

September 18, 2025

**Graepel
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Dear Employee,

We are writing to inform you of a data security incident that may have involved your personal information. Graepel North America takes data privacy and security seriously and we want to be transparent in the handling of the situation.

The evening of September 17, 2025, we discovered that a phishing email containing confidential information of Graepel employees was mistakenly sent out. The information included the following: employee full name, address, and social security number.

Following the incident we have taken the following steps:

- Notified our IT Department of the phishing email and data
- Engaged with our insurance company and legal counsel to determine the next steps

At this time there is no evidence that your information has been misused. However, we are notifying you of an abundance of caution and to comply with applicable privacy regulations.

To protect your information, we would strongly recommend doing the following:

- Review your credit report via www.annualcreditreport.com you can access these for free 1x per year
- Review your bank and credit card statements for suspicious activity
- Place a fraud alert or credit freeze with the major credit bureaus:
 - Equifax: 1-800-685-1111; www.equifax.com
 - Experian: 1-888-397-3742; www.experian.com
 - TransUnion: 1-800-916-8800; www.transunion.com
- Remain vigilant for phishing attempts. If you receive any suspicious emails, please report them to IT at ISB@graepel.de

We wanted to pass this information as timely as possible. We deeply regret this incident occurring and any concern it may cause. Protecting your privacy is a high priority and we are committed to strengthening our security practices and supporting you through the process. We will provide further information including credit monitoring options in the next days.

If you have any questions or need assistance with the items stated above, please contact the HR Department.