



CORPORATE OFFICE
43811 Plymouth Oaks Blvd
Plymouth, MI 48170

September 9, 2026

[EMPLOYEE NAME]

[STREET ADDRESS]

[CITY, STATE, ZIP]

[ENROLLMENT / PROMOTION CODE]

Re: Notice of Data Breach

Dear [EMPLOYEE NAME]:

Birdi values you and respects the privacy of your information. We are writing to let you know about a data security incident that may have involved some of your personal information and to offer you free credit monitoring services to help protect you.

What Happened?

On August 12, 2026, an unauthorized individual gained access to a Birdi employee's work email account after that employee opened a malicious file. During the brief period of access, the unauthorized individual opened an internal Birdi report that contained employee information. We identified and contained the incident the same evening, disabled the affected account, and confirmed that no further access occurred. We have found no evidence that the unauthorized individual accessed any other Birdi files or systems.

What Information Was Involved?

The breach involved personal information that may have included your name, Social Security number, home address, telephone number, and pay rate. To our knowledge, no patient or health information was involved in this incident.

What We Are Doing

Birdi deeply regrets that this incident occurred. We contained the incident promptly and engaged our security monitoring partner to review our systems. We have implemented additional security measures designed to prevent a recurrence and to protect the privacy of our employees. We are continuing to review the incident and will notify you if there are any significant developments.

To help protect you, Birdi has arranged to provide you with **credit monitoring / identity theft protection services for 18 months at no cost to you** through Norton/LifeLock Benefit Solutions. This package includes:

- Financial Wellness



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- Identity and Financial Protection
- Restoration & Reimbursement
- Privacy Online
- Digital Protection

For new members – You do not need to do anything to enroll in your **BIRDI Inc.-paid Norton LifeLock Benefit Essential plan**. Upon successful enrollment in the benefit on or around September 1st, 2026, you will receive the NEW LifeLock with Norton Benefit Plans Welcome email from no-reply@mail.norton.com with a link to confirm your identity, create your account log in, and access your personalized dashboard. You can also help protect your whole family by enrolling them directly from your employee dashboard.

For existing retail LifeLock members –We recommend that you call to cancel your retail coverage the day before your effective date, or shortly after, in order to be enrolled in the benefit plan. You can do this by calling Norton LifeLock Member Services at 800-607-9174 during business hours (M-F, 8am-6pm CDT). In transitioning to the new LifeLock with Norton Benefit Plans – you will then receive your NEW LifeLock with Norton Benefit Plan Welcome email with a link to confirm your identity, create your account log in and access your personalized dashboard.

What You Can Do

Please review the enclosed section titled Steps You Can Take to Further Protect Your Information, which explains how to monitor your credit, place a fraud alert or security freeze, and take advantage of the free services described above.

For More Information

Please email your questions to questions@birdirx.com and a member of the Compliance, Human Resources or Information Security will respond.

Sincerely,

Michael Barajas, VP Security & Technology

Birdi, Inc.

enclosure

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Steps You Can Take to Further Protect Your Information

Review your account statements and report suspicious activity. Remain vigilant by reviewing your account statements and credit reports. If you detect suspicious activity, promptly notify the financial institution involved and report suspected identity theft to law enforcement, your state Attorney General, and the Federal Trade Commission (FTC). To file a complaint with the FTC, visit IdentityTheft.gov or call 1-877-ID-THEFT (877-438-4338).

Obtain and monitor your credit report. You are entitled to a free copy of your credit report every 12 months from each of the three nationwide credit reporting agencies at www.annualcreditreport.com or 1-877-322-8228. Contact information:

	Equifax	Experian	TransUnion
Phone	(866) 349-5191	(888) 397-3742	(800) 888-4213
Web	www.equifax.com	www.experian.com	www.transunion.com
Mail	P.O. Box 740241, Atlanta, GA 30374	P.O. Box 2002, Allen, TX 75013	P.O. Box 1000, Chester, PA 19016

Consider placing a fraud alert. You may place a free fraud alert on your credit file by contacting any one of the three agencies above. An initial fraud alert lasts at least one year and asks creditors to verify your identity before opening new accounts.

Consider placing a security freeze. You have the right to place a security freeze on your credit file, which makes it harder for someone to open new accounts in your name. You must contact each of the three agencies separately. There is no charge to place or remove a security freeze. To place a freeze, you may need to provide your name, Social Security number, date of birth, current and prior addresses, a copy of a government-issued ID, and a recent utility, bank, or insurance statement.

Consider filing a police report. 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.

Free credit monitoring / identity theft protection. Birdi is offering you credit monitoring / identity theft protection for 18 months at no cost. See What We Are Doing above for enrollment instructions.

Additional resources. Review the FTC's guidance at <https://consumer.ftc.gov/identity-theft-and-online-security>, visit IdentityTheft.gov, or call 1-877-ID-THEFT (877-438-4338).
