

February 27, 2023

NOTICE OF DATA BREACH

Dear [NAME],

We are writing to notify you of an incident that may involve your personal information stored on systems maintained by REC Silicon (“REC”). We take the privacy and protection of our employees’ information very seriously, and we are providing this notice to inform you about the incident and to call your attention to some steps you can take to help protect yourself.

What Happened

In November 2022, REC was alerted to the existence of a cyber incident. REC has since been able to confirm that unauthorized parties were able to gain access to certain user-related information. We believe the unauthorized parties were able to access this information beginning on approximately October 25, 2022, through approximately October 31, 2022. Since learning of this issue, REC has acted quickly to address any potential data breach and to purge any unauthorized party from REC’s systems.

What Information Was Involved

Based on our investigation to date, we believe that the unauthorized parties may have accessed information contained in certain employees’ benefits and pension record, which may typically include the account user’s name, social security number and medical information.

What We Are Doing

After learning of the issue, REC immediately began working to identify potentially affected accounts and to prevent any further unauthorized access to employees’ personal information. In addition, we are offering you 12 months of free identity theft and privacy protection through IDX Premier. Please see HR if you have any questions concerning the services offered by IDX Premier.

What You Can Do

We recommend that you review financial account statements as soon as possible in order to determine if there are any discrepancies or unusual activity listed. We urge you to remain vigilant and continue to monitor financial account statements for unusual activity going forward. If you see anything you do not recognize, you should immediately notify the relevant financial institution. We further recommend that, as a general practice, you carefully check your credit reports for accounts you did not open or for inquiries from creditors you did not initiate. If you see anything you do not understand, call the credit agency immediately. You are entitled under U.S. law to one free credit report annually from each of the three nationwide consume reporting agencies. To order your free credit report, visit www.annualcreditreport.com or call toll-free at 1-877-322-8228.

For More Information

For more information about this incident, or if you have any additional questions or concerns about this incident, you may contact us at (406) 496-9760.

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