



Sept. 24, 2021

Dear HII employees:

Today, the Safer Federal Workforce Task Force issued updated guidance as well as an explanation of protocols for federal contractors to comply with the COVID-19 vaccination mandate issued on Sept. 9, 2021.

While we are still assessing and evaluating the details of this new mandate, what we do know is this: By Dec. 8, 2021, employees of federal contractors, which includes HII, must be fully vaccinated.

While Huntington Ingalls Industries is a publicly traded company, we are a federal contractor because we provide services to our military and government customers through federal contracts. For that reason, we are bound by any regulations, policies and contractual provisions that apply to all federal contractors.

We will continue to help our unvaccinated employees meet this requirement as safely and efficiently as possible, and continue to share details and guidance as they become available.

We are committed to doing everything we can to ensure the health and safety of our employees while continuing our critical mission to support our customers and the nation's security. I thank you for keeping one another safe and for the important work you do each day.

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

Mike Petters
President and CEO