October 6, 2026
Via Email

Re: **Notice of Data Breach**

Dear Employee:

BBC International ("BBC") recently experienced a data breach (the "Incident"). We are writing to you because the Incident may have affected your personal information as a current or former employee or consultant of BBC.

BBC took prompt steps to contain and remediate the Incident. BBC also engaged an external cybersecurity firm to assist in its investigation of the Incident, after which BBC implemented a series of remedial measures to further secure BBC's IT environment.

Based on its investigation, BBC has not identified any evidence that your personal information was actually accessed or removed by the unknown threat actors. However, there is a possibility that your personal information may have been compromised, and thus, in an abundance of caution, we are notifying you of the possible risk and steps you can take to mitigate that risk.

We take the security of your personal information very seriously. We encourage you to review the information concerning the steps outlined below to guard against the risk that your personal information is misused, and where applicable, to take advantage of the complimentary credit monitoring and identify theft mitigation services that we are offering.

WHAT INFORMATION WAS INVOLVED

The information that may have been accessed includes personnel files and employment related information. As an employee or former employee at BBC, the personal information on our system may include your name, address, date of birth, social security number, passport number, driver's license number, other government identification numbers provided in connection with your employment, financial account information for accounts used for direct deposit enrollment, health insurance information such as your health insurance identification number, and payroll information. The personal information also includes medical information you may have provided to the company in connection with a disability insurance application, accommodation request, or otherwise.

In addition, if you provided the company with the personal information of your spouse or dependents, including name, address, social security numbers, that information may also have been compromised. We will provide you with a separate notification if the investigation indicates the personal information of

your spouse or dependents was stored on our systems.

WHAT WE ARE DOING

BBC took steps to promptly contain the Incident and secure its IT environment. BBC also engaged an external cybersecurity firm to assist in the investigation, after which it implemented a series of remedial measures to further secure BBC's IT environment.

We have also contacted the Federal Bureau of Investigation and state law enforcement authorities to report the Incident. This notification has not been delayed at the request of law enforcement.

WHAT YOU CAN DO

To help protect your identity, BBC is offering complimentary Experian IdentityWorks^{SM} for 24 months. Information on IdentityWorks^{SM} and how to enroll is listed under "Experian Enrollment Information" below. Please also review the "Additional Important Information" section included with this letter which provides additional information on steps you can take. You should also remain vigilant by reviewing your financial account statements and monitoring your free credit reports.

FOR MORE INFORMATION

Please do not hesitate to contact James Paul at BBC International LLC via email at BreachNotification@bbcint.com or phone at 561-417-7474 if you have any questions or concerns.

EXPERIAN ENROLLMENT INFORMATION

To help protect your identity, we are offering complimentary access to Experian IdentityWorks^{SM} for 24 months.

If you believe there was fraudulent use of your information as a result of this incident and would like to discuss how you may be able to resolve those issues, please reach out to an Experian agent. 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 from the date of the incident (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 Identity Restoration is available to you for 24 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.

While identity restoration assistance is <u>immediately available to you</u>, we also encourage you to activate the fraud detection tools available through Experian IdentityWorks as a complimentary 24-month membership. This product provides you with superior identity detection and resolution of identity theft. To start monitoring your personal information, please follow the steps below:

- Ensure that you enroll by **01-31-2027 by 11:59 pm UTC** (Your code will not work after this date.)

- **Visit** the Experian IdentityWorks website to enroll: https://www.experianidworks.com/3bplusmembership

- Provide your **activation code**: CQQXNR8BZ.

If you have questions about the product, need assistance with Identity Restoration that arose as a result of this incident or would like an alternative to enrolling in Experian IdentityWorks online, please contact Experian's customer care team by January 31, 2027 at (833) 931-7577 Monday – Friday, 8 am – 8 pm Central Time (excluding major U.S. holidays). Be prepared to provide engagement number: B173906 as proof of eligibility for the Identity Restoration services by Experian.

ADDITIONAL DETAILS REGARDING YOUR 24-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.[1]

- **Credit Monitoring:** Actively monitors Experian, Equifax and Transunion files for indicators of fraud.

- **Internet Surveillance:** Technology searches the web, chat rooms & bulletin boards 24/7 to identify trading or selling of your personal information on the Dark Web.

- **Identity Restoration:** Identity Restoration specialists 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.

- **$1 Million Identity Theft Insurance[2]:** Provides coverage for certain costs and unauthorized electronic fund transfers.

[1] Offline members will be eligible to call for additional reports quarterly after enrolling.

ADDITIONAL IMPORTANT INFORMATION

You can contact the Federal Trade Commission ("FTC") for more information on preventing identity theft, fraud alerts, and credit freezes.

Federal Trade Commission
600 Pennsylvania Avenue, NW
Washington, DC 20580

Report identity theft at IdentityTheft.gov.
Contact the Consumer Response Center by calling 1-877-FTC-HELP (382-4357)

Credit Reports. A credit report is a summary of your personal credit history. Your credit report includes identifying information — like your address and date of birth — and information about your credit history — like how you pay your bills or if you filed for bankruptcy. Federal law requires each of the three major credit bureaus to provide you with a free copy of your credit report once every 12 months.

The three nationwide credit bureaus — Equifax, Experian, and TransUnion — have a centralized website, toll-free telephone number, and mailing address so you can order your free annual reports in one place. Don't contact the three credit bureaus individually. The following are the only ways to order your free annual credit reports:

visit AnnualCreditReport.com,

call 1-877-322-8228, or

complete the Annual Credit Report Request Form and mail it to:

Annual Credit Report Request Service
P.O. Box 105281
Atlanta, GA 30348-5281

Only one website — AnnualCreditReport.com — is authorized to fill orders for the free annual credit reports you are entitled to by law.

In addition, all three nationwide credit bureaus have permanently extended a program that lets you check your credit report once a week from each of three major credit reporting agencies for free with no credit card, subscription or other fees at AnnualCreditReport.com.

For more information on credit reports and how to obtain your free credit reports, you can consult the FTC website. https://consumer.ftc.gov/articles/free-credit-reports#How%20To%20Get%20Your%20Free%20Credit%20Reports.

---

[2] 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.

Fraud Alert. You can place a free fraud alert on your credit file. A fraud alert tells creditors to contact you before they open any new accounts or change your existing accounts. Contact any one of the three major credit bureaus at the links or phone numbers listed below. As soon as one credit bureau confirms your fraud alert, the others are notified to place fraud alerts. The initial fraud alert stays on your credit report for one year. You can renew it after one year.

Credit Freeze. You may also want to consider placing a free credit freeze. A credit freeze means potential creditors cannot get your credit report. That makes it less likely that an identity thief can open new accounts in your name. To place a freeze, you must contact each of the major credit bureaus at the links or phone numbers below. A freeze remains in place until you ask the credit bureau to temporarily lift it or remove it.

The agencies will typically ask you to provide your name, address, birth date, and Social Security number, and responses to identity verification questions.

A parent or legal guardian may request a fraud alert or credit freeze for a minor. Contact the credit bureaus for specific information.

Credit Bureau Contact Information		
Equifax: 1-888-Equifax (1-888-378-4329) **Fraud Alert** https://www.equifax.com/personal/credit-report-services/credit-fraud-alerts/ **Credit Freeze** https://www.equifax.com/personal/credit-report-services/credit-freeze	**Experian**: 1-888-397-3742 **Fraud Alert** https://www.experian.com/help/fraud-alert/or 1-888-397-3742 **Credit Freeze** https://www.experian.com/help/credit-freeze/	**TransUnion**: 1-800-916-8800 **Fraud Alert** https://www.transunion.com/fraud-alerts **Credit Freeze** https://www.transunion.com/credit-freeze/credit-freeze-faq#accordiongroup-b026df415f-item-46a3d509a2

The FTC website includes a checklist on further steps you can take depending on the type of personal information involved. https://www.identitytheft.gov/databreach.

Residents of New York. The Attorney General of New York may be contacted at:

Office of the New York State Attorney General

The Capitol Albany NY 12224-0341
1-800-771-7755
https://ag.ny.gov/contact-attorney-general-letitia-james

The New York Department of State Division of Consumer Protection may be contacted at:
http://www.dos.ny.gov/consumerprotection
(800) 697-1220.

Residents of Rhode Island have a right to obtain copies of any police report filed in connection with this incident and may file a police report and obtain a copy of it if you are a victim of identity theft. Approximately 11 Rhode Island residents have been impacted by this data breach.

The Attorney General of Rhode Island may be contacted at:

RI Office of the Attorney General
150 South Main Street
Providence, RI 02903
Phone: (401) 274-4400
https://riag.ri.gov/about-our-office/contact-us

Residents of Massachusetts have a right to obtain copies of any police report filed in connection with this incident and may file a police report and obtain a copy of it if you are a victim of identity theft.