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## Memorandum

Date: March 8, 2022

To: Distribution

From: R. Adam Norwitt 

Subject: Suspension of Sales to Russia, Belarus, Donetsk and Luhansk

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Dear Amphenol Management team:

We continue to follow the news of the Russian invasion of Ukraine with sadness and horror for the people of Ukraine. During this time our hearts go out to those who are threatened in their homes, displaced as refugees or who have been injured or lost their lives in this terrible war. Inside our organization, we have a number of Ukrainians who are living outside of their home country while working for Amphenol. I ask you all to join me in supporting them during this most difficult time. We have been working with our local operations in the countries bordering Ukraine, including especially Poland and Slovakia, to provide financial support and potentially employment to some of the refugees pouring over the borders. We will continue to do all that we can to support these communities in such a difficult time.

In light of the Russian aggression in Ukraine, the United States, Europe and other countries have adopted restrictions on the sale of certain products to Russia, Belarus and the Ukrainian territories of Donetsk and Luhansk. In order to support these very important initiatives, and to do our part in not supporting this horrible war, effective immediately, we will cease the supply of all Amphenol products into these same countries and territories. Please ensure that your operation complies with this new policy. If you have any questions, please contact Lance D'Amico, Plinio Perez or me.

Thank you very much for continuing to keep the people of Ukraine, our Ukrainian team members and their families in your hearts.

Kindest regards,

Adam