

## **Notice to Employees of Cybersecurity Incident**

Topy America, Inc. ("Topy") remains committed to protecting the privacy of our employees' information. We are in the process of notifying certain current and former employees, as well as beneficiaries and dependents of those employees, of an incident that involved some of their information. This notice describes the incident, measures we have taken, and some steps that our employees may consider taking in response.

On January 13, 2025, Topy identified unusual activity in its network. In response, Topy secured its network and commenced an investigation. The investigation determined that an unauthorized actor obtained access to the Topy network during various dates between December 8, 2024 and January 11, 2025, and took copies of certain files. Topy reviewed the files involved and identified files maintained by Topy for human resources purposes and relate to Topy's self-insured health plan. The information in those files varied by plan participant which could include the employee, spouse and/or dependents, but may have included: name, address, Social Security number, date of birth, claims information that includes medical or health treatment information such as provider name and/or medical treatment information, and information related to enrollment in a medical, dental or vision plan such as member ID, gender, coverage type and effective dates.

On March 14, 2025, we began notifying individuals whose information was involved in the incident. We encourages individuals to review the statements they receive from their health care providers and health insurance plan and contact the provider or health plan immediately if they see any services that were not received. To help prevent something like this from recurring, Topy is taking steps to enhance already existing security measures.

We have also arranged for current and former employees, spouse and dependents whose Social Security number was involved in the incident to receive a complimentary membership to Kroll Identity Monitoring. This product helps detect possible misuse of an individual's information and provides the individual with credit monitoring, fraud consultation, and identity theft restoration services. If you are a current or former employee, or spouse or dependent of a current or former employee, and would like more information on please call (866) 497-5124, Monday through Friday, 9:00 a.m. to 6:30 p.m. Eastern Time, excluding major U.S. holidays.