

Important Note Regarding COVID-19 Vaccinations

Dear Colleagues,

As we move into a promising new year, Luxottica remains focused on keeping our employees healthy. While we are not out of the woods yet, there is encouraging news.

As you may know, there are several COVID-19 Vaccines in various stages of FDA authorization. Two vaccines have already been given Emergency Use Authorization (EUA) by the FDA: the Pfizer-BioNTECH-COVID-19 vaccine, and the Moderna COVID-19 vaccine. Please see the [CDC website](#) for more information on the available COVID-19 vaccines.

The Centers for Disease Control and Prevention (CDC) and the Advisory Committee on Immunization Practices (ACIP) in the US, and the National Advisory Committee on Immunizations (NACI) in Canada, have identified certain segments of the population that should be prioritized for the COVID-19 vaccine. These include healthcare personnel, essential workers and those who may be most vulnerable to COVID-19 based on their age (> 65 years) or underlying medical conditions. Please review this [link](#) for more information from the CDC and ACIP, or this [link](#) from the Government of Canada and NACI, on recommended COVID-19 vaccine prioritizations.

We expect most employees will be eligible for COVID-19 vaccines at no cost, with distribution regulated by state, provincial and local governments. If you are interested in learning more about your personal eligibility for the vaccine, and how to get it, please visit the website of your state or provincial Department of Health for more information. You can find links to these agencies and other vaccine resources on the new **COVID-19 Testing and Vaccination Information** resource page on HR Solutions ([HR Central](#) > HR Solutions > COVID-19 > COVID-19 Testing and Vaccination Information).

At this time, Luxottica will not require employees to be vaccinated against COVID-19. However, **we highly encourage our employees to get the vaccination if it is made available to you.** If you have any concerns about the vaccine given your individual circumstances, please consult your doctor. Further, at this time, proof of vaccination will not become a requirement for customer, patient, or visitor entry into our locations, unless required by state, provincial or local governments. Please recognize and respect each other's personal and confidential decisions on whether or not to get the COVID-19 vaccination. Luxottica will not tolerate discrimination, harassment or retaliation against an employee, customer/patient or visitor based on COVID-19 vaccination status.

It is important to note that vaccination will not exempt employees, customers/patients, or visitors from current COVID-19 policies and procedures requiring masks and other PPE, social distancing, enhanced cleaning, quarantines, etc. It is possible to still contract COVID-19 after getting the vaccine, so please monitor yourself post-vaccination for symptoms. If you subsequently develop COVID-19 symptoms after getting the vaccine,

you must still follow our COVID-19 screening protocol and quarantine for the recommended period of time.

Since the early days of the pandemic, we emphasized the message that staying healthy is a collective effort and achievement. We are proud of our employees for sticking with our health protocols, wearing a mask and social distancing. It's critical that we remain vigilant for each other and our families.

Thank you for doing your part. We can all look forward to a recovery period.

N.A. Human Resources

Please see below for the Spanish, Canada-French, and Canada-English versions of this communication:

[CLICK HERE](#) for the **SPANISH** translation.

[CLICK HERE](#) for the **CANADA-FRENCH** translation.

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