

COVID-19 Vaccine

Joint Communication with AFA

We know that many of you have raised questions about how to schedule a COVID-19 vaccination so we wanted to address your questions.

While the flu vaccine is available in the open market, the COVID-19 vaccine can be purchased only by the Federal government, which then allocates the vaccine to the states based upon population. Each state sets its own delivery protocol. In the short term, this means the Company cannot act independently to vaccinate its own employees. Instead we must work with the State of Hawai'i to determine the most efficient way for the State and its counties to provide our employees access to voluntary COVID-19 vaccinations.

Under [Hawai'i's vaccination plan](#), frontline essential workers will be vaccinated in Phase 1B and other essential workers in Phase 1C. A ["frontline essential worker"](#) is someone who works in a sector, such as Transportation and Logistics, that is essential to the functioning of society and, as a result, is at a substantially higher risk of exposure to COVID-19.

Our employees whose work cannot be done from home and who are residents of Hawai'i will qualify for vaccination under Phase 1B as frontline essential workers. Our employees who are residents of Hawai'i but who can work remotely will qualify for vaccination under Phase 1C, covering persons 16 years and older who are not eligible under Phases 1A or 1B.

Unfortunately, as you may have read in the press, Hawai'i and other states have not been receiving a regular supply of vaccine, let alone a supply sufficient to meet demand. In Hawai'i, Kupuna 75 and older also belong to Phase 1B, and the State has understandably prioritized vaccinating them over frontline essential workers. Consequently, it is likely our Kupuna will receive the majority of vaccination appointments through the end of January.

We are hopeful that in February, multiple sites across the islands will begin making vaccination appointments available to frontline essential workers. We know that some counties have exercised their discretion to make limited doses available to frontline essential workers already. We have in fact been asked to validate a number of our individual employees' eligibility for this option.

If you are offered an opportunity to receive a vaccine, we encourage you to take it because it greatly benefits our communities and Company to get as many people vaccinated as quickly as possible. Please do not wait in anticipation of a special site opening up that is dedicated to, and capable of, vaccinating our employees. That will not happen in the short term.

For the latest information regarding Hawaiian Airlines' plans for vaccine events, please maintain a watch of your company "HA email" inbox for Corporate Communications, HAPeople COVID-19 Updates, and department specific guidance.

Also, please stay connected to your healthcare providers, especially Hawaii Pacific Health, Kaiser Permanente, Queens Health Systems, and Adventist/Castle, because they are receiving vaccine allotments and will eventually be making appointments for frontline essential workers. Please also stay connected with your county websites, each of which is implementing slightly different plans.

For our Flight Attendants who are not residents of Hawai'i and are subject to other states' vaccination plans, please stay connected to the local authorities who are responsible for administering vaccinations in your area. If you are presented with an opportunity to be vaccinated by your doctor or healthcare provider as an essential worker, or under some other qualifying category, please take advantage of that opportunity.

We have attached a Q & A for the most frequently asked questions.

Mahalo.

Robin & Joni

FAQs

Do I need to let Hawaiian Airlines know if I receive the COVID-19 vaccine? No.

Will the Company require all employees to be vaccinated? No.

Will the Company be sponsoring a COVID-19 vaccination program similar to the annual flu shot program? Unlike the flu vaccine, which is available in the open market, the COVID-19 vaccine can be purchased only by the Federal government, which then allocates the vaccine to the states based upon population, under very strict control mechanisms. Each state sets its own delivery protocol. We will be working with the State and Counties to facilitate delivery of the vaccine to our employees.

Is the COVID-19 vaccine free? Yes, vaccinations are paid for by the Federal government. Further, health care providers are mandated to charge no administration fee to individuals. You may be asked to show your insurance card so that any administration costs that may be incurred are passed through to Hawaiian/your insurer.

Will different personal protective equipment (PPE) rules apply to employees who receive the vaccinations and those who choose not to? At this time, the scientific community is concerned that someone who is vaccinated can still carry and spread the virus even if they are likely protected from the disease it causes. For that reason, we will still practice “universal precautions” and require all employees to wear masks whether they are vaccinated or not.

When will the vaccine be available to frontline workers? The State and Counties began to vaccinate Phase 1B-eligible residents in the middle of January. Kupuna 75 years and older are also part of Phase 1B and are being prioritized in most locations. We anticipate that most of our Phase 1B-eligible employees will have access to vaccination later in January or February. Outside the State of Hawai'i, employees should monitor the local COVID-19 communications from their State, County, or Country regarding vaccine administration.

When will the vaccine be available for all others? All other employees in Hawai'i who are not frontline essential workers will have access to vaccination

during Phase 1C, which is likely to start around March. Because vaccine supply is unpredictable, it is difficult to predict exactly when the State will be able to move to Phase 1C.

How will the Company coordinate vaccines for outer islands and the mainland? We will share information with our employees when we receive it from the local authorities. We encourage you to stay connected to local government websites and healthcare providers and take advantage of any opportunity that is presented to you to get vaccinated.

Will I be exempt from COVID-19 testing for leisure travel on inter-island or domestic flights if I am vaccinated? At this time, the scientific community is concerned that someone who is vaccinated can still carry and spread the disease even if they are protected from most symptoms themselves. For that reason it is likely that pre-testing requirements will remain in place for some time.

Kaua'i and Maui are administering the vaccine to frontline workers. Can Hawaiian Airlines coordinate with those counties to get our employees registered and vaccinated? We have communicated the registration process to our employees in both counties. Because registration requires the sharing of personal information and is an individual choice, we will assist the State by validating our employees' eligibility, but we will not be registering them.

State of Hawai'i COVID-19 website

<https://hawaiiicovid19.com>

Queen's Health Systems

<https://covid.queens.org/vaccination/>

Kaiser Permanente

<https://healthy.kaiserpermanente.org/hawaii/health-wellness/coronavirus-information/covid-vaccine>

Hawai'i Pacific Health

<https://www.hawaiipacifichealth.org/hph-covid-19-updates/vaccine-update/>

Adventist Health

<https://castlehealthgrouphawaii.com>