

December 13, 2017

Restructuring of Softing's Automotive segment

Dear Ladies and Gentlemen,

The Softing Group's four automotive units currently provide a broad range of diagnostic, measuring and testing products and services. In late 2016/early 2017, Softing will reorganize the vehicle diagnostics and vehicle communication units, mainly affecting samtec Automotive Software & Electronics GmbH (referred to as **samtec** below) as a subsidiary of Softing Automotive Electronics GmbH. We are sending you this letter to inform you about the upcoming changes.

New organizational structures

As of January 1, 2017, all activities of **samtec** (in Kirchentellingsfurt) and **Softing Automotive Electronics GmbH** (in Haar) relating to **products and product-related solutions** will be consolidated under the operational management of Softing Automotive Electronics (SAE).

The affected samtec employees will be transferred to a new company, **Softing Automotive Electronic Services GmbH**, also headquartered in Kirchentellinsfurt, which will be responsible for developing vehicle communication interfaces (VCIs), interface software and diagnostics and communications middleware. We will therefore continue to ensure the necessary proximity to customers in the greater Stuttgart area.

Sales, manufacturing and procurement activities will all move to SAE in Haar (near Munich), so that we can centrally process requests, quotes and orders.

From January 1, 2017, onward all **samtec** activities relating to **project solutions, engineering and consulting** will transfer to **Softing Project Services GmbH** (SPS), headquartered in Haar.

The affected samtec GmbH employees will be transferred to SPS and remain responsible for project planning, organization and implementation as before.

What will change for you?

For all future sales issues and questions, please contact our sales team in Haar **by calling +49 (0)89 / 456 56-420** or **e-mailing info.automotive@softing.com**.

We would be happy to personally provide you with other contact information.

In the case of orders or quotes, **Softing Automotive Electronics GmbH (SAE)/Softing Project Services GmbH (SPS) will honor**

- **valid quotes you have already received from samtec GmbH under identical terms and conditions** – including all technical content, agreed deadlines, prices and calculations.
- **samtec GmbH's existing and ongoing orders under identical terms and conditions.** Working with you, we will transfer the existing orders to SAE or SPS, and the company taking over the contract will assume all of the rights and responsibilities of samtec GmbH.

By taking these steps, we will more tightly integrate and consolidate our product and service portfolio, and product and market development. The main goals are to leverage technical synergies, expand product functionality, improve solution flexibility and enhance our impact. You as a customer will see greater benefits.

We look forward to serving you as your competent and effective partner in meeting future challenges and wish you a successful 2017.

Sincerely,

Dr. Wolfgang Trier

Chief Executive Officer of Softing AG