

I'm writing this update after a weeklong visit to our centers in Poland, Slovakia and Croatia; collectively we have 2,000+ existing employees in these countries, and additionally 900 more who have relocated there from Ukraine in the past two weeks. During my trip, I met with our engineering leaders and employees in Poland, Slovakia and Croatia, and held meetings with high-level government officials / ministers to discuss 'blanket work-visas / permits' for large numbers of incoming Ukrainian employees (for up to 1000-3000+ employees and their families per country). The meetings went extremely well, and the government representatives were very welcoming and supportive both on immigration as well as long-term settlement of migrating employees and their families. While able-bodied males between the ages of 18-60 still cannot leave the Ukraine borders, we are setting up the foundation for larger numbers of employees and families to move when the borders open up again (i.e., ahead in the queue).

I also held a town hall from Krakow, Poland for our Ukrainian colleagues, thanking them for their resilience, and being productive while on the move, and in a difficult condition in Ukraine. Many followed up with me after the town hall and asked me to convey their gratitude to you, for your support and patience as we are getting back on track with projects and commitments.

Since the beginning of this war, we have all witnessed the terrible tragedy that is unfolding in Ukraine. As of this writing, intense fighting continues near the major cities in the North, South and East, and more Ukrainian nationals are traveling towards the safer areas in Western Ukraine, and across borders to other countries.

Last week, thanks to the heroic work of our teams in Ukraine, Poland and Slovakia, we made significant progress in our emergency response, getting more people to safety and supporting those who were able to cross the borders. GlobalLogic has significant engineering facilities and established presence in Poland and Slovakia -- so the local teams are able to receive and provide support as Ukrainian nationals enter those countries. As more people have settled in, we now have a more precise picture of their locations and their productivity.

Here is our latest status:

A. Employee Safety and Resuming Normal Operations

Employee safety and wellbeing has always been, and continues to be, our top priority.

Thankfully, we have received no reports of injury or loss of life among our employees at this time. Our Emergency Hotline is receiving significantly fewer calls, and most of the emergency response staff are transitioning to project recovery work.

The latest employee census indicates:

- 100% of our employees have checked in safe as of this week.
- Approximately 70% of our employees are now on the Western side of Ukraine, or across the borders in safe countries.
- We estimate another 300-400 employees are still in transit towards Western destinations.
- Approximately 140 Employees have been called into duty to defend the country.

We have now completed account, and project level analysis on productivity. Our data shows the teams are working at nearly 70% productivity, and individual project status & plans are being created for every client. It is truly an incredible feat by our employees considering the omnipresent threat and duress of this situation. We have also taken proactive steps to ensure our IT infrastructure remains available and secure, and configured per your specific requests and guidelines. Our goal is to get operations as close as possible to normal this week, and we

are making great progress to that end. We sincerely appreciate support as we take every available action to get our people to safe locations and productive again.

In the coming week, our sales & delivery-management will reach out to you to discuss the current state of team-productivity, additional bandwidth we can make available from Central Europe/India/Argentina as well as start taking steps on relocation of our employees/labs outside Ukraine to Poland/Slovakia/Croatia/ & other Geos as borders open up. Along with employee safety, business continuity and relocation of labs are now the top priority and we want to start plotting and executing in that direction.

B. Donations to Aid Organizations

Many of you have asked us for ways that you can help. We have partnered with ESG platform provider WeSpire to launch the [GlobalLogic Humanitarian Aid for Ukraine site](#). We have selected aid organizations who can provide immediate impact within Ukraine, such as Nova Ukraine, Razom, and more (descriptions of these organizations are on the site). Donations are secure, and GlobalLogic pays all processing fees so that 100% of your donation goes directly to the aid organization of your choice. You may extend the platform to everybody — your communities, associates, employees. All donations are processed by WeSpire and sent directly to the aid organizations. We are grateful for your generosity towards the people of Ukraine in their time of need.

[Click here to donate.](#)

Once again, we are thankful for your continued patience and support in these unprecedented times. I believe in a short time we have made significant progress in helping our employees be safer and more productive. We will not rest until both the employees and the business are at a safe place and fully productive. We are making every effort to achieve this, and working proactively and ahead of time. Please support and work with us as we take the next steps in that direction.

Please do drop me a message if you have any ideas, or suggestions on any ways we can think different. More updates and outreach will follow soon.

Thank you,

Regards,

Shashank Samant
President and CEO
GlobalLogic, a Hitachi Group Company