



May 20, 2025

VIA FIRST CLASS MAIL

[Employee First] [Employee Last]
[Employee Street]
[Employee City], [Employee State] [Employee ZIP]

Dear [Employee First]:

Fresenius Medical Care ("FME") values its employees and believes that the privacy and security of your personal information is important and is committed to protecting it. As you may know from our recent discussion, an incident occurred that resulted in an unauthorized individual accessing some of your personal information that we maintain in our role as your employer. The impacted data included your name, employee role, employee ID, compensation amount, hire date, and bank account information for direct deposit. Importantly, there is no evidence that your date of birth, Social Security Number or other government identification information were exposed.

After becoming aware of the incident, FME initiated incident response and recovery procedures, took steps to contain the incident, and began an investigation. FME has taken steps to help prevent similar incidents in the future, including implementing additional safeguards such as enhanced monitoring and verification procedures. We are notifying affected employees to make them aware of the incident and to offer resources to help protect their information.

We understand you may have questions about how to protect your personal information. To help protect your identity, we are offering a complimentary 24-month membership of Experian's® IdentityWorksSM. This product provides you with superior identity detection and resolution of identity theft. To activate your membership and start monitoring your personal information please follow the steps below:

- Ensure that you enroll by: December 31, 2025. (Your code will not work after this date.)
- Visit the Experian IdentityWorks website to enroll: <https://www.experianidworks.com/credit>
- Provide your **activation code: [code]**

If you have questions about the product, need assistance with identity restoration or would like an alternative to enrolling in Experian IdentityWorks online, please contact Experian's customer care team at 1-833-931-7577 by December 31, 2025. Be prepared to provide **engagement number B138827** as proof of eligibility for the identity restoration services by Experian. We hope you will take advantage of this complementary service.

WHAT YOU CAN DO

We recommend that you remain alert by regularly reviewing your account statements and monitoring free credit reports and immediately report to your banks and other financial institutions any suspicious activity involving your accounts. We also encourage you to enroll in the identity monitoring services that we have offered to you.

FOR MORE INFORMATION

For assistance in enrolling in Experian, please contact 1-833-931-7577 between the hours of Monday through Friday from 8 am to 8 pm Central Time (excluding major U.S. holidays). Please have your engagement number ready.

If you have any questions regarding this incident, please contact the FME Privacy Office at privacy@freseniusmedicalcare.com or at 1-800-662-1237, option 1, option 3.

We apologize for any inconvenience or concern that this incident may have caused you. FME takes very seriously the privacy and security of your personal information and will continue to take steps to help prevent a similar incident in the future.

Sincerely,

Jamie Sorley
U.S. Privacy Officer

Enclosure

ADDITIONAL DETAILS REGARDING YOUR 12-MONTH EXPERIAN IDENTITYWORKS MEMBERSHIP:

A credit card is **not** required for enrollment in Experian IdentityWorks.

You can contact Experian **immediately** regarding any fraud issues, and have access to the following features once you enroll in Experian IdentityWorks:

- **Experian credit report at signup:** See what information is associated with your credit file. Daily credit reports are available for online members only.*
- **Credit Monitoring:** Actively monitors Experian file for indicators of fraud.
- **Identity Restoration:** Identity Restoration agents are immediately available to help you address credit and non-credit related fraud.
- **Experian IdentityWorks ExtendCARE™:** You receive the same high-level of Identity Restoration support even after your Experian IdentityWorks membership has expired.
- **Up to \$1 Million Identity Theft Insurance**:** Provides coverage for certain costs and unauthorized electronic fund transfers.

If you believe there was fraudulent use of your information and would like to discuss how you may be able to resolve those issues, please reach out to an Experian agent at 1-833-931-7577. If, after discussing your situation with an agent, it is determined that Identity Restoration support is needed, then an Experian Identity Restoration agent is available to work with you to investigate and resolve each incident of fraud that occurred (including, as appropriate, helping you with contacting credit grantors to dispute charges and close accounts; assisting you in placing a freeze on your credit file with the three major credit bureaus; and assisting you with contacting government agencies to help restore your identity to its proper condition).

Please note that this Identity Restoration support is available to you for 12 months from the date of this letter and does not require any action on your part at this time. The Terms and Conditions for this offer are located at www.ExperianIDWorks.com/restoration. You will also find self-help tips and information about identity protection at this site.

* Offline members will be eligible to call for additional reports quarterly after enrolling

** The Identity Theft Insurance is underwritten and administered by American Bankers Insurance Company of Florida, an Assurant company. Please refer to the actual policies for terms, conditions, and exclusions of coverage. Coverage may not be available in all jurisdictions.

GENERAL INFORMATION ABOUT IDENTITY THEFT PROTECTION

You should remain vigilant for incidents of fraud and identity theft by reviewing credit card account statements and monitoring your credit report for unauthorized activity.

Credit Reports. Under federal law, you are entitled to one free copy of your credit report every 12 months from each of the three nationwide credit reporting agencies. You may obtain a free copy of your credit report by going to www.AnnualCreditReport.com or by calling 1-877-322-8228. You also may complete the Annual Credit Report Request Form available from the FTC at www.consumer.ftc.gov/articles/pdf-0093-annual-report-request-form.pdf, and mail it to Annual Credit Report Request Service, P.O. Box 105281, Atlanta, GA 30348-5281. **You may contact the nationwide credit reporting agencies at:**

Equifax	Experian	TransUnion
P.O. Box 105788 Atlanta, GA 30348 www.equifax.com 1-800-525-6285	P.O. Box 9554 Allen, TX 75013 www.experian.com 1-888-397-3742	P.O. Box 2000 Chester, PA 19016 www.transunion.com 1-800-680-7289

Fraud Alert. You may place a fraud alert in your file by calling one of the three nationwide credit reporting agencies above. A fraud alert tells creditors to follow certain procedures, including contacting you before they open any new accounts or change your existing accounts. For that reason, placing a fraud alert can protect you, but also may delay you when you seek to obtain credit.

Place a Security Freeze on your Credit Report. You also have the right to place a security freeze on your credit report by contacting any of the credit bureaus listed at above. 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 be able to use an online process, an automated telephone line or a written request. 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 previous addresses for the past five 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. You can place a freeze and lift a security freeze on your credit report free of charge.

You may contact the Federal Trade Commission (FTC) and State Attorneys General Offices. If you believe you are the victim of identity theft or have reason to believe your personal information has been misused, you should contact the FTC and/or your state's attorney general office about for information on how to prevent or avoid identity theft. You can contact the FTC at: Federal Trade Commission, Identity Theft Clearinghouse, Federal Trade Commission, 600 Pennsylvania Avenue, NW Washington, DC 20580, www.consumer.gov/idtheft, 1-877-IDTHEFT (438-4338), TTY: 1-866-653-4261.

Under Massachusetts law, you have the right to obtain any police report filed in regard to this incident. If you are the victim of identity theft, you also have the right to file a police report and obtain a copy of it.