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Date: Select date.

Re: Notice of a Data Breach

Dear Colleague,

We are reaching out to inform you of an incident which may have affected some of your personal information.

What Happened?

We were recently informed that a supplier of human resources software to the Volvo Group, Miljödata, was a victim of a security incident in which certain of your personal information may have been accessed. The incident occurred on August 20, 2025. Miljödata first learned about the ransomware attack on August 23, 2025, and that your data may have been impacted on September 2, 2025; Miljödata notified Volvo Group thereafter on September 2, 2025. Miljödata is not a Volvo Group company, and Volvo Group's systems were not compromised.

What Information Was Involved?

Based on information known to Volvo Group at this time, the personal information affected by this unauthorized access may have included a combination of:

- First and Last Name
- Social Security Number (SSN)

What Are We Doing.

Miljödata immediately commenced an investigation to confirm the nature and scope of the incident and will continue to review their security policies, procedures, and tools as part of their ongoing commitment to information security.

Miljödata has taken actions to implement enhanced security of the Miljödata hosted environment and, together with cybersecurity experts, has promptly launched an investigation into the attack. Miljödata is taking steps to prevent this type of incident from happening again, and Volvo Group is continuing to monitor and investigate the situation carefully.

To support and protect our impacted colleagues, Volvo Group has arranged to provide you with a complimentary subscription through December 31, 2026, to Allstate's Identity Protection Pro+ service, which includes credit monitoring, to help protect your personal information. We encourage you to be vigilant in monitoring your account statements and credit reports regularly.

To access your complimentary services, you will receive an email from customercare@aip.com with your Member ID and link to log in to your online portal. You will also receive a welcome letter in the mail shortly after. As part of Allstate's Identity Protection Pro+ subscription, you will receive access to all the following:

- Tri-Bureau credit monitoring
- Annual Credit Report
- Monthly Credit Score Tracking
- Full-Service Identity Restoration
- Unlimited TransUnion reports and scores
- Dark web monitoring

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- High-risk transaction monitoring
- Financial transaction monitoring
- Social media monitoring
- Allstate Security ProSM for real-time emerging threat alerts
- Allstate Digital FootprintSM for privacy management and more

Allstate Identity Protection provides custom breach solutions that are unique to your security incident, and you can rely on their best-in-class client-focused care. The implementation and account management teams will fully guide you through the process and care for you.

If you have trouble logging in or have additional questions, please call Allstate Identity Protection at 800-789-2720 or email customercare@aip.com. They are available 24 hours a day, 7 days a week to ensure that you have help when you need it most.

What You Can Do.

We encourage you to remain vigilant for incidents of fraud or misuse of your information, from any source, by reviewing your account statements and credit reports. We recommend you immediately report errors or suspicious activity to your financial institution or the appropriate service provider. You may also file a report with law enforcement, your state attorney general, and/or the Federal Trade Commission. Please refer to the enclosed documentation titled "Additional Steps to Help Protect Your Information" for contact information and resources you may take advantage of to protect against fraud or misuse.

For More Information.

If you have questions about this offering, you can also contact People Services via email at hrsc@volvo.com or by calling 1-800-344-8339.

We sincerely apologize for this inconvenience, and we are working closely with Miljödata to ensure the appropriate actions are taken.

Kind Regards,

Volvo Group

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Additional Steps to Help Protect Your Information

Review Personal Account Statements and Free Credit Reports. It is recommended that you remain vigilant by reviewing account statements and monitoring your credit report for unauthorized activity, especially activity that may indicate fraud and identity theft. You may obtain a copy of your credit report, free of charge, once every 12 months from each of the three nationwide credit reporting agencies. To order your annual free credit report please visit www.annualcreditreport.com or call toll free at 1-877-322-8228. You can also order your annual free credit report by mailing a completed Annual Credit Report Request Form (available from the U.S. Federal Trade Commission's ("FTC") website at www.consumer.ftc.gov) to: Annual Credit Report Request Service, P.O. Box 105281, Atlanta, GA 30348-5281.

The names and contact information for the credit reporting agencies are:

Equifax	Experian	TransUnion
1-888-378-4329	1-888-397-3742	1-800-916-8800
P.O. Box 740256	P.O. Box 4500	P.O. Box 2000
Atlanta, GA 30374	Allen, TX 75013	Chester, PA 19016
www.equifax.com	www.experian.com	www.transunion.com

For Colorado, Georgia, Maine, Maryland, Massachusetts, New Jersey, Puerto Rico, and Vermont residents: You may obtain one or more (depending on the state) additional copies of your credit report, free of charge. You must contact each of the credit reporting agencies directly to obtain such additional report(s).

Report Suspected Fraud. You have the right to file a police report if you ever experience identity fraud. Please note that in order to file a crime report or incident report with law enforcement for identity theft, you will likely need to provide some kind of proof that you have been a victim. A police report is often required to dispute fraudulent items. You should report suspected incidents of identity theft to local law enforcement, your state's Attorney General, and/or the Federal Trade Commission.

Place Fraud Alerts. There are two types of fraud alerts you can place on your credit report to put your creditors on notice that you may be a victim of fraud—an initial alert and an extended alert. You may ask that an initial fraud alert be placed on your credit report if you suspect you have been, or are about to be, a victim of identity theft. An initial fraud alert stays on your credit report for at least one year. You may have an extended alert placed on your credit report if you have already been a victim of identity theft and you have the appropriate documentary proof. An extended fraud alert stays on your credit report for seven years. You can place a fraud alert on your credit report by contacting any of the three national credit reporting agencies.

Place a Security Freeze. You have the ability to place a security freeze, also known as a credit freeze, on your credit report free of charge. A security freeze is intended to prevent credit, loans and services from being approved in your name without your consent. To place a security freeze on your credit report, you may use an online process, an automated telephone line, or submit a written request to any of the three credit reporting agencies listed above. The following information must be included when requesting a security freeze (note that, if you are requesting a credit report for your spouse, this information must be provided for him/her as well): (1) full name, with middle initial and any suffixes; (2) Social Security number; (3) date of birth; (4) current address and any

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previous addresses for the past 5 years; and (5) any applicable incident report or complaint with a law enforcement agency or the Registry of Motor Vehicles. The request must also include a copy of a government-issued identification card and a copy of a recent utility bill or bank or insurance statement. It is essential that each copy be legible, and display your name, current mailing address, and the date of issue.

Prevent Tax Fraud. Now anyone who can verify their identity can obtain an IRS identity protection PIN (IP PIN), not just those who have been victims of IRS identity theft. Even better, the IP PIN can be applied for online at <https://www.irs.gov/identity-theft-fraud-scams/get-an-identity-protection-pin> without CPA assistance in just 10 minutes. The IP PIN is valid for one year until which the IRS will automatically assign you a new IP PIN for the following year. Please feel free to contact me for assistance applying for your IP PIN online. Some individuals (under certain income caps) who can't apply online (for example, because they can't properly verify their identity through the online process which involves uploading ID copies and taking a selfie) can use Form 15227 to apply for an IP PIN.

Contacting the FTC and State Attorneys General.

All U.S. Residents: If you believe you are the victim of identity theft or have reason to believe your personal information has been misused, you should immediately contact the Federal Trade Commission and/or the Attorney General's office in your home state. You may also contact these agencies for information on how to prevent or minimize the risks of identity theft.

You may contact the Federal Trade Commission, Consumer Response Center, 600 Pennsylvania Avenue, NW, Washington, DC 20580, www.ftc.gov/bcp/edu/microsites/idtheft, 1-877-IDTHEFT (438-4338).

For Colorado residents, you may contact the Colorado Office of the Attorney General, Consumer Protection: 1300 Broadway, 9th Floor, Denver, CO 80203; toll-free at 1-720-508-6000, www.coag.gov.

For Connecticut residents, you may contact the Connecticut Office of the Attorney General, 165 Capital Avenue, Hartford, CT 06106; toll-free at 1-860-808-5318; <https://portal.ct.gov/ag>

For DC residents, you may contact the District of Columbia Office of the Attorney General, Consumer Protection: 400 6th Street, NW, Washington, DC 20001; toll-free at (202)-442-9828 or by email at consumer.protection@dc.gov; <https://oag.dc.gov/consumer-protection>.

For Illinois residents, you may contact the Illinois Office of the Attorney General, Identity Theft Hotline: 100 W Randolph St., Fl. 12, Chicago, IL 60601; toll-free at 1-866-999-5630; <https://www.illinoisattorneygeneral.gov/>.

For Massachusetts residents, you may contact to Massachusetts Office of the Attorney General, 1 Ashburton Place, Boston, MA 02108; toll-free at 1-617-727-8400; <https://www.mass.gov/contact-the-attorney-generals-office>

For Maryland residents, you may contact the Maryland Office of the Attorney General, Consumer Protection Division: 200 St. Paul Place, 16th Fl., Baltimore, MD 21202, www.oag.state.md.us/Consumer, and toll-free at (888) 743-0023 or (410) 528-8662.

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For New York residents, you may contact the New York Office of Attorney General, Consumer Frauds & Protection: The Capitol, Albany, NY 12224; toll-free at 1-800-771-7755; <https://ag.ny.gov/consumer-frauds/identity-theft>.

For North Carolina residents, you may contact the North Carolina Office of the Attorney General, Consumer Protection Division: 9001 Mail Service Center, Raleigh, NC 27699-9001; toll-free at (877) 566-7226 or (919) 716-6000; <https://ncdog.com>.

For Rhode Island residents, you may contact the Rhode Island Office of the Attorney General, Consumer Protection: 150 South Main Street, Providence, RI 02903; toll-free at (401) 274-4400; <https://riag.ri.gov/consumerprotection>.

Reporting of identity theft and completing a police report.

For residents of Iowa: We recommend that you report any suspected incidents of identity theft to law enforcement or to the Attorney General, Consumer Protection Division.
<https://www.iowaattorneygeneral.gov/for-consumers/general-consumer-information/identity-theft>

For residents of Massachusetts: You have the right to obtain a police report if you are a victim of identity theft.

For residents of Oregon: State law advises you to report any suspected identity theft to law enforcement, including the Attorney General, and the Federal Trade Commission.