

PDM END OF LIFE

FREQUENTLY ASKED QUESTIONS

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1. PEOPLE

Q: Which teams are impacted?

A: Members of the PDM Development Team. All other parts of the Katowice Office are unaffected.

Q: If I'm part of the PDM Development Team, Is my job safe?

A: As we are stopping platform development in Katowice, we are also disbanding the existing team. We have a number of positions available immediately in Katowice and other locations, and will meet with all of you individually over the next three days to discuss the available positions with you.

Q: What should I be working on now?

A: We will continue to support the existing PDM solution for some time to come for Wabtec and GEIC. It's essential the codebase is healthy, well documented and robust. We should not be adding any new features. Work which guarantees the ability to maintain PDM for this period, such as documentation, tests and any other form of technical debt is crucial.

Q: What do you want the members of the PDM team to do now?

A: Members of the PDM Development Team should continue work, as usual. As noted above, no new features should be worked on. Over the next 3-days we will meet with each of you individually to discuss your role and new opportunities within relayr.

Q: Will there be any management changes?

A: As we decided to end of life PDM and are disbanding the PDM Development Team, as a consequence, Leszek Naruszewicz has decided to pursue other opportunities outside of relayr.

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Q: Will we close the operation in Katowice?

A: No. We are committed to our operations in Katowice.

Q: Am I allowed to talk to anyone outside of relayr?

A: No. Please do not talk to anyone outside the company about this decision. This is because we need to follow a specific protocol. Our external communication team, our legal team and our sales department are preparing the needed communication and will communicate with customers, partners and other parties as needed. As with any other business matter, we have to ask you to treat this information confidentially and not to talk to anyone outside the company.

Q: What about the impact on relayr employees working remotely on PDM, and not in the Katowice Office?

A: The impact is the same as if you are working in Katowice. If you are a remote employee working in the PDM Development Team then you will be contacted in the next 3-days

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A: The impact is the same as if you are working in Katowice. If you are a remote employee working in the PDM Development Team then you will be contacted in the next 3-days

Q: Can I switch to a different team?

A: Over the next 3-days we will meet with each of you individually to discuss your role and new opportunities within relayr.

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2. PROCESS

Q: What does end-of-life mean?

A: We are putting the PDM platform to End-of-Life. "End-of-life" (EOL) is a term used with respect to a product supplied to customers, indicating that the product is at the end of its useful life, and a vendor stops marketing, selling, or rework sustaining it. (The vendor may intend to limit or end support for the product).

Q: How did you come to the decision?

A: We kicked off the decision making process in early-summer. Over the next several months members of relayr's senior management team and the management team in Katowice conducted a highly-collaborative exercise to formulate and assess a wide array of options. These were considered and deliberated with care.

Q: What happened to "Cloud 2020"?

A: We wanted to make sure that our technology architecture, both in structure and maintenance, would be kept as lean and purpose-built as possible. Doing so enables us to be more agile and meet the needs of our customers in the best way possible. Following thorough analysis, we concluded that Cloud 2020 (project 2) would not be aligned to these goals.

Q: Why did you choose Cloud 2.0 over PDM?

A: The decision was not about picking one platform over another. We conducted a full feature comparison of both platforms and concluded that there is a high-degree of functional overlap. C2.0 has been developed to be highly fit-for-purpose for the approach we've taken with our customers and the goals we have with our architecture. The processes around C2.0, everything from selling it through to delivering it, have been well defined. As a result, C2.0 will be the platform we use for future customers.

Q: Is this decision final?

A: Yes. We have invested a lot of time and effort in this important decision and is final.

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Q: When will you have a further update?

A: You can expect frequent and transparent communication on our progress. Further detail on new opportunities within relayr will be discussed, with each member of the PDM Development Team over the next 3 days.

3. CUSTOMERS

Q: Can I communicate this to my customer?

A: No. Please don't talk to anyone outside the company about this decision. This is because we need to follow our protocol. Our external communication team, our legal team and our sales department are preparing the needed communication and will communicate with customers, partners and other parties as needed. If there is any question from a customer; please refer them back to your management/project manager or sales team to communicate the right message back to them.

Q: Will this be communicated externally?

A: There will be targeted communication to key customers and there may or may not be a wider public announcement.

4. ORGANISATION

Q: If PSE Engineering can be done in Katowice, why can we not do product engineering?

A: Work in PSE is, by nature, well encapsulated from a feature perspective, and the engineering required conducted over a short time frame. This means that developing a number of unrelated projects simultaneously requires little coordination. Cloud 2.0 is a single deployed code base which is used to serve all customers simultaneously. Changes here impact all customers at the same time, therefore good coordination around even small changes are a must. We've found that centralising coordination around the Berlin team has allowed us to move quickly, build reliably and consistently.

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Q: What is the impact on recruiting?

A: Other than recruiting related to the PDM, we don't see any negative impact on recruiting. We will continue to work to our recruitment plans and, as usual, ensure all opportunities are open to internal candidates as well as external candidates.

Q: What is the impact on the sales activities?

A: The sales team will continue focusing on mid-market customers with a business outcome led engagement model that will include the critical components from our Poland office such as our non-PDM Edge solutions, Customer Support, End-to-End QA, and Professional Services amongst other offers from other relayr offices.

Q: Is this a cost-cutting exercise?

A: No. This is a strategic decision to align and streamline our engineering resources and align with market needs. This is not a cost cutting exercise.

Q: Is the business in trouble?

A: No. The business is in the best shape since its formation. We have extremely solvent shareholders and very committed customers. This change is for strategic and organizational reasons. The business is doing well and is not in trouble.

Q: Was the decision influenced by Munich Re?

A: No. This decision was made by the relayr management. MunichRe is not operationally involved in the company and did not influence this decision.

Q: Is this the first time this has happened to the company?

A: No. The first product relayr end of life was wunderbar. We still benefit from the wunderbar product, experience and traction it gave us and we are delighted that we still have colleagues from our wunderbar time here at relayr. They continued to add value, most of them in different roles and some even in different departments.

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Q: Why did we not have commercial success with PDM?

A: Relayr's strategy focuses on selling end-to-end solutions that enable us to deliver improved business outcomes and for our customers to achieve business transformation. This offers us a differentiation in the market and makes us unique.

Q: Are there more end-of-life activity plans?

A: No. We have no plans to end-of-life any other products.

Q: Do you consider the Proximetry acquisition a failure?

A: No. We consider the Proximetry acquisition a great success. Through the acquisition we were joined by many capable, loyal and committed colleagues and gained great customers including GEIC and Wabtec who were a solid and reliable cash and revenue source for the company. The take-over provided us with the technical basis of today's edge solution, which we believe will truly be a game-changer in the industry.

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