

As you are aware, approximately 12 hours ago, Russian military forces launched a full-scale invasion of Ukraine followed by swift international condemnation, and new sanctions against Russia. While the data is still coming in regarding the magnitude of the assault, there is no evidence of wide-spread violence and the civilian infrastructure in Ukraine is in-tact at this time.

Many Ukrainian nationals, including GlobalLogic employees (and families) in Kharkiv and Kyiv are on the move from East to West, many of them are leveraging GlobalLogic's employee services and travel assistance, including pre-arranged transportation services. Many employees are relocating on their own and we expect some will stay put.

At this point, we are gathering data on the status of employees and their families, we have invoked our BCP at the highest level in most all of Ukraine, with the exception of L'viv (our second largest location after Kyiv), which is on the western side, near the Poland's border. While this is a very dynamic situation, we expect a new baseline, and clearer picture in the next 48-72 hours. I will send you an update at that time.

For more than a decade, the talented minds of Ukraine have been a bright spot in our service delivery capability. During this challenging time, I ask for your support and patience, we will need a bit of time as we work to assure our employees' safety, and make all efforts to return our operations to normal. I would also ask that you reach out to your teams in Ukraine and express your support, I know they will very much appreciate hearing from you.

Our teams are here to provide more information if needed. If you have any questions, you can reach out to your account team, or members of my leadership team:

- Nitesh Banga, COO and Global Head of Delivery, who has been keeping you informed on this crisis. (COO@globallogic.com)
- Raj Radhakrishnan, CRO, (CRO@globallogic.com)

We will continue to send updates as the situation develops.

Sincerely,

Shashank Samant
President & CEO
GlobalLogic, a Hitachi Group Company