

18 October 2024

NOTICE OF DATA BREACH TO EMPLOYEES

On October 2, 2024, we identified that a Flint South Africa employee had accessed Flint South Africa's internal systems, leading to the unauthorised processing of various employees' (past and present) personal information that potentially includes your personal details. Upon discovering the breach, we promptly took action to contain the situation, including consulting with our legal team, and initiated a thorough investigation to assess the full scope of the incident. The employee responsible is currently subject to disciplinary action.

While the investigation is still ongoing, we have reason to believe that the compromised personal information may include some or all of the following details:

- contact information, including physical addresses, email addresses, and phone numbers;
- remuneration details;

We would like to assure you that we have no evidence suggesting that any passwords or personal financial data (other than what is set out above) have been compromised at this stage. However, we encourage all employees (past and present) to remain vigilant and take appropriate steps to protect their personal information.

We have since addressed the issues surrounding these unauthorised actions and have taken the necessary steps to mitigate any further risks, including:

- initiating disciplinary action against said employee;
- reviewing and reporting the breach to the Information Regulator, being South Africa's data protection authority; and
- strengthening access controls.

Our proposed way forward

In light of the above, and in order to ensure that your personal information is protected, we recommend that you:

- monitor your financial accounts for any suspicious activity;
- report any unusual transactions to your bank or financial institution immediately; and
- remain cautious of any unsolicited communications requesting sensitive information.

Should you have any questions or need further assistance, please contact the Information Officer via email at Data.protection@flintgrp.com.

We understand the concern and inconvenience this may cause, and we are committed to resolving this issue and protecting your personal information and will continue to keep you informed of any significant developments regarding this breach.

Yours faithfully,

Upal Roy

Managing Director