

HIPAA: Notice of Privacy Practices (Effective Date: January 1, 2026)

THIS NOTICE DESCRIBES HOW MEDICAL INFORMATION ABOUT YOU MAY BE USED AND DISCLOSED AND HOW YOU CAN GET ACCESS TO THIS INFORMATION. PLEASE REVIEW IT CAREFULLY.

This notice of privacy practices (this “Notice”) applies to the health-related benefits of the plans and programs (the “Group Health Plan” sponsored by Savannah River Nuclear Solutions, LLC (the “Company”). The Group Health Plan includes the following Company-sponsored plans and benefits that are subject to the administrative simplification section of the Health Insurance Portability and Accountability Act and its implementing regulations (HIPAA): the Active Medical Plan the Pre-65 Retiree Medical Plan, the Active Dental Plan, the Pre-65 Retiree Dental Plan, the Active Vision Plan, the Employee Assistance Program, and Flexible Spending Accounts (Traditional and Limited).

This Notice summarizes the Group Health Plan’s responsibilities and your rights concerning protected health information, which is information that identifies you and relates to your physical or mental health, treatment, and payment for health care services.

1. Uses and Disclosures of Information that the Group Health Plan May Make Without Written

Authorization. The Group Health Plan may use or disclose protected health information for the following purposes without your written authorization as long as the legal requirements are met. The examples provided are not meant to be exhaustive.

Treatment. The Group Health Plan may use or disclose protected health information so that health care providers may provide treatment to you. For example, the Group Health Plan may disclose medical information about you to doctors, nurses, technicians, or other hospital or medical facility personnel who are involved in taking care of you.

Payment. The Group Health Plan may use or disclose protected health information to determine or fulfill its responsibility for coverage and the provision of benefits under the Group Health Plan. Examples of payment activities include determining eligibility or coverage for Group Health Plan benefits; facilitating payment for the treatment or services you receive from health care providers; coordinating benefits under the Group Health Plan; and adjudicating health care claims. The Group Health Plan also may use or disclose protected health information to review health care services to determine medical necessity, appropriateness of care, and justification of charges and to facilitate utilization review activities, including pre-certification and preauthorization of services concurrent and retrospective review.

Health Care Operations. The Group Health Plan may use or disclose protected health information for certain operations that are necessary to run the Group Health Plan. Examples of Group Health Plan operations include: conducting quality assessment and improvement activities; underwriting or premium rating for purposes of creation, renewal, or replacement of Group Health Plan benefits; coordinating or managing care; and conducting or arranging for medical review. The Group Health Plan is prohibited from using or disclosing protected health information that is genetic information about an individual for underwriting purposes.

Plan Sponsor. In accordance with the terms of the Group Health Plan, the Group Health Plan may disclose protected health information to designated employees of the Company, which is the sponsor of the Group Health Plan, solely for purposes of administering the Group Health Plan. The Group Health Plan will not use or disclose protected health information for employment-related reasons without your permission.



To Comply with Federal and State Requirements. The Group Health Plan will disclose protected health information about you when required to do so by federal, state, or local law.

Public Health Activities. The Group Health Plan may use or disclose protected health information for certain public health activities, including to report information to the appropriate authority to prevent or control disease, injury, or disability.

Abuse or Neglect. The Group Health Plan may disclose protected health information to an appropriate government agency if it believes it is related to child abuse or neglect or in certain circumstances if it believes it is related to a victim of abuse, neglect or domestic violence.

Health Oversight Activities. The Group Health Plan may disclose protected health information to governmental health oversight agencies for activities authorized by law, such as audits, investigations, and inspections. These health oversight activities do not include an investigation or other activity relating to you.

Judicial and Administrative Proceedings. The Group Health Plan may disclose protected health information in response to an order of a court or administrative tribunal, a subpoena, discovery request, or other lawful process as provided by law.

Law Enforcement. The Group Health Plan may disclose protected health information, subject to specific limitations, for certain law enforcement purposes.

Coroners, Medical Examiners, and Funeral Directors. The Group Health Plan may disclose protected health information to coroners, medical examiners, or funeral directors as necessary for them to carry out their duties.

Organ Donation. The Group Health Plan may use or disclose protected health information to organ procurement organizations or other entities engaged in procuring, banking, or transplanting of organs, eyes, or tissue.

Research. The Group Health Plan may use or disclose protected health information for limited research purposes. Usually, an authorization is required to use and disclose protected health information for research.

Averting a Serious Threat to Health or Safety. The Group Health Plan may use and disclose protected health information when necessary to prevent a serious threat to your health and safety or the health and safety of the public or another person. Any disclosure, however, would be only to someone who is able to help prevent or reduce the threat.

Military and Veterans. If you are a member of the armed forces, the Group Health Plan may disclose protected health information about you as required by military command authorities.

National Security. The Group Health Plan may disclose protected health information to authorized federal officials for national security activities and for the provision of protective services to the President and other authorized officials.

Persons in Custody. The Group Health Plan may disclose protected health information about an inmate or person in lawful custody of law enforcement in certain circumstances.

Workers' Compensation. The Group Health Plan may disclose protected health information as authorized by

and to comply with workers' compensation laws and other similar legally established programs that provide benefits for work-related injuries or illness.

Business Associates. The Group Health Plan may disclose protected health information to third party "business associates" who perform various activities involving protected health information (e.g., claims payment or case management services) for the Group Health Plan. The Group Health Plan requires its business associates to agree to appropriately safeguard protected health information and to limit their use or disclosure of protected health information.

Substance Use Disorder Records. Certain substance use disorder ("SUD") records are protected by a federal law called 42 CFR Part 2 ("Part 2"). These additional protections apply only to SUD records that come from federally assisted SUD treatment programs. Information you share with the Group Health Plan about substance use or recovery is protected by HIPAA, but may not be subject to Part 2 unless it comes directly from a SUD program. When the Group Health Plan maintains records protected by Part 2, the Group Health Plan follows the special federal rules that restrict how the Group Health Plan may use or share these SUD records. The Group Health Plan generally will not use or disclose these SUD records in civil, criminal, administrative, or legislative proceedings against you without your consent or a special type of court order.

2. Uses and Disclosures of Information that the Group Health Plan May Make Unless You Object. The Group Health Plan may use and disclose protected health information in the following instances without your written authorization, unless you object.

Disclosure to Others Involved in Your Care/Payment for Care. The Group Health Plan may disclose protected health information about you to a relative, a friend, or to any other person you identify, as long as the information is directly relevant to that person's involvement with your health care or payment for that care.

Notification. The Group Health Plan may use or disclose protected health information to notify or assist in notifying a family member, personal representative, or other person responsible for your care about your location or general condition. Among other things, the Group Health Plan may disclose protected health information to a disaster relief agency to assist in notifying family members.

3. Uses and Disclosures of Information that We May Make With Your Written Authorization.

Other uses and disclosures of protected health information about you will be made only with your written authorization unless otherwise required by law. The Group Health Plan must obtain authorizations to use and disclose protected health information for marketing, sale of protected health information, and that involve psychotherapy notes. Generally, you may revoke your authorization at any time by submitting a written revocation to the Privacy Contact identified below, except to the extent that the Group Health Plan has taken action in reliance on your authorization.

4. Your Rights Concerning Protected Health Information. HIPAA provides you with certain rights relating to protected health information. To exercise any of these rights, you may contact the Privacy Contact, in writing, as described below.

Right to Request Additional Restrictions. You have the right to request a restriction or limitation on the protected health information about you that the Group Health Plan uses or discloses for treatment, payment, or health care operations. You also have the right to request a limit on the protected health information that the Group Health Plan discloses to someone who is involved in your care or the payment for your care.

The Group Health Plan is not required to agree to your request except if your request is to restrict or limit disclosure of protected health information to a health plan, and the protected health information relates solely to a health care item or service that you have paid for fully out-of-pocket. If the Group Health Plan does agree to a request, then a restriction may later be terminated by your written request, by agreement between you and the Group Health Plan by the Group Health Plan notifying you that the Group Health Plan has removed the restrictions, and/or for emergency treatment.

To request restrictions, you must make your request in writing and must tell the Group Health Plan the following information:

- What information you want to limit.
- Whether you want to limit the Group Health Plan's use, disclosure, or both.
- To whom you want the limits to apply.

Right to Receive Communications by Alternative Means. You have the right to request that the Group Health Plan use alternative means or alternative locations for communications involving protected health information. The Group Health Plan will accommodate reasonable requests if you clearly state that the disclosure of all or part of the information to which the request pertains could endanger you. The Group Health Plan may condition the accommodation on information as to how payment will be handled or specification of an alternative address or other method of contact.

Right to Inspect and Copy Records. You have the right to inspect and obtain a copy of protected health information that is used to make decisions about you. The Group Health Plan may charge you a reasonable cost-based fee for providing the records to you. The Group Health Plan may deny your request in certain circumstances. In most cases, if access is denied, then you will have the right to have the denial reviewed.

Right to Request Amendment to Record. You have a right to request that incomplete or inaccurate protected health information be amended. You have the right to request an amendment for as long as the information is kept by or for the Plans.

You must provide a reason that supports your request.

We may deny your request if you ask the Group Health Plan to amend:

- Information that is not part of the medical record set kept by or for the Group Health Plan.
- Information that was not created by the Group Health Plan, unless the person or entity that created the information is no longer available to make the amendment.
- Information that is not part of the information that you would be permitted to inspect and copy.
- Information that is accurate and complete.

The Group Health Plan may deny your request in certain circumstances. If the Group Health Plan denies your request, then you have a right to submit a statement of disagreement and to have the statement attached to the record. The Group Health Plan then has the right to add a rebuttal statement.

Right to an Accounting of Certain Disclosures. You have the right to request and receive an accounting of disclosures the Group Health Plan has made of protected health information about you for certain purposes within the last six years. An accounting will not include disclosures: made to you; for treatment, payment, or health care operations; to family members or others involved in your health care or payment; for notification purposes; for incidental disclosures; for national security or intelligence purposes; for certain correctional institution or law enforcement purposes; for information that is part of a limited data set; or pursuant to an authorization. You have



a right to receive the first accounting within a 12-month period free of charge. The Group Health Plan may charge a reasonable cost-based fee for all requests made after your first request during that 12-month period. In certain circumstances, the Group Health Plan may temporarily suspend your right to an accounting.

Right to a Copy of the Notice. You have the right to obtain a paper copy of this Notice upon request. You have this right even if you have agreed to receive the Notice electronically.

Actions on Your Behalf. You have the right to have a personal representative exercise your rights and take other actions on your behalf.

5. Group Health Plan Duties. The Group Health Plan is required by law to maintain the privacy of protected health information, to provide individuals with this Notice of its legal duties and privacy practices with respect to protected health information, to provide you with certain rights with respect to protected health information, to follow this Notice, and to notify affected individuals following a breach of unsecured protected health information.

6. Changes to This Notice. The Group Health Plan reserves the right to change the terms of this Notice at any time, and to make the new notice of privacy practices effective for all protected health information that the Group Health Plan maintains.

7. Complaints. You may complain to the Group Health Plan or to the Secretary of Health and Human Services if you believe your privacy rights have been violated by the Group Health Plan. The Group Health Plan will not retaliate against you for filing a complaint.

8. Privacy Contact. If you have questions, need further assistance regarding or would like to submit a request or complaint pursuant to this Notice, then you may contact the SRNS Privacy Officer by phone at (803) 952-5767 or at the following address: 730-2B Room 115; Aiken, SC 29808.

This Notice of Privacy Practices also is available on our SRNS web page at <https://savannahrivernuclearsolutions.com/careers/employee-benefits/>.