

We are sure you have been staying tuned into developments in Ukraine. With Russia days into its invasion of the country via large-scale military action, the situation is extremely challenging, and changing by the hour. We're following our business continuity plan and making adjustments as developments warrant.

As you know, the safety of our employees and their families is our top priority and we are doing everything we can to assure their wellbeing. The scale of the invasion has forced many Ukraine nationals to evacuate high risk areas moving from east to west. This includes a portion of our employees, primarily in Kharkiv and Kyiv. We continue to assist with relocations; these efforts include securing the use of buses to transport employees and their families to L'viv and securing housing at their destinations. Many employees have chosen to shelter in-place or relocate away from cities into suburbs. At this time, we estimate that approximately half of our total workforce is currently present in the Western parts of Ukraine (this includes a large population of our employees who already live and work in L'viv).

As of now, civilian infrastructure like power, mobile phone service, internet, as well as our primary and secondary data centers remain online and operational. Our Cyber-security team, which has been on high alert, has detected no cyber-attacks or malicious traffic.

GlobalLogic's approach to our Ukrainian people and business operations fall into two key phases:

- 1) **Employee wellbeing:** assessing safety, basic needs, location—followed by ability to connect and continue work.
- 2) **Mitigating interruption to operations:** once we have the new employee baseline, we begin work towards returning to normal operations.

With many employees on the move and settling into new locations, we have experienced some interruptions, however, we're glad to report that many continue to perform their day-to-day duties from their current locations. Employees in transit have begun checking in larger numbers, we estimate that by the end of the weekend and into next week we will have clear picture of our employee status on the ground, and a solid assessment of our ability to return to normal operations. We are coordinating with our other engineering centers (Poland, Slovakia, India, Argentina) on bringing short-term support of client projects to augment our resources in Ukraine.

I want to assure you that our teams are very focused, working around the clock to respond to this emergency situation. My ask is for your patience and support, as we will need time to work through this rapidly changing and unpredictable environment. I will keep you updated as more information becomes available.

Finally, I want to extend our heartfelt gratitude for your calls and notes of support over the last few days. Many of you have reached out to our colleagues in Ukraine. Your words matter, and I want you to know how much we all appreciate them.

Sincerely,

Shashank Samant  
President & CEO  
GlobalLogic, a Hitachi Group Company