

Appendix

Acuity Brands identified a data security incident, immediately took steps to secure its systems, and a third-party cybersecurity firm was engaged to conduct a thorough investigation. The investigation determined that an unauthorized person obtained access to some of Acuity's systems on December 7 and December 8, 2021, and copied a subset of files out of its network during that time. During the investigation, Acuity also discovered evidence of an unrelated incident of unauthorized access that occurred on October 6 and October 7, 2020, which included an attempt to copy certain files out of its network. Acuity conducted a review of the files from both incidents and determined that they included the personal information for Acuity's current and former employees and members of its health plan, including 22 Maine residents. The information included the individuals' names and one or more of the following: Social Security numbers, enrollment and claims information related to participation in Acuity's health plan, driver's license numbers, financial account information, and limited health information related to other aspects of an individual's employment with Acuity, such as injury information related to workers compensation claims or related to requests for leave under the Family and Medical Leave Act. The types of information in the files were not the same for all individuals.

On December 6, 2022, Acuity will begin mailing notification letters via United States Postal Service First-Class mail to individuals whose information may have been involved, including the Maine residents, in accordance with Me. Rev. Stat. Tit. 10, §1348.¹ A copy of the notification letter is enclosed. Acuity is offering eligible individuals complimentary one-year memberships in identity monitoring services through Experian. In addition, Acuity has recommended that residents review their financial account statements and credit reports and report any unauthorized charges or activity and has established a dedicated, toll-free helpline where residents may obtain more information regarding the incident.

Additionally, Acuity has enhanced its existing security protocols and technical safeguards to further secure its environment and to help prevent a similar incident in the future.

¹ This report does not waive Acuity's objection that Maine lacks regulatory authority over it related to any claims that may arise from this incident.