

## **SCHEDULE B.3**

### **ESTÉE LAUDER DATA INCIDENTS CLASS ACTION**

#### **NOTICE OF A CLASS ACTION SETTLEMENT APPROVAL HEARING**

#### **YOU HAVE NOTHING TO PAY IN ORDER TO REMAIN INCLUDED IN THIS CLASS ACTION AND IN ORDER TO PARTICIPATE IN THE PROPOSED SETTLEMENT**

On **June 3, 2026**, the Superior Court of Québec will hold a hearing to decide whether to approve a proposed settlement of a class action regarding data incidents that occurred around May and July 2023 (the “**Data Incidents**”) involving Estée Lauder Cosmetics Ltd and The Estée Lauder Companies Inc. (collectively, “**Estée Lauder**”).

**Estée Lauder denies all allegations and liability. No court has found Estée Lauder liable. The parties have agreed to settle to avoid the risk and expense of continued litigation.**

#### **Who is Included**

You may be a member of the class action initiated by Ms. Cohen against Estée Lauder, which was filed before the Superior Court of Québec, District of Montréal, under court file no. 500-06-001261-235 (the “**Class Action**”). Class members in the Class Action consist of all persons in Canada:

- (i) whose personal or financial information held by Estée Lauder was compromised and/or stolen from Estée Lauder on or around July 12, 2023 (the “**July Incident**”); or who received an email or letter from Estée Lauder, dated on or about September 5, 2023, informing them of the July Incident; and/or
- (ii) (ii) whose personal or financial information held by Estée Lauder was compromised and/or stolen from Estée Lauder on or around May 31, 2023 (the “**May Incident**”); or who received an email or letter from Estée Lauder, dated on or about October 19, 2023, informing them of the May Incident.

#### **What the Settlement Provides**

A national Canadian settlement has been reached to resolve litigation arising from two (2) data incidents involving Estée Lauder, one occurring on or around May 31, 2023, and another on or around July 12, 2023 (the Data Incidents).

Estée Lauder will pay CAD \$1,515,000 (the “**Settlement Fund**”) to resolve the Class Action. Subject to the Courts’ approval, following deduction of class counsel fees, disbursements, administrative costs, and notice costs, the remaining balance of the Settlement Fund will be distributed in accordance with the structure outlined below:

- **Substantiated Losses.** Class Members who submit a timely and valid claim with supporting documentation evidencing out-of-pocket losses reasonably attributable to the Data Incidents may receive up to CAD \$5,000, subject to the overall Settlement Fund and the *pro rata* provisions described below. **For clarity, the email or letter from Estée Lauder notifying you of a Data Incident does not constitute supporting documentation for a Substantiated Loss.**
- **Unsubstantiated Losses.** Class Members who submit a timely and valid claim without supporting documents may receive:
  - CAD \$150 if the Class Member falls within only one of the Data Incidents (the “**First Group**”);
  - CAD \$300 if the Class Member falls within both of the Data Incidents (the “**Second Group**”).
  - Class Members who are entitled to a Monetary Benefit for Substantiated Losses will also be entitled to receive a Monetary Benefit for Unsubstantiated Losses.
  - Claims for Substantiated Losses will be paid from the Settlement Fund before any amount is paid regarding the claims for Unsubstantiated Losses.
  - If funds remain after payment of approved Substantiated Losses, the Unsubstantiated Losses claims may be increased up to a maximum of CAD \$300 for First Group claimants and up to a maximum of CAD \$600 for Second Group claimants in addition to their claim for Substantiated Losses, if applicable.
- If you are eligible for a Monetary Benefit, the payment will be sent to you by Interac e-Transfer. If you wish to receive the payment by cheque, you must make a written request to the Claims Administrator after the Claim Form becomes available and following submission of your claim.
- ***Pro rata* adjustments.** If the total value of approved claims exceeds the funds remaining in the Settlement Fund, payments will be reduced proportionally on a *pro rata* basis. If, after such *pro rata* reduction, the value of each individual payment would be less than CAD \$3.00, no individual payments will be issued to Class Members. In such event, all remaining Settlement Funds will be distributed to the charitable organizations identified below, after payment of the *Fonds d'aide aux actions collectives* levy (if applicable). Conversely, if the total value of approved claims does not exhaust the Settlement Fund, payments of the claims for Unsubstantiated Losses may be increased proportionally on a *pro rata* basis, subject to the maximum caps specified above.
- **The Fonds d'aide aux actions collectives** (the “**FAAC**”) is legally entitled to receive a percentage of the Québec portion of any remaining balance from the Settlement Fund, according to the *Regulation respecting the percentage withheld*

*by the Fonds d'aide aux actions collectives.* After the FAAC has been paid said levy, as applicable, the remainder will be distributed in equal parts to the following charitable organizations: the Jewish General Hospital Foundation and Chai Lifeline Canada.

### **Class Counsel Fees**

Class counsel will seek Court approval for legal fees of CAD \$454,500, plus applicable taxes and disbursements, to be paid exclusively from the Settlement Fund. The Court may approve the Settlement even if it denies the requested legal fees.

### **Your Options**

1. Do nothing now (you have nothing to pay). If the settlement is approved, you will be bound by the judgment and release and may submit a claim by the claims deadline to receive benefits. Instructions and deadlines will be posted on the Settlement Website at [www.EsteeLauderSettlement.ca](http://www.EsteeLauderSettlement.ca).
2. Opt out. If you do not wish to be bound or receive any benefits, submit the opt-out form by **June 1, 2026** at 11:59 PM Eastern Time, to the clerk of the Superior Court of Québec (Greffé de la Cour supérieure du Québec, 1, rue Notre-Dame Est, Montréal (Québec) H2Y 1B6). In addition, you may also send a copy of this form by email to the Claims Administrator at the address below.
3. Object or comment. If you do not opt out, you may object to or comment on the settlement by sending a written submission to the Claims Administrator no later than **May 14, 2026 at 11:59 PM Eastern Time**. Include your name, contact information, brief reasons, whether you will attend in person or through a lawyer (with the lawyer's contact information) and a statement that the foregoing is true and correct. You retain the right to object to the Settlement in person on the day of the Settlement Approval Hearing, even if you did not submit a written objection by the specified deadline.

Class Members may also attend the settlement approval hearing on **June 3, 2026** at 9:30 AM, at the Superior Court of Québec, 1 Notre-Dame Street East, Montreal, Quebec H2Y 1B6, Room 17.09. Remote attendance will be available by Microsoft Teams: [Teams Link](#). The date and time may change; updates will be posted at [www.EsteeLauderSettlement.ca](http://www.EsteeLauderSettlement.ca).

**For more information**

To contact Class Counsel:

**Lex Group Inc.**  
Mtre David Assor  
4101 Sherbrooke Street West  
Westmount, QC, H3Z 1A7  
Phone: (514) 451-5500, extension 101  
Fax: (514) 940-1605  
Email: [info@lexgroup.ca](mailto:info@lexgroup.ca)

For the Settlement Agreement, claim forms, deadlines, and updates, visit the Settlement Website at [www.EsteeLauderSettlement.ca](http://www.EsteeLauderSettlement.ca) or contact the Claims Administrator at:

**Concilia Services Inc.**  
Attn: Estée Lauder Settlement  
5900 Andover Avenue, Suite 1  
Montreal, QC, H4T 1H5  
Phone: 1-888-538-5770  
Email: [EsteeLauder@conciliainc.com](mailto:EsteeLauder@conciliainc.com)

In case of any discrepancy between this notice and the Settlement Agreement, the Settlement Agreement prevails.

**The publication of this notice has been approved and ordered by the Superior Court of Québec.**