

As we write this update, we are noticing a significant escalation in anxiety around the Russia-Ukraine crisis. This is a fluid situation with updates coming almost hourly from the media channels. As such, the situation might have shifted by the time this communication reaches you. However, I want to assure you that we are monitoring all channels (state, media, and on-the-ground) in determining the course for our Business Continuity Plan (BCP), managing employee safety, as well as our communications to you.

As you are aware, the situation escalated further late last week, with the US and several other countries encouraging their nationals to leave Ukraine, and recalling / relocating their embassy staff from Kiev to western parts of Ukraine. In addition, a few airlines have suspended flights to Ukraine.

While the situation on the ground in Ukraine seems to be peaceful and our work continues as before, we are taking proactive steps and are activating the first stage of our BCP, in line with this constantly developing situation.

Here is our latest status as of Tuesday, February 15:

1. GlobalLogic continues to run its business as usual. At this time there have been no events that have caused interruption to GlobalLogic's operations in Ukraine.
2. Due to the recent escalations, we are activating the first stage of our BCP and asking our people in higher-risk areas to prepare for potential relocation. Those who choose to relocate can do so now, and GlobalLogic will support them throughout the relocation process, while closely coordinating with our clients to ensure business continuity.
3. We have successfully completed preparations and preventive steps with up-to-date information about business-critical infrastructure, hardware, as well as the mobility of our employees, and has executed successful test-runs of our BCP procedures.
4. We will continue centralized communications with clients; latest updates are also posted at www.globallogic.com/ukraine. You can also reach out to your account team for additional information at any time.
5. We continue to actively consult with US and Ukraine-based government agencies and business associations to ensure our plans reflect the best possible options for our employees and client projects.

As always, the safety and well-being of our employees, and the meeting of our commitments to you will be our top priorities. Should you have any questions or concerns, please reach out to your account manager (or contact me) and we can schedule a briefing for you.

Thank you for your ongoing support and partnership.

Best regards,

Nitesh Banga
COO and Global Head of Delivery
GlobalLogic, a Hitachi Group Company