

As you might have gathered by now the crisis between Russia and Ukraine has escalated further. Russia has recognized two breakaway territories in the Donbas region of eastern Ukraine -- the 'Donetsk People's Republic' and 'Luhansk People's Republic' (DPR and LPR) as independent states, allowing for the mobilization of Russian military forces into those territories, under the banner of a peacekeeping mission. It is our belief that this may result in an escalation of armed conflict in the region.

GlobalLogic does not have any employees in these affected territories, and the situation remains calm in regions where our employees are located. Here is the update on our Business Continuity Plan (BCP) status and actions in light of the latest developments:

- We are evaluating changing the BCP status for our Kharkiv location, which is 200 km away from the conflict zone (in the northeast part of Ukraine), to the next level. This means we will strongly encourage our (1500+) employees and their families to relocate to the western region in Ukraine (around our other large engineering center in Ukraine i.e. L'viv). We will be making the decision on the same within the next 12 hours. GlobalLogic will provide financial and logistical support for all our employees and their families as they relocate.
- As for locations other than Kharkiv, their BCP status remains the same as before, as indicated in our February 15th update.
- As employees relocate to safer regions, we will coordinate with our project teams and our clients, in line with the individual project / account BCPs, to minimize impact to ongoing work, deliverables, and milestones.
- As we have done in the past 24 months in response to the pandemic, all employees are fully equipped to work remotely, and infrastructure redundancy will aid in minimizing disruption to ongoing projects.
- Our employees and their families' safety are our top priority, and we will do everything possible to assure their well-being.
- We continue to seek counsel from private and government sources to inform our plans.

Many of you have reached out with kind words of support, we appreciate it and are truly grateful. We will continue to update you as the situation evolves.

Sincerely,

Nitesh Banga
COO and Global Head of Delivery
GlobalLogic