforce, to protect their health and safety and in so doing also protect our ability to serve our national security customers without disruption. We have not wanted to lose a single employee to the virus, or to the effect of the mandate.

Importantly, with respect to Ingalls Shipbuilding and Newport News Shipbuilding, our customer has confirmed that our contracts do not include a requirement to implement the mandate. Technical Solutions employees are in a different situation and face varied requirements depending on the particular contract.

In light of this development, **we are hereby suspending the deadline for vaccination, except where specific Technical Solutions contracts require it.** However, please note three important points:

- We are monitoring the fluid situation closely with our shipyard customers, and if the mandate becomes a contractual requirement, we will proceed accordingly.
- We continue to strongly urge vaccination of all employees for the reasons described above.
- HII may choose to implement other measures aimed at improving our workforce vaccination rate.

Thank you as always for your hard work and dedication to our customers and their critical missions.

Respectfully,

A handwritten signature in black ink, appearing to read 'Mike Petters', with a stylized flourish at the end.

Mike Petters
President and CEO