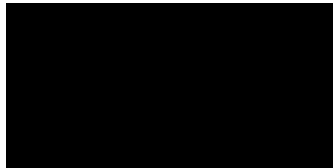




POWERED BY TOFANE

February 17, 2022



Subject: NOTICE OF DATA BREACH

Dear [REDACTED]:

We are coming to you as you have been working for iBASIS in the past.

At iBASIS protecting personal information of our employees is a priority. In this regard, we regret to inform you that iBASIS, Inc. has become aware that a breach of your name and social security number may have occurred. We are profoundly sorry that this occurred. In addition to steps we are taking to prevent any future breaches, we have included information in this letter regarding actions you may take to further protect your own information.

What Happened.

It appears that unauthorized person(s) accessed iBasis's database containing personally identifiable confidential information. The breach was identified immediately after it occurred on January 29th 2022. Upon learning of this disclosure, iBasis immediately notified appropriate authorities and continues to work with such authorities to address this issue.

iBASIS

10 Maguire Road, Bldg. 3
Lexington, MA 02421

Tel
1.781.430.7500

Fax
1.781.430.7300

Email
contact@iBASIS.net

What Information Was Involved.

The breach involved a database that contains employee names and social security numbers.

What Are We Doing

Upon discovery of the incident, the company immediately commenced an investigation and contained the incident with the assistance of an independent cybersecurity team. We confirmed that all operational systems, analytics, and communication systems were secure and unaffected. The impact was limited and contained by the swift action of our security and systems teams who implemented various measures designed to prevent the recurrence of similar incidents.

In addition, because the unauthorized hacking of the iBASIS data may have exposed your social security account, iBasis has contracted with Identity Force a credit monitoring service, which can monitor your credit, free of charge for up to 24 months.

Please let us know if you want to use such a service and we will provide all relevant information to enroll.

What You Can Do

As additional precautionary measures you may want to consider taking the following steps to protect yourself from potential harm resulting from the breach:

- Contact credit reporting bureaus - There are three major credit reporting bureaus. Their contact information is listed below. We recommend that you contact at least one of the bureaus and place a fraud alert/security freeze on your credit report. This can help prevent an identity thief from opening additional accounts in your name. As soon as the credit bureau confirms your fraud alert/security freeze, the other two bureaus will be notified automatically of the fraud alert/security freeze. Placing a fraud alert/security freeze on your report is free of charge.

Equifax

P.O. Box 740256

Atlanta, GA 30374

1-800-525-6285

www.equifax.com

Experian

Fraud Victim Assistance

P.O. Box 9554

Allen, TX 75103

1-888-397-3742

www.experian.com

TransUnion

National Consumer Assistance.

Fraud Victim Assistance Division

P. O. Box 2000

Chester, PA 19016-2000

1-800-680-7289

www.transunion.com

- Order your credit reports. By establishing a fraud alert/security freeze, you will receive a follow-up letter that will explain how you can receive a free copy of your credit report. You are entitled to receive a free credit report annually from each of the three credit bureaus. We recommend that you space out your requests so that you receive one free credit report every four months. For example, request a report from Equifax immediately, a report from Experian four months from now and a report from TransUnion four months later. Examine each report closely and look for signs of fraud such as credit accounts that are not yours.
- Continue to monitor your credit reports. Even though a fraud alert/security freeze has been placed on your account and you have credit monitoring service, you should continue to monitor your credit reports to ensure that an imposter has not opened an account with your personal information.
- Review the below additional information regarding protecting personal information

Social Security Administration: The Social Security Administration provides information about protecting your personal information: <https://blog.ssa.gov/protecting-your-social-security-number-from-identity-theft/> ; <https://www.ssa.gov/pubs/EN-05-10064.pdf>. You also may review earnings posted to your record on your Social Security Statement on www.socialsecurity.gov/myaccount.

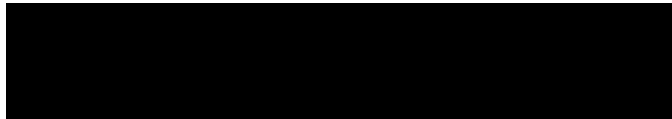
Federal Trade Commission: The FTC website has further information regarding preventing fraud and identity theft, including additional information about “fraud alerts” and “security freezes,” and about how to monitor and protect your credit and finances:

Federal Trade Commission
600 Pennsylvania Avenue, NW
Washington, D.C. 20580
(202) 326-2222
1-877-382-4357
www.consumer.ftc.gov/features/feature-0014-identity-theft
www.IdentityTheft.gov

Again, we very much regret this situation occurred and apologize for any concern this may cause you personally.

For further assistance, additional information, or questions, please feel free to contact us.

Sincerely,



Paul Heilbronner
EVP, Human Resources