



The Estée Lauder Companies

767 Fifth Avenue
New York, NY 10153
July 17, 2026

NOTICE OF DATA BREACH

Dear **[Insert Name]**,

We are writing to notify you of a data security incident involving your personal information. We take the protection of your personal information seriously and are contacting you to tell you what happened, what information was involved, what we are doing, and what you can do in response.

What Happened

We became aware of a cybersecurity issue involving a vulnerability in the Oracle E-Business Suite system which is used by the Estée Lauder Companies for HR management purposes. On June 19, 2026, we determined through our investigation that, on or around August 9, 2025, an unauthorized third party gained access to the Oracle E-Business Suite system and obtained personal information of certain individuals.

What Information Was Involved

The affected information included names, postal and email addresses, dates of birth, Social Security numbers, passport numbers, financial account information (bank account numbers), health information, and employment-related information (such as performance evaluation and payroll information). The impacted data varied for each affected individual.

What We Are Doing

After learning of the issue with the Oracle E-Business Suite system, we quickly launched an investigation and worked with leading outside cybersecurity experts to determine the nature and scope of the issue and impacted information. We also notified law enforcement authorities. We have put in place additional safeguards to further protect the system.

What You Can Do

We are alerting you so you can take steps to help protect your information. Please remain vigilant in protecting against identity theft and fraud, including monitoring your accounts, account statements, and credit reports for signs of suspicious activity. U.S. residents are entitled by law to one free credit report annually from each of the three nationwide consumer reporting agencies. You can order your free credit report by visiting www.annualcreditreport.com or calling toll-free at 1-877-322-8228.



In addition, since the incident involved your contact information, we recommend you remain alert for suspicious emails, texts, and phone calls.

To further protect your identity and as a precaution, we have engaged the services of Kroll to provide identity monitoring at no cost to you for 24 months. Visit <https://enroll.krollmonitoring.com> to activate and take advantage of your identity monitoring services. You have until October 31, 2026 to activate your identity monitoring services. Your unique Membership Number is: <<Member ID (S_N)>>.

For more information about Kroll and your identity monitoring services, you can visit info.krollmonitoring.com. The attached Reference Guide that follows provides more information about enrollment and the protection of personal information.

For More Information

If you have any questions regarding this issue, please call HR Services at 1-928-212-9893 or 1-844-472-8352, which is available Monday through Friday from 9:00am to 5:00pm EST.

Sincerely,

The Estée Lauder Companies