BMC STATEMENT ON BUSINESS IN RUSSIA AND BELARUS

BMC has decided to stop all business with Russia and Belarus. Our decision to suspend all business and services results directly from the U.S. and European sanctions and mandates on Russia.

Support for Our People in the Region

The well-being of the BMC community is a priority for us. Although we do not have any direct BMC employees in the region, we have been in constant contact with our contracted workforce vendor and BMC community since the rise of the Russia-Ukraine conflict a few weeks ago. BMC has been and remains committed to supporting our contractor workforce.

To date, all BMC contractors have checked in and are safe. We will continue to support efforts in Ukraine to keep our BMC community safe. Our Safety and Security team continues to monitor the situation as it evolves, with the safety of our contractors as well as our business continuity in mind.

BMC Cares Commitment to Do the Right Thing and Prioritize People

The conflict in Ukraine has displaced millions of people and that number continues to rise. BMC employees are supporting our fellow global citizens in alignment with our BMC company values.

Our BMC Cares partner, Tarjimly, is in dire need of translators. Current language needs include Ukrainian, Russian, Belarusian, Bulgarian, Greek, Romanian, and Polish. Anyone can sign up to become a translator and the process only takes about 45 minutes.

There are also organizations on the ground that we can support. They include:

- WONDER Foundation—Support for displaced Ukrainians in Poland
- Peace Winds Japan—Emergency support for Ukrainian refugees
- REMAR OCCIDENTE A.C.—Humanitarian aid and response to the crisis in Ukraine
- Soleterre—Immediate relief assistance in Ukraine

People in the U.S. can send clothes, shoes, and blankets through GiveBackBox.

We will continue to monitor the situation and are committed to providing our employees, customers, partners, and entire BMC community with updates as we navigate forward together.