



COVID-19 VACCINE

Frequently Asked Questions (For all employees)

How do I know if I am eligible to receive a COVID-19 vaccine?

At this time, all individuals 12 years or older have been authorized for vaccination (the Pfizer-BioNTECH-COVID-19 vaccine is authorized for 12 and up; other vaccines are authorized for 18 and up). Vaccination eligibility timing is determined at the state level and is often based on, among other things, age and occupation. Please refer to the COVID-19 tab on HR Solutions (accessible via the HR Solutions tab on www.hrcentral.luxottica.com) or your state's department of health website for more information on state eligibility tiers.

I've already had COVID-19. Is vaccination still recommended?

Yes – vaccination is recommended for individuals who have already had COVID-19. Both the virus that causes COVID-19 and the vaccine are new. We don't yet know how long protection lasts for those who get infected or those who are vaccinated.

Where can I find more information about the COVID-19 vaccines currently available?

In the United States, currently three vaccines have already been given Emergency Use Authorization (EUA) by the FDA: the Pfizer-BioNTECH-COVID-19 vaccine, the Moderna COVID-19 vaccine, and the Janssen/Johnson & Johnson COVID-19 vaccine. The CDC and FDA have recommended that use of Johnson & Johnson's Janssen (J&J/Janssen) COVID-19 Vaccine resume in the United States, effective April 23, 2021. However, women younger than 50 years old should be aware of the rare risk of blood clots with low platelets after vaccination, and that other COVID-19 vaccines are available where this risk has not been seen.

5/6/21

1

This material is for informational purposes only. No information in these FAQs is intended to be a substitute for professional medical advice, diagnosis or treatment given to you by your physician. Always seek the advice of your physician or other qualified health care provider with any questions you may have regarding your health or medical treatment, including questions about the COVID-19 vaccine.

Please see the [CDC website](#) for more information on the available COVID-19 vaccines.

In Canada, the Pfizer-BioNTECH-COVID-19 vaccine and Moderna COVID-19 vaccine are approved for use. More information can be found [here](#).

The Pfizer-BioNTECH and Moderna COVID-19 vaccines require two injections to achieve maximum effectiveness and protection (ideally spaced 3 weeks and 4 weeks apart, respectively). The Johnson & Johnson COVID-19 vaccine requires one injection.

Are the COVID-19 vaccines safe?

The timeline to emergency use authorization (EUA) was fast-tracked due to the COVID-19 pandemic; however, COVID-19 vaccines have been held to the same safety standards as all other vaccines. Although it will take years to discern the full safety profile, hundreds of millions of people have received at least one dose to date. While temporary reactions immediately following vaccination occur in some cases, serious or permanent reactions are extremely rare.

Can a COVID-19 vaccine make me sick with COVID-19?

No. None of the COVID-19 vaccines contain the live virus that causes COVID-19 so a COVID-19 vaccine cannot make you sick with COVID-19.

After getting a COVID-19 vaccine, will I test positive for COVID-19 on a viral test?

No. Neither the recently authorized and recommended vaccines nor the other COVID-19 vaccines currently in clinical trials in the United States can cause you to test positive on viral tests, which are used to see if you have a current infection.

How do COVID-19 vaccines work?

COVID-19 vaccines help our bodies develop immunity to the virus that causes COVID-19 without an individual having to get the illness. Different types of vaccines work in different ways to offer protection, but with all types of vaccines, the body is left with a supply of “memory” T-lymphocytes

as well as B-lymphocytes that will remember how to fight that virus in the future.

It typically takes a few weeks for the body to produce T-lymphocytes and B-lymphocytes after vaccination. Therefore, it is possible that a person could be infected with the virus that causes COVID-19 just before or just after vaccination and then get sick because the vaccine did not have enough time to provide protection.

Does vaccination offer complete protection against contraction and transmission of COVID-19?

Vaccination offers heightened, but not complete, protection against contraction of COVID-19 and COVID-19 symptoms. It is still possible to contract and transmit COVID-19 to others following vaccination. As such, vaccinated persons should continue to follow current guidance to protect themselves and others, including all other safety protocol (masks, social distancing, hygiene), testing recommendations, and travel requirements.

Is COVID-19 vaccination a one-time need, or is vaccination needed on an ongoing basis?

At this time, the length of protection offered by COVID-19 vaccines is somewhat uncertain, and it is unknown whether vaccination will be recommended on an ongoing basis (ex. annually) to maintain protection against COVID-19.

Will Luxottica require employees to receive a COVID-19 vaccine?

*At this time, Luxottica will not require employees to receive a COVID-19 vaccine; however, the Company encourages vaccination. For more information, please see our **COVID-19 Vaccine Policy** on HR Solutions.*

Will I be penalized if I choose not to receive a COVID-19 vaccine?

No. While Luxottica encourages vaccination, each employee has the freedom to decide what is best for him/her. Luxottica will not tolerate discrimination, harassment or retaliation against an employee, customer/patient or visitor based on COVID-19 vaccination status.

Will there be a cost to me to receive a COVID-19 vaccine?

For employees covered under the medical plan, group health insurance plans cover the cost of federally approved vaccines and administration, for both in and out of network providers. Uninsured employees should be able to receive the vaccine for free from providers that participate in the Provider Relief Fund, a part of the HRSA COVID-19 Uninsured Program.

Will Luxottica offer any Company organized vaccination opportunities?

Luxottica is evaluating the potential for vaccination clinics at work sites with large numbers of employees. More information will be shared as it is available. If you wish to be vaccinated, we encourage you to pursue vaccination at your earliest opportunity to do so.

Will I be permitted to take time off work if I choose to be vaccinated?

The Company encourages employees to schedule vaccination on days and times that do not interfere with their work schedule. Managers are encouraged to be flexible with accommodating vaccination appointments, and employees should provide as much advance notice of the need for time off as possible. Employees who wish to be paid for vaccination appointments scheduled during work hours will need to apply PTO/vacation time or paid sick leave (as available/applicable) to the time off work.

Will I be permitted to take time off work to assist a family member with vaccination (ex. transportation to vaccination site, caregiving in event of adverse reaction, etc.)?

The Company encourages employees to coordinate with family members who may require assistance to schedule vaccination on days and times that do not interfere with their work schedule. Employees who need to assist a family member with vaccination during work hours will need to apply PTO/vacation time or paid sick leave (as available/applicable) to the time off work.

Are there any side effects associated with the COVID-19 vaccine?

Sometimes after vaccination, the process of building immunity can cause symptoms, such as fever fatigue, headache, chills, joint pain and muscle

pain. These symptoms are normal and are a sign that the body is building immunity. Such symptoms are typically (1) mild to moderate in severity (2) occur within the first 3 days of vaccination (the day of vaccination and following 2 days, with most occurring the day after vaccination) (3) resolve within 1-2 days of onset (4) more frequent and severe following the second dose and among younger persons compared to those who are older (>55 years).

Symptoms such as cough, shortness of breath, runny nose, sore throat, or loss of taste or smell are NOT consistent with post-vaccination symptoms, and instead may be symptoms of COVID-19 or another infection.

Can I return to work if I am experiencing such side effects post-vaccination?

Based on CDC [guidance](#), employees who have received the COVID-19 vaccine (dose 1 or 2) in the last 72 hours may return to work unless they:

- Have had close (direct) contact* exposure to a COVID-19 infected person in the previous 14 days;*
- Have a temperature of 100.4F (38C) or higher or had a fever that has not been resolved for at least 24 hours (without the use of fever-reducing medications);*
- Are experiencing symptoms of fatigue, headache, chills, joint pain, or deep muscle pain without improvement for more than 48 hours; or*
- Are experiencing cough, shortness of breath, runny nose, sore throat, or loss of taste or smell*

**Close (direct) contact is defined as being within 6 feet of a COVID-19-infected person for a cumulative total of 15 or more minutes over a 24-hour period, starting from 48 hours before illness/symptom onset (or, for asymptomatic patients, 48 hours prior to the positive test being performed).*

If any of the above conditions occur, you should remain out of work for the full quarantine period identified in the COVID-19 Decision Tree, or until you receive a negative COVID-19 viral test or release from a physician. Receipt

5/6/21

5

This material is for informational purposes only. No information in these FAQs is intended to be a substitute for professional medical advice, diagnosis or treatment given to you by your physician. Always seek the advice of your physician or other qualified health care provider with any questions you may have regarding your health or medical treatment, including questions about the COVID-19 vaccine.

of a negative test alone to permit an employee to return to work before the full quarantine period is up is limited to post-vaccination situations only.

If I receive the vaccine and have an adverse reaction that renders me unable to work, will I be required to use PTO? What if I do not have PTO available?

At this time, time away from work to recover from any post-vaccine adverse reactions will be unpaid, so please consider scheduling vaccinations during a time when you are not scheduled to work for 1-2 days. Such considerations may be more important following the second dose when systemic symptoms after vaccination are more likely to occur.

Employees who wish to be paid for this time off work will need to apply PTO/vacation time or paid sick leave (as available/applicable). If PTO or paid sick leave/vacation time is not available, the time off will be unpaid, but the employee will not be penalized under his or her brand attendance policy.

Employees who are unable to work due to adverse reactions following the COVID-19 vaccination should contact their manager as soon as possible to request time off work to recover. Employees may be asked to provide proof of their vaccination upon their return to work. All vaccination records should be treated as confidential medical records.

Are vaccinated employees still required to wear a mask at work?

All employees, regardless of their vaccination status, will be required to strictly adhere to COVID-19 safety and hygiene practices until further notice. This includes wearing face coverings and other personal protective equipment; strictly adhering to hand hygiene and symptom screening practices; observing social distancing, occupancy, activity and quarantine restrictions; and complying with all other COVID-19 precautions as instructed.

Employees who do not observe required COVID-19 safety practices, regardless of vaccination status, will be subject to disciplinary action, up to and including termination of employment.

5/6/21

6

This material is for informational purposes only. No information in these FAQs is intended to be a substitute for professional medical advice, diagnosis or treatment given to you by your physician. Always seek the advice of your physician or other qualified health care provider with any questions you may have regarding your health or medical treatment, including questions about the COVID-19 vaccine.

Will I be required to quarantine after I am fully vaccinated?

CDC guidance for vaccinated individuals with COVID-19 exposures advises that vaccinated employees with a close (direct) exposure to a suspected or confirmed case of COVID-19 are NOT required to quarantine if they meet the following criteria:

- 1. Are fully vaccinated (i.e., ≥ 2 weeks following receipt of the 2nd dose in a 2-dose series, or ≥ 2 weeks following receipt of one dose of a single-dose vaccine);*
- 2. Have remained asymptomatic (without symptoms) since the current COVID-19 exposure.*

Fully vaccinated employees who do not quarantine should still self-monitor for 14 days following an exposure. If COVID-19 symptoms develop, employees should consult with a physician. In addition, vaccinated persons should continue to follow current guidance to protect themselves and others, including all other safety protocol (masks, social distancing, hygiene), testing recommendations, and travel requirements.

Will I be required to provide proof of my COVID-19 vaccination to Luxottica?

In general, employers may require employees to provide proof of their COVID-19 vaccination. To ensure that we are able to make the most informed decisions regarding the safety of our employees and customers, Luxottica is requesting that all vaccinated employees provide proof of their COVID-19 vaccination to the Company.

In doing so, Luxottica understands that vaccination records are medical records that must be kept confidential. To comply with this requirement, Luxottica has created a [COVID-19 Vaccination Portal](https://lux.filebound.com/portal/411) (<https://lux.filebound.com/portal/411>) so you can upload your vaccination records in a simple and confidential manner. While employees are encouraged to upload their vaccination records to the new portal, they are not required. It is voluntary.

5/6/21

7

This material is for informational purposes only. No information in these FAQs is intended to be a substitute for professional medical advice, diagnosis or treatment given to you by your physician. Always seek the advice of your physician or other qualified health care provider with any questions you may have regarding your health or medical treatment, including questions about the COVID-19 vaccine.

Why is the Company collecting vaccination records? Why do we need to let Lux know when our vaccine is administered?

The company understands that choosing to get the COVID-19 vaccine is a personal decision. However, there may be situations now and in the future where the Company may need to verify an employee's vaccination status to ensure the health and safety of our employees and customers (e.g., confirm when employee is "fully" vaccinated to avoid a close contact quarantine).

Further, if we understand the population of our employees that have been vaccinated, we can make informed decisions on how the company will continue to safely re-open our locations and get back to normal. For example, will we be able to increase capacity or make an exception to certain safety protocol if we reach a designated percentage of vaccinated employees?

Finally, your vaccination records are confidential medical records. We must be able to collect and store the records in a secure and confidential manner. By providing Luxottica employees with a secure and easy to use [vaccine portal](#), we can meet these obligations and avoid records being transmitted via non-secured text and email.

Is the vaccine FDA-approved?

Currently in the US, there are 3 COVID-19 vaccines (Pfizer, Moderna, Janssen/Johnson & Johnson vaccine) that have received US Food and Drug Administration Emergency Use Authorization (Note: The CDC and FDA have recommended that use of Johnson & Johnson's Janssen (J&J/Janssen) COVID-19 Vaccine resume in the United States, effective April 23, 2021. However, women younger than 50 years old should be aware of the rare risk of blood clots with low platelets after vaccination, and that other COVID-19 vaccines are available where this risk has not been seen).

Will the vaccine prevent me from getting COVID? If not, why get the vaccine?

Vaccines currently authorized in the US (Pfizer, Moderna, Janssen/J&J) are not 100% effective against COVID-19, but they:

- *Effectively eliminate the risk of COVID-19 death;*
- *Nearly eliminate the risk of hospitalization;*
- *Significantly reduce the ability to infect others (preliminary data); and*
- *Preliminary data suggests full vaccination may be effective against both B.1.1.7 and B.1.351 variants.*

What is the “published success rate of the vaccine”?

The effectiveness of COVID-19 vaccines varies by vaccine type.

- *Pfizer and Moderna: both vaccines were approximately 95% effective at preventing COVID-19 disease*
- *Janssen/J&J: approximately 72% effective in the US and 66% globally at preventing moderate to severe COVID-19. And 85% effective overall in preventing severe disease.*
- *AstraZeneca (Canada only) – 76% effective against symptomatic COVID-19, 85% in recipients aged 65 or older; 100% effective against severe infection*

How long will the vaccine “last”? How long after the vaccine are you safe from contracting COVID?

Ongoing studies are taking place to determine if a “booster” vaccine may be needed either due to vaccine induced antibodies waning or new variants. Current studies are confident in showing protection for several months or much longer. As vaccine rollout takes place over longer periods of time, we will have more accurate information.

There are so many varieties of vaccinations, which is the “better” option?

All authorized COVID-19 vaccines in the US (Pfizer, Moderna, and Janssen/J&J) provide strong protection against severe COVID-19 (e.g., hospitalization and death); no vaccine is recommended preferentially over

another, and the vaccines are not interchangeable. Whichever vaccine is available to you is your best option.

The CDC and FDA have recommended that use of Johnson & Johnson's Janssen (J&J/Janssen) COVID-19 Vaccine resume in the United States, effective April 23, 2021. However, women younger than 50 years old should be aware of the rare risk of blood clots with low platelets after vaccination, and that other COVID-19 vaccines are available where this risk has not been seen.

How do we know its safe long term since it hasn't been studied? Most vaccinations take years to develop and review for possible side effects. Is there any risk to your long-term health?

COVID-19 vaccines have received thorough review by the US Food and Drug Administration and deemed safe and effective. Millions of people in the United States have received COVID-19 vaccines, and these vaccines will undergo the most intensive safety monitoring in U.S. history as they are being distributed. This monitoring includes using both established and new safety monitoring systems to make sure that COVID-19 vaccines are safe, such as V-safe established specifically for the COVID-19 vaccines and VAERS which is the national system that collects reports of adverse events that happen after vaccination.

If I received the vaccine, will it protect me against all strands of the virus?

It typically takes a few weeks for the body to build immunity (protection against the virus that causes COVID-19) after vaccination. That means it's possible a person could be infected with the virus that causes COVID-19 just before or just after vaccination and still get sick. This is because the vaccine has not had enough time to provide protection.

Current FDA authorized vaccines do offer some protection from variants; but to a lesser degree than original strain. Just like with the original strain, as new variants emerge, there is a chance you can still get infected from COVID-19 after becoming vaccinated. However, current vaccines are

5/6/21

10

This material is for informational purposes only. No information in these FAQs is intended to be a substitute for professional medical advice, diagnosis or treatment given to you by your physician. Always seek the advice of your physician or other qualified health care provider with any questions you may have regarding your health or medical treatment, including questions about the COVID-19 vaccine.

effective at preventing symptoms, especially severe cases needing hospitalization, thus vaccination is highly recommended.

If someone has the antibodies/tested positive, do they need the vaccine? Should they wait to get the vaccine?

Yes, you should be vaccinated regardless of whether you already had COVID-19. If you're actively sick with COVID-19, or if you've just recovered, hold off for a while before getting vaccinated. Experts recommend that you wait until you are fully recovered from your infection and are no longer in isolation before you receive a COVID-19 vaccine.

How long does it take to complete all doses of the vaccine?

This varies by vaccine:

The number of doses needed depends on which vaccine you receive. To get the most protection:

- Two [Pfizer-BioNTech](#) vaccine doses should be given 3 weeks (21 days) apart.*
- Two [Moderna](#) vaccine doses should be given 1 month (28 days) apart.*
- Johnson & Johnsons Jansen ([J&J/Janssen](#)) COVID-19 vaccine requires only one dose.*
- AstraZeneca (Canada only) – 2 doses 4-12 weeks apart.*

If you receive a vaccine that requires two doses, you should get your second shot as close to the recommended interval as possible. However, your second dose may be given up to [6 weeks \(42 days\) after the first dose, if necessary](#). You should not get the second dose earlier than the recommended interval.

The ArmorVax app (available via the App Store or see www.armorvax.com) makes finding local vaccination sites and appointment scheduling easy. Vaccinefinder.org is also a helpful resource.

What are the potential side effects of the vaccine?

COVID-19 vaccination will help protect you from getting COVID-19. You may have some side effects, which are normal signs that your body is building protection. Common side effects are pain, redness, and swelling in the arm where you received the shot, as well as tiredness, headache, muscle pain, chills, fever, and nausea throughout the rest of the body. These side effects could affect your ability to do daily activities, but they should go away in a few days. Some people have no side effects.

I took the 1st Pfizer shot and had side effects. Should I anticipate the same or worse reaction to the second shot?

Side effects after your second shot may be more intense than the ones you experienced after your first shot. These side effects are normal signs that your body is building protection and should go away within a few days.

In most cases, discomfort from pain or fever is a normal sign that your body is building protection. Contact your doctor or healthcare provider:

- If the redness or tenderness where you got the shot gets worse after 24 hours*
- If your side effects are worrying you or do not seem to be going away after a few days*

If you get a COVID-19 vaccine and you think you might be having a severe allergic reaction after leaving the vaccination site, seek immediate medical care by calling 911.

Do all vaccines cause blood clots to form as reported on the Astra Zeneca vaccine?

There may be a link between the AstraZeneca shots and a few rare cases in Europe of serious illness and deaths, but investigations are still underway. Several European countries briefly halted their rollouts of the vaccine after more than 30 recipients were diagnosed with the condition known as cerebral venous sinus thrombosis or CVST. Most of the people affected were women under the age of 55. The issue affected a tiny portion of those who had received the shot however, and after investigating, the [European drugs regulator ruled](#) that the benefits

outweighed the potential risks of the vaccine, and recommended vaccinations resume; and some countries resuming the vaccine are using it mainly for those 65 and older.

The CDC and FDA have recommended that use of Johnson & Johnson's Janssen (J&J/Janssen) COVID-19 Vaccine resume in the United States, effective April 23, 2021. However, women younger than 50 years old should be aware of the rare risk of blood clots with low platelets after vaccination, and that other COVID-19 vaccines are available where this risk has not been seen.

Is it true that the Johnson and Johnson vaccine has less severe side effects?

No. All COVID-19 vaccines present the risk of side effects; however, the Johnson & Johnson vaccine only requires one dose, so there are fewer opportunities for side effects to occur, as compared to other vaccine options which require two doses.

The CDC and FDA have recommended that use of Johnson & Johnson's Janssen (J&J/Janssen) COVID-19 Vaccine resume in the United States, effective April 23, 2021. However, women younger than 50 years old should be aware of the rare risk of blood clots with low platelets after vaccination, and that other COVID-19 vaccines are available where this risk has not been seen.

Is the vaccine safe for someone who has had a heart issue in the past?

Yes. COVID-19 vaccines pose [no special problems](#) for heart patients. According to a statement from the [American Heart Association](#), people with heart problems should get vaccinated "as soon as possible." The [American Heart Failure Society of America](#) also agrees that COVID-19 vaccination is safe and effective for people who have a heart condition.

COVID-19 vaccines were tested both in healthy people and in people with heart conditions:

5/6/21

13

This material is for informational purposes only. No information in these FAQs is intended to be a substitute for professional medical advice, diagnosis or treatment given to you by your physician. Always seek the advice of your physician or other qualified health care provider with any questions you may have regarding your health or medical treatment, including questions about the COVID-19 vaccine.

- In clinical trials for the [Moderna](#) vaccine, about 25% of people had one or more high-risk conditions present (including heart disease).
- In clinical trials for the [Pfizer-BioNTech](#) vaccine, about 25% of people had high blood pressure, and 2% had heart or blood vessel disease.

In clinical trials, both vaccines worked just as well for people with underlying health conditions as they did in healthy individuals. And even as the vaccines roll out, the [CDC](#) is continuing to monitor them for safety and effectiveness, including in people with heart problems.

Does the vaccine impact fertility? Will it harm the baby if you're currently pregnant?

There is currently no evidence that any vaccines, including COVID-19 vaccines, cause fertility problems. If you are trying to become pregnant, you do not need to avoid pregnancy after receiving a COVID-19 vaccine.

COVID-19 vaccines currently authorized by the Food and Drug Administration (FDA) should not be withheld from pregnant individuals who choose to receive the vaccine. We strongly recommend that women talk with their doctor to discuss all factors about the vaccine and their pregnancy.

- Symptomatic [pregnant individuals](#) who contract COVID-19 are at more risk of severe illness, complications and death than non-pregnant women. Many pregnant women have medical conditions that put them at further increased risk.
- Another factor to consider is the level of activity of the pandemic in your community.
- It is important to know that no study to date has specifically evaluated the coronavirus vaccine in pregnant and lactating women, though there have been a few pregnant women who were inadvertently enrolled in the vaccine trials. Preliminary developmental and reproductive toxicity studies do not indicate any adverse effects on reproduction or fetal development.
- Thus, there are not any known safety concerns, but more data will be available in the weeks and months ahead from additional studies.

Is any variation safe for children without knowing long-term side effects?

Pfizer has submitted FDA authorization for their vaccine to be approved for ages 12 and older. Moderna is conducting trials on vaccine versions safety for children as well.

Guillian-Barre Syndrome is an effect of vaccinations. Are any of the vaccines safe for someone that has had GBS?

To date, no cases of GBS have been reported following vaccination in participants in the [mRNA COVID-19 vaccine](#) clinical trials. With few exceptions, the independent Advisory Committee on Immunization Practices (ACIP) [general best practice guidelines for immunization](#) do not include a history of GBS as a precaution to vaccination with other vaccines.

How soon after taking your second Pfizer shot should you take Tylenol?

You may have some side effects, which are normal signs that your body is building protection. These side effects may affect your ability to do daily activities, but they should go away in 1-3 days. Some people have no side effects.

You may take OTC medicines, such as Ibuprofen, Acetaminophen, Aspirin, or antihistamines, for any pain and discomfort you may experience after getting vaccinated. You can take these medications to relieve post-vaccination side effects if you have no other medical reasons that prevent you from taking these medications normally.

It is not recommended you take OTC medicines 24 hours before vaccination for the purpose of trying to prevent vaccine-related side effects.

Does the vaccine contain egg?

None of the Pfizer, Moderna, or Johnson & Johnson/Janssen, or AstraZeneca COVID-19 vaccines contain eggs, latex, or preservatives.

Which vaccine is recommended for people who were unfortunate enough to have caught COVID?

Whichever authorized vaccine first becomes available to you.

5/6/21

15

This material is for informational purposes only. No information in these FAQs is intended to be a substitute for professional medical advice, diagnosis or treatment given to you by your physician. Always seek the advice of your physician or other qualified health care provider with any questions you may have regarding your health or medical treatment, including questions about the COVID-19 vaccine.

You should be vaccinated regardless of whether you already had COVID-19. That's because experts do not yet know how long you are protected from getting sick again after recovering from COVID-19.

- Even if you have already recovered from COVID-19, it is possible—although rare—that you could be infected with the virus that causes COVID-19 again.
- People with COVID-19 who have symptoms should wait to be vaccinated until they have recovered from their illness.
- This guidance also applies to people who get COVID-19 before getting their second dose of vaccine.
- If you were treated for COVID-19 with monoclonal antibodies or convalescent plasma, you should wait 90 days before getting a COVID-19 vaccine.
- 14 days after receiving any other vaccine unless unable to wait (vaccination takes precedence).

With variant strains of the virus being discovered and reports of individuals who have already received the vaccine catching the COVID-19 virus, what are recommendations for gathering with large groups of people in an office setting at the current time?

Continue following all public health recommendations.

3 W's:

- Wear a mask
- Wash hands frequently
- Watch your distance

Avoid crowded places and get vaccinated when available.

I read the vaccine is considered experimental, however at what point is the vaccine not considered experimental?

While more COVID-19 vaccines are being developed as quickly as possible, routine processes and procedures remain in place to ensure the safety of any vaccine that is authorized or approved for use.

Clinical trials of all vaccines must first show they are safe and effective before any vaccine can be authorized or approved for use, including COVID-19 vaccines.

Will Luxottica require all employees to be vaccinated?

At this time, Luxottica encourages, but does not require, employees to receive a COVID-19 vaccine.

Why is the Company not offering the vaccine to employees? Which vaccine brand is Luxottica going to provide? What vaccine (J&J; Moderna; Pfizer) will be available for us to get? When will it be available to receive?

As vaccine supply increases, Luxottica is evaluating the possibility of holding on-site COVID vaccine clinics. It is unknown at this time when or where clinics might take place, or further, what vaccine type would be administered.

Will we need the vaccine to travel for business purposes?

While vaccination will not be required for business travel, vaccinated employees may be exempted from certain COVID-19 safety protocols or quarantine requirements.

What steps are being taken going forward to promote social distancing in the office? Will trash cans, recycle bins, printers and mail pickup bins be moved farther away from employee cubicle areas?

Offices are set up to promote social distancing and safety protocols, including but not limited to:

- *Signage throughout the buildings reminding employees of COVID-19 protocols*
- *Available desks will be 6 feet apart; this is achieved by using every other desk in a zig zag approach with color coding*
- *Mail stations, trash/recycle bins in centrally located areas for easy access*

- *Sanitation stations in centrally located areas will include disinfectant wipes and hand sanitizer*
- *Employees are expected to clean their desk upon arrival and before leaving the building*

If I choose to get the vaccine, will Luxottica make any accommodations for me to do so? Will I get paid time off so I can get vaccinated (1 hour or so) AND paid time off if there are side effects next day?

The Company encourages employees to schedule vaccination on days and times that do not interfere with their work schedule. Managers are encouraged to be flexible with accommodating vaccination appointments, and employees should provide as much advance notice of the need for time off as possible. Employees who wish to be paid for vaccination appointments scheduled during work hours will need to apply PTO/vacation time or paid sick leave (as available/applicable) to the time off work.

At this time, time away from work to recover from any post-vaccine adverse reactions will be unpaid, so please consider scheduling vaccinations during a time when you are not scheduled to work for 1-2 days. Such considerations may be more important following the second dose when systemic symptoms after vaccination are more likely to occur. Employees who wish to be paid for this time off work will need to apply PTO/vacation time or paid sick leave (as available/applicable). If PTO or paid sick leave/vacation time is not available, the time off will be unpaid, but the employee will not be penalized under his or her brand attendance policy.

Will I still be required to wear a mask at work if I'm fully vaccinated?

All employees, regardless of their vaccination status, will be required to strictly adhere to COVID-19 safety and hygiene practices until further notice. This includes wearing face coverings and other personal protective equipment; strictly adhering to hand hygiene and symptom screening practices; observing social distancing, occupancy, activity and quarantine restrictions; and complying with all other COVID-19 precautions as instructed. Employees who do not observe required COVID-19 safety

practices, regardless of vaccination status, will be subject to disciplinary action, up to and including termination of employment.

Will it be mandatory for us to return to the office? I know some people are unable to receive it due to medical issues and the potential side effects. Will there be any ramifications to do my job if I choose not to get it?

No. Vaccination will not be required as a condition of returning to the office.

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.

Is the company going to launch an 'easy to use' portal to make it faster for employees to find / schedule a vaccine appointment?

At this time, the Company has no plans to launch a portal to schedule vaccine appointments. However, we have posted many state websites and resources on the COVID-19 tab in HR Solutions, which can be found on [HR Central](#).

In addition, the ArmorVax app (available via the App Store or see www.armorvax.com) makes finding local vaccination sites and appointment scheduling easy.

Q: A customer just asked if I could tell them which of our employees have been vaccinated. Can I disclose that information? How should I respond?

A: An employee's individual vaccination status is confidential medical information that must be protected and should not be disclosed. If a customer asks about our employees' vaccination status, please respond in this way:

5/6/21

19

This material is for informational purposes only. No information in these FAQs is intended to be a substitute for professional medical advice, diagnosis or treatment given to you by your physician. Always seek the advice of your physician or other qualified health care provider with any questions you may have regarding your health or medical treatment, including questions about the COVID-19 vaccine.

“We cannot disclose any individual’s particular vaccination status, but we can say that the company is highly encouraging all employees to be vaccinated as soon as they are able. Combined with our safety and cleaning measures, that should provide reassurance that we are taking necessary steps to ensure a safe environment.”

If the customer continues to push for an answer or requests a special accommodation, please discuss with your manager and reach out to your HRBP for further guidance.