



March 31, 2026

NOTICE OF DATA BREACH

We value and respect the privacy of your information, and we are writing to let you know about a data security incident that involves your personal information. This notification is sent pursuant to the Massachusetts General Laws (M.G.L.A. 93H).

WHAT HAPPENED?

On Sunday, March 22, 2026, an unidentified individual (or individuals) gained unauthorized access to certain employee data held by illy caffè North America, Inc. (“ICNA”). ICNA is owned by illy caffè S.p.A.

You have the right to obtain a police report regarding the incident.

WHAT INFORMATION WAS INVOLVED?

The data accessed may have included or included personal information such as names, dates of birth, addresses, Social Security numbers, passport numbers, driver’s license and IDs.

WHAT WE ARE DOING

ICNA values your privacy and deeply regrets that this incident occurred. ICNA has conducted a thorough review of the potentially affected records and will notify you if there are any significant developments. ICNA has implemented additional security measures designed to prevent a recurrence of such an incident and to protect the privacy of ICNA’s employees.

ICNA also is working closely with law enforcement to ensure the incident is properly addressed.

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WHAT YOU CAN DO

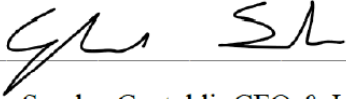
Please also review the attachment to this letter titled “Steps You Can Take to Further Protect Your Information” for further information on steps you can take to protect your information and how to receive free credit monitoring services for 18 months.

FOR MORE INFORMATION

For further information and assistance, please contact Human Resources at hrdeptnorthamerica@illy.com

Sincerely,

illy caffè North America, Inc.



By: Sandro Gastaldi, CFO & Interim President

Steps You Can Take to Further Protect Your Information

- **Review Your Account Statements and Notify Law Enforcement of Suspicious Activity**

As a precautionary measure, we recommend that you remain vigilant by reviewing your account statements and credit reports closely. If you detect any suspicious activity on an account, you should promptly notify the financial institution or company with which the account is maintained. You also should promptly report any fraudulent activity or any suspected incidence of identity theft to proper law enforcement authorities, including your state attorney general and the Federal Trade Commission (“FTC”).

To file a complaint with the FTC, go to IdentityTheft.gov or call 1-877-ID-THEFT (877-438-4338). Complaints filed with the FTC will be added to the FTC’s Identity Theft Data Clearinghouse, which is a database made available to law enforcement agencies.

- **Obtain and Monitor Your Credit Report**

We recommend that you obtain a free copy of your credit report from each of the three major credit reporting agencies once every 12 months by visiting www.annualcreditreport.com, calling toll-free 877-322-8228, or by completing an Annual Credit Report Request Form and mailing it to Annual Credit Report Request Service, P.O. Box 105281, Atlanta, GA 30348. You can access the printable request form at <https://www.annualcreditreport.com/manualRequestForm.action> or fill out the online form at <https://www.annualcreditreport.com/requestReport/requestForm.action>. Or you can elect to purchase a copy of your credit report by contacting one of the three national credit reporting agencies. Contact information for the three national credit reporting agencies for the purpose of requesting a copy of your credit report or for general inquiries is provided below:

Equifax
(866) 349-5191
www.equifax.com
P.O. Box 740241
Atlanta, GA 30374

Experian
(888) 397-3742
www.experian.com
P.O. Box 2002
Allen, TX 75013

TransUnion
(800) 888-4213
www.transunion.com
2 Baldwin Place
P.O. Box 1000
Chester, PA 19016

- **Consider Placing a Fraud Alert on Your Credit Report**

You may want to consider placing a fraud alert on your credit report. An initial fraud alert is free and will stay on your credit file for at least 90 days. The alert informs creditors of possible fraudulent activity within your report and requests that the creditor contact you prior to establishing any accounts in your name. To place a fraud alert on your credit report, contact any of the three credit reporting agencies identified above. Additional information is available at www.annualcreditreport.com.

- **Credit Report Monitoring Services**

In addition, ICNA has arranged with LifeLock to provide you with credit monitoring services for 12 months, at no cost to you. The company will provide you with information on how to enroll in for LifeLock identity protection services. To take advantage of this offer, you must enroll within 30 days from receipt of this letter.

- **Take Advantage of Additional Free Resources on Identity Theft**

We recommend that you review the tips provided by the Federal Trade Commission's Consumer Information website, a valuable resource with some helpful tips on how to protect your information and prevent identity theft. Additional information is available at <https://consumer.ftc.gov/identity-theft-and-online-security>.

For more information, please visit IdentityTheft.gov or call 1-877-ID-THEFT (877-438-4338). A copy of Identity Theft – A Recovery Plan, a comprehensive guide from the FTC to help you guard against and deal with identity theft, can be found on the FTC's website at https://www.bulorder.ftc.gov/system/files/publications/501a_idt_a_recovery_plan_508.pdf.

OTHER IMPORTANT INFORMATION

- **Security Freeze**

Massachusetts residents can also consider placing a Security Freeze on their credit reports, free of charge. A security freeze (also known as a credit freeze) makes it harder for someone to open a new account in your name. It is designed to prevent potential creditors from accessing your credit report without your consent. As a result, using a security freeze may interfere with or delay your ability to apply for a new credit card, wireless phone, or any service that requires a credit check. You must separately place a security freeze on your credit file with each credit reporting agency. To place a security freeze, you may be required to provide the consumer reporting agency with information that identifies you including your full name, Social Security number, date of birth, current and previous addresses, a copy of your state-issued identification card, and a recent utility bill, bank statement, or insurance statement. There is no charge to request a security freeze or to remove a security freeze.

For more information on placing a security freeze on your credit reports, please go to the Massachusetts Attorney General website at <https://www.mass.gov/info-details/freeze-your-credit>.