

Global. Agile. Digital.

RLE INTERNATIONAL Group



RLE INTERNATIONAL



Rethinking tomorrow

Global. Agile. Digital.

RLE INTERNATIONAL has now been in the market for 40 years and established itself as a market leader in providing innovative engineering services.

As one of the few independent market leaders, we work with a clear focus on pioneering technologies in the fields of digitalization, electromobility and sustainable engineering.

Our expertise spans many key sectors such as mobility, technology and industry - always with the aim of providing our customers with a sustainable competitive advan-

tage. Our global presence with locations in Germany, the UK, the USA, Spain, China, India and Poland enables us to work seamlessly together according to the "Follow the Sun" principle.

This strategy enables us to support projects around the clock and at the same time combine regional know-how with global expertise.

"Technological excellence, global expertise and the relentless will to innovate - that's what RLE INTERNATIONAL stands for."

Ralf Laufenberg,
CEO RLE INTERNATIONAL Group



Engineering excellence & innovation for a world in transformation

RLE INTERNATIONAL has a clear mission: we promote innovation by combining technical expertise with environmental awareness. Our engineering solutions are designed to meet the challenges of a changing world by combining technological advances with sustainability and efficiency.

Our approach is based on integrating the most advanced technologies and

methods that allow us not only to respond to market changes, but to actively shape them. We work closely with our customers to develop innovative and customized solutions that are tailored to their specific needs - from vehicle development to the digitalization of processes and the optimization of production workflows.

Our values - the basis of our success

RLE INTERNATIONAL's core values are the foundation on which our corporate culture, our success and our vision for the future are built:

Innovation: We anticipate technological developments and set new standards in the engineering industry.

Sustainability: Our solutions are designed to combine ecological and economic requirements.

Partnership: We attach great importance to close, trusting relationships with our customers and partners.

These values are reflected in each of our projects and guarantee excellent results - today and in the future.



Vision 2028 – Shaping an emission-free future

RLE INTERNATIONAL has a clear vision: By 2028, we want to be the leading partner for zero-emission development and software expertise.

With state-of-the-art technologies and a deep understanding of global challenges, we are revolutionizing mobility technology.

Our strategy is based on the development of sustainable, emission-free technologies that meet the requirements of the future.

We will expand our capabilities in the area of TVD and achieve an even higher level of expertise in this business area.

We will boost our business as an integrator in the vehicle by expanding our expertise in the field of vehicle software.

We will expand our EV business and become a one-stop store for EV TVD.

TOTAL VEHICLE DEVELOPMENT

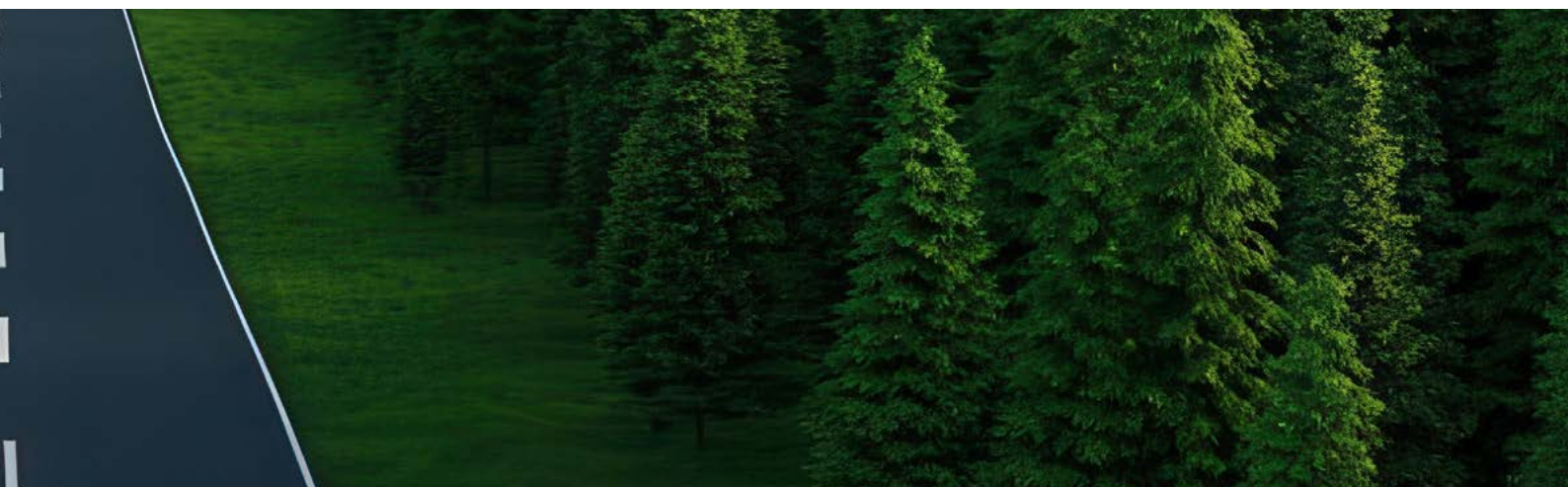
We will scale our capabilities in regard to TVD and gain an even higher proficiency on this business portfolio.

SOFTWARE COMPETENCE

We will kick start our business as an integrator in the vehicle by enhancing our competencies in in-vehicle software.

ELECTRIC VEHICLE

We will mature our EV business and become a One Stop Shop for EV TVD.



Key sectors and expertise

Our technical expertise is wide-ranging and focuses on innovative solutions that combine design, functionality and sustainability.

In the automotive industry in particular, we set new standards by integ-

rating modern technologies and processes.

Our projects aim to improve the performance, safety and operational efficiency of our customers - while minimizing their environmental footprint.

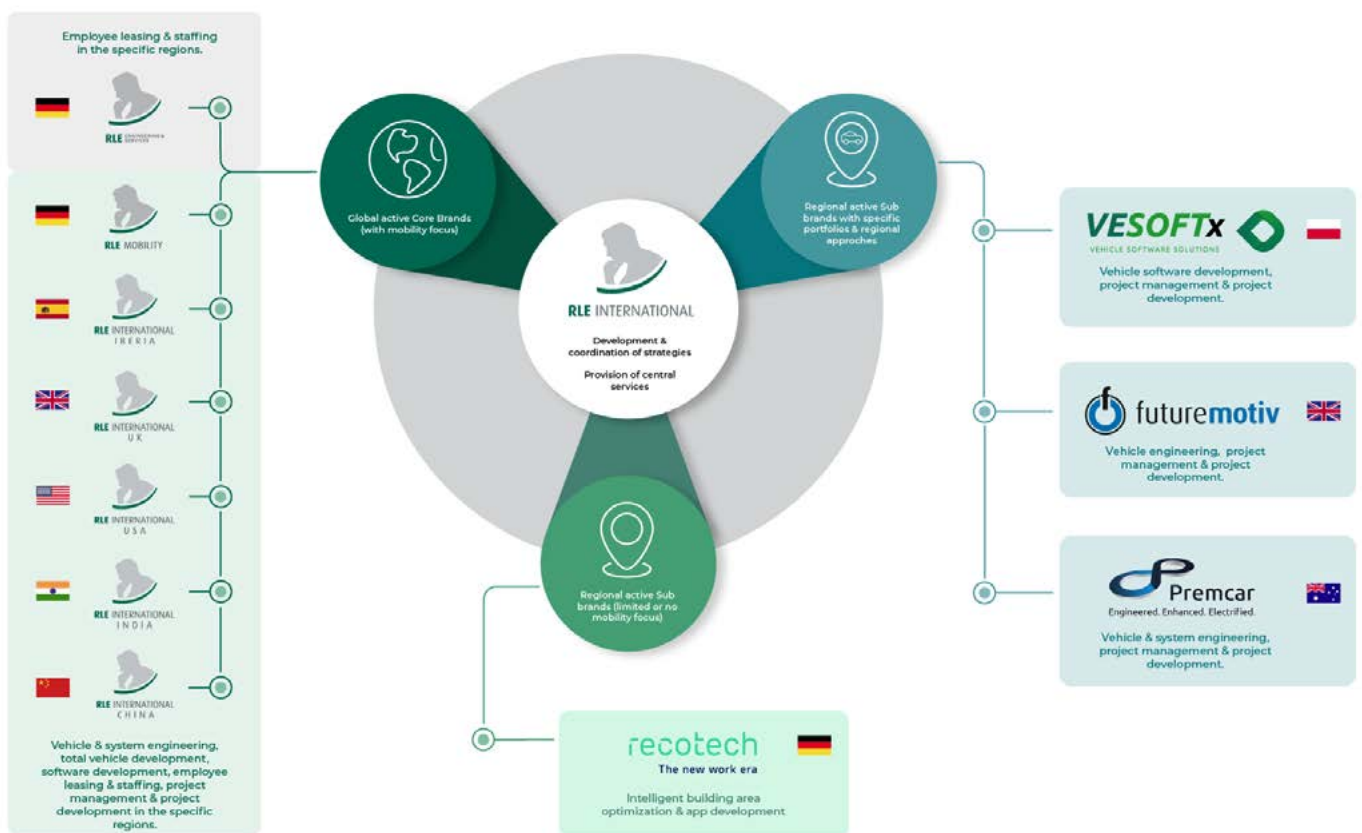


"We use our global presence to drive regional innovation and offer added value to our customers all over the world."

*Hans Joachim Laufenberg,
Managing Director RLE Mobility*

Our international network - global strength, local expertise

RLE INTERNATIONAL is ideally positioned to deliver world-leading engineering solutions with a global footprint in seven countries and over three decades of experience. Our international infrastructure allows us to implement complex projects efficiently and respond to the specific requirements of each market.



International Infrastructure

RLE in Germany:
RLE Mobility
RLE Engineering and Services
Recotech

RLE Global:
RLE USA
RLE UK

RLE Iberia
RLE India
RLE China

International Brands:
FutureMotiv
VESOFTx
Premcar (Beteiligung)

Our positioning in the global engineering market

2023	2022	Company (Country)	Auto-motive Turn-over	Overall Turnover	Employees	Development Focus
1	1	Capgemini (F)	2.170 Mio	22.522 Mio	27.000	E/E, Car IT, Autonomous Driving, Connectivity, Total Vehicle
....						
20	(22)	ARRK Engineering (D)	170 Mio	170 Mio	1.800	E/E, Software, Body, HVS, Interior, ADAS, Thermal, Safety
21	(21)	In-Tech (D)	163 Mio	173 Mio	2.000	Systemintegration, Software Development, E/E
22	(19)	RLE International (D)	155 Mio	174 Mio	2.100	E/E, Vehicle Engineering, Digital & Generative Engineering, Software, E-Mobility, KI, Safety, ADAS, Total Vehicle
23	(23)	Atesteo (D)	93 Mio	93 Mio	870	Testing, Gear, E-Mobility, Hybrid, Total Vehicle
24	(24)	Brunel (D)	66 Mio	223 Mio	650	Digital Factory, E/E, Software, Testing, KI, Total Vehicle, Safety

By thinking globally and acting locally, we create solutions that not only meet today's requirements, but also open up opportunities for tomorrow.

Project business - Implementing complex projects successfully

Our project management experience spans various industries and project sizes, ensuring precision and excellence in execution. We don't just manage the projects - our teams work proactively and operationally to deliver the best

results. With a strategic approach and hands-on expertise, we ensure that every project achieves its goals efficiently and effectively.

Engineering - End-to-end engineering solutions

The collective strength of our group lies in the utilization of innovative engineering methods to overcome complex challenges in various industries. We use

our extensive expertise to develop solutions that are not only innovative, but also sustainable and efficient, tailored to the unique requirements of each project.

Recruitment - Professional solutions for personnel sourcing

Our recruitment and personnel placement services, focused on flexibility and precision, are managed by dedicated teams within our group. Our expert

teams specialize in finding highly qualified professionals for assignments and projects that require specific skills to achieve optimal results.

Total vehicle development - shaping the future of mobility together

In vehicle development, we are significantly contributing to the improvement of all aspects of modern transportation solutions. From design to delivery, our

integrated services ensure that every vehicle meets the highest standards in terms of functionality, safety and comfort.

Vehicle software - Driving technological innovation forward

The development of sophisticated software solutions that improve the connectivity and automation of vehicles is part of our commitment to progress in automotive technology. As a group, we work

together to push the boundaries of what is technologically possible in the automotive industry and set new standards.



“Collaboration, outstanding quality and global commitment - these values are the key to successfully realizing projects.”

Volker Piel, Head of Business Unit
Vehicle Engineering, RLE Mobility

How we work - Our success factors

Collaborative approach - working in partnership to achieve success

Our success is based on close collaboration with our customers. Right from the start, we will work closely with you to understand your needs and goals.

We believe in open and transparent communication throughout the project. Flexibility and the ability to adapt are

crucial for us: if the scope of a project or its objectives change, we respond and adjust quickly. In this way, we guarantee that the result always meets your expectations.

Our quality promise - reliability at the highest level

Quality is at the heart of all our projects. With strict quality assurance processes, we ensure that our solutions are not only reliable and safe, but also durable.

From detailed planning to design review and validation, every project is carefully

checked to ensure the highest standards. Our compliance with international certifications and standards underlines our commitment to excellence

Worldwide network - global competence, local expertise

With our global presence in regions such as Germany, the USA and the Iberian Peninsula, we combine international expertise with local understanding.

This enables us to develop customized solutions that are tailored to the

specific challenges and opportunities of the respective markets. Thanks to our global network, we can realize projects that are both internationally competitive and locally relevant.

Tailor-made solutions - a perfect fit for every market

Our broad experience in international projects allows us to tailor services precisely to the regulatory, market-specific and cultural requirements of each project.

Whether launching a product in Europe or setting up a regional engineering infrastructure in North America, our solutions combine local expertise with a consistently high standard of quality.



"The combination of technical precision, digital expertise and global strength makes us your ideal partner - no matter how complex your project is."

*Ralf Laufenberg,
CEO RLE INTERNATIONAL Group*

Our service profiles at a glance

Vehicle development

BODY

- ▶ Platform development
- ▶ Body in white
- ▶ Doors & flaps
- ▶ Lightweight construction

INTERIOR

- ▶ Trims hard & soft
- ▶ Dashboard
- ▶ Center & roof consoles
- ▶ Seat development

EXTERIOR

- ▶ Bumper development
- ▶ Trim elements
- ▶ Spoiler & roof
- ▶ Underbody cladding

MECHANICAL SYSTEMS

- ▶ Roof systems
- ▶ Spoiler kinematics
- ▶ Locks
- ▶ Seals
- ▶ Supplier integration

CHASSIS

- ▶ Suspension
- ▶ Dampers & springs
- ▶ Wheels & tires
- ▶ Steering
- ▶ Brake systems

CONCEPT DEVELOPMENT

- ▶ Mobility concepts
- ▶ Vehicle optimization
- ▶ Guiding values
- ▶ Ergonomics
- ▶ Weight management

SERIES DEVELOPMENT

- ▶ Design & Development
- ▶ Program & project management
- ▶ Quality & risk management
- ▶ Tolerance management



DESIGNSERVICE

- ▶ Class 1A
- ▶ Surface feedback
- ▶ Grey area design
- ▶ Design drafts
- ▶ Virtual reality

VALIDATION & PROTOTYPE

- ▶ Prototyping
- ▶ Prototyp coordination
- ▶ CAE simulation
- ▶ Moldflow simulation

SOP & SUPPORT

- ▶ Support with the introduction of global series
- ▶ Production layout
- ▶ Production simulation

E/E

EE ARCHITECTURE

- ▶ Architecture
- ▶ Safety/ Security
- ▶ Software / Autosar
- ▶ ASPICE / Agil
- ▶ Test & validation

ELECTRONICS

- ▶ Concepts
- ▶ Electronic design
- ▶ Wire harness & switches
- ▶ NV/HV
- ▶ Test & validation

BATTERY SYSTEM

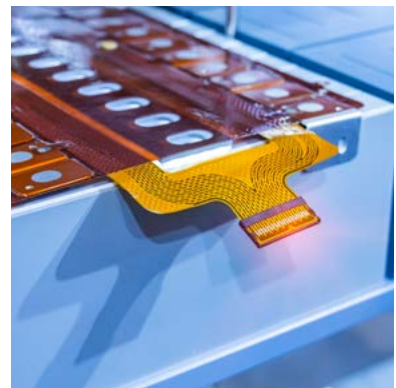
- ▶ Cell selection
- ▶ Thermal design
- ▶ Simulation
- ▶ Battery safety
- ▶ Integration
- ▶ Testing & validation

ENERGY & CHARGING

- ▶ E-Drive
- ▶ Converter
- ▶ Inverter
- ▶ OBC
- ▶ HV safety
- ▶ Infrastructure

VEHICLE CONTROL

- ▶ Driver assistance
- ▶ Autonomous driving
- ▶ Chassis control
- ▶ Connectivity
- ▶ Infotainment
- ▶ Online services



Vehicle Testing

VEHICLE MANAGEMENT

- ▶ Prototype management
- ▶ Pool management
- ▶ Fleet management
- ▶ Risk management
- ▶ Accident management
- ▶ Homologation

PREPARATION & FOLLOW-UP

- ▶ Vehicle maintenance & repair
- ▶ Vehicle equipment
- ▶ Installation of measuring devices
- ▶ Software integration
- ▶ System integration

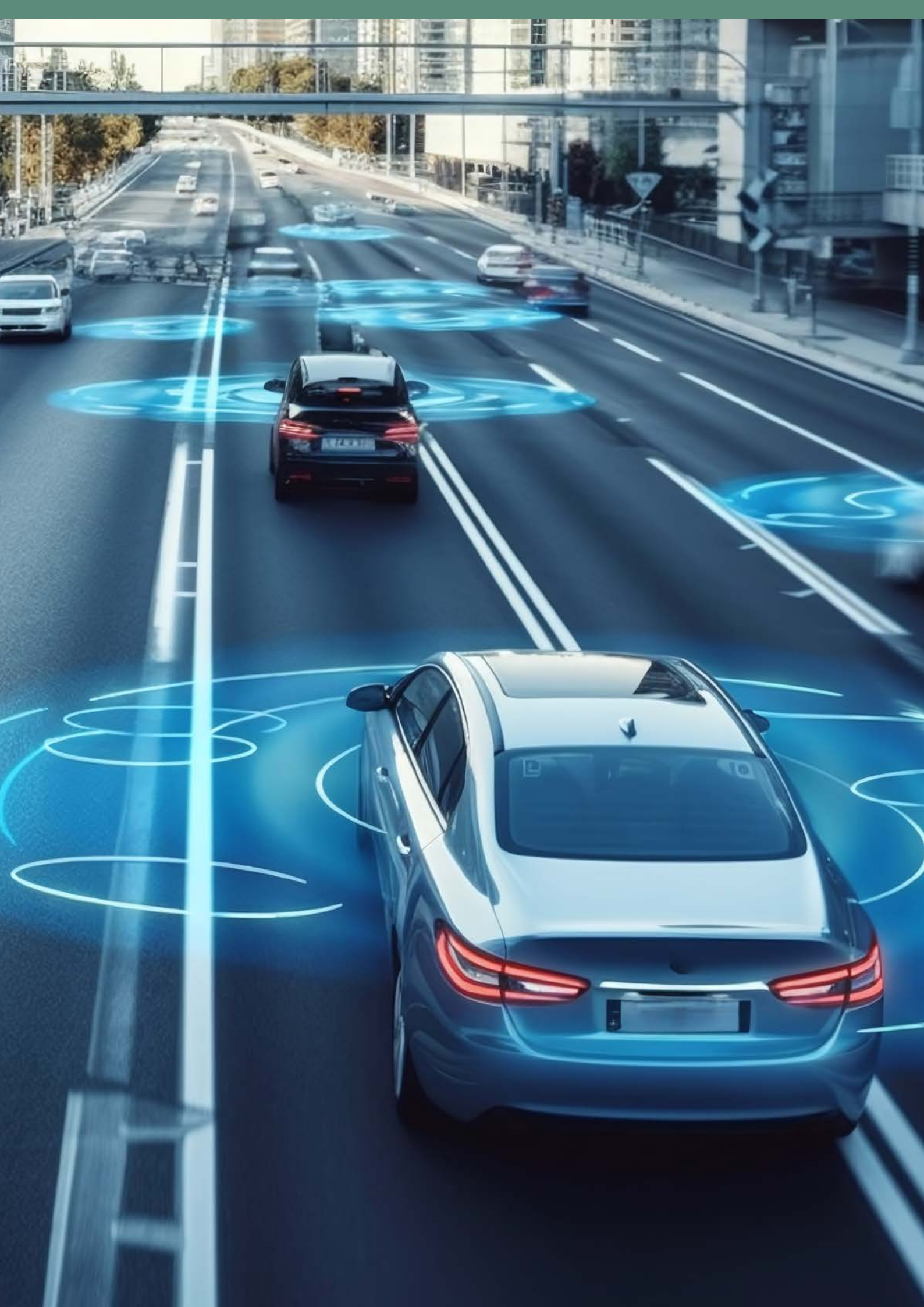


VEHICLE TESTING

- ▶ Function validation
- ▶ System evaluation
- ▶ Maturity assurance
- ▶ Endurance testing
- ▶ Fleet testing
- ▶ National and international

INTERFACE MANAGEMENT

- ▶ Digitalization
- ▶ Program management
- ▶ Supplier management
- ▶ Control
- ▶ Risk management



Small Series Production and Prototyping





FUTUREMOTIVE WARWICKSHIRE UK

- ▶ EV and hybrid powertrain solutions for passenger transportation and commercial purposes
- ▶ Electrical and mechanical integration of HV batteries
- ▶ Development of electronic control systems, switching and distribution of HV power
- ▶ Verification of all developed systems, vehicle tests



RLE USA ROMOLUS MICHIGAN

- ▶ 15,000 square meters of innovation and technology campus,
- ▶ Design offices
- ▶ Center for prototype construction

RLE CHINA REMORE PILOT PLANT - SHANGHAI

- ▶ 4000 square meters
- ▶ Sanding room, paint booth, paint room, exhibition space
- ▶ Conversion store incl. test benches and chassis tuning
- ▶ Production hall with 20 assembly stations & own showroom

Total vehicle development - innovation meets global expertise

Our mission: shaping the future

The RLE International Group has been providing outstanding engineering services in the automotive industry and beyond for four decades.

With our global network in key regions such as China, India, the USA, Germany, the UK, Spain and Poland, we utilize the follow-the-sun principle to implement projects efficiently and without delay.

Our focus is always on innovations such as the use of artificial intelli-

gence in engineering and project management, lightweight structural integration, giga-casting and sustainable solutions.

We combine many years of global expertise in project business, complete vehicle development and derivative development to successfully implement both new models and the further development of existing series.



"We have been shaping the mobility of the future for 40 years - with excellent engineering, sustainable concepts and global expertise."

A man with short brown hair and glasses, wearing a white button-down shirt and a blue lanyard, is pointing his right index finger towards the viewer. He is in a factory or industrial setting with blurred machinery in the background. The image is split horizontally: the top half shows the man, and the bottom half shows a glowing blue and green wireframe model of a car chassis.

Our services

- ▶ Development of complete vehicles, from the initial idea to series production
- ▶ Support with derivative development and model maintenance
- ▶ Sustainable vehicle concepts through lightweight construction and recycling technologies
- ▶ Use of artificial intelligence to optimize development processes
- ▶ Modern prototyping and testing with global support
- ▶ Project management and engineering support throughout the entire product life cycle

SION



Our expertise in detail

1. Step by step to series production

Our expertise covers all phases of vehicle development:

- ▶ Concept development: definition of architectures, design studies and technical feasibility tests
- ▶ Engineering: design of body, chassis, thermal and electrical systems
- ▶ Validation: simulations, prototyping and real tests for maximum safety and quality
- ▶ Series implementation: support with production start-up, quality control and process optimization

2. Series and derivative development

We offer comprehensive solutions for new development and the further development of existing models, including:

- ▶ Adaptation to local markets and legal requirements (e.g. ADAS, safety standards)
- ▶ Development of special models and variants for specific target groups



- ▶ Optimization of costs, weight and efficiency through innovative approaches such as lightweight materials or the use of generative engineering
- ▶ Effective cost control and profitability analysis for successful (small) series production within budget

3. Global infrastructure

- ▶ Our global presence and state-of-the-art development centers make this possible:
- ▶ Prototyping and testing in the USA, Europe, India and China
- ▶ Digital simulations and virtual vehicle development with interdisciplinary teams
- ▶ AI-supported processes for engineering, project management and knowledge sharing

Our regional presence allows us to respond flexibly to specific market requirements while leveraging global synergies.

We think beyond automotive: Innovative solutions for your industry

From increasing regulatory requirements and technological developments to efficiency and sustainability targets - every industry has its own challenges. With our many years of engineering expertise from the automotive and supplier sector and our cross-industry know-how, we support companies from various sectors in the development of future-proof solutions.

Rail and Railway

We are rethinking rail mobility! The industry is faced with the challenge of being an important part of the mobility transition and thus establishing sustainable and efficient transportation systems in the very near future. To achieve this, we focus on the development of innovative lightweight construction concepts, the optimization of vehicle integration and the use of intelligent networking technologies. The solutions we develop aim to increase energy efficiency, comfort and smart digitalized control in rail transport.

Special vehicles

When developing special vehicles and heavy machinery for use in extreme conditions, reliability is essential, as this equipment must deliver maximum performance even under the toughest conditions. RLE International develops tailor-made drive and chassis solutions, optimizes vehicle structures and implements smart control systems. With our expertise in electromobility and alternative driving systems such as hydrogen, we can take your special vehicles to the next level.

Defense technology

We are combining innovation and safety. Defense technology is expected to provide state-of-the-art technology together with the highest safety standards. And we are experts in this. RLE International develops robust, highly secure solutions for vehicle, system and component development. From protection concepts to digital simulation, our engineers work on future-proof system architectures that increase efficiency and operational capability.



Mechanical engineering

We ensure maximum efficiency and minimum downtime. Mechanical engineering requires innovative design solutions that optimize production processes and reduce costs. And that's exactly what we offer. RLE International develops high-performance machine components, integrates AI-supported automation and optimizes manufacturing processes. With state-of-the-art simulation and digital development, we are driving the next generation of mechanical engineering.

Agricultural machinery

Our mission is clear: efficiency for the agriculture of tomorrow. Because increasing demands for sustainability, automation and productivity are changing the agricultural machinery market. And we support manufacturers with intelligent system solutions - from autonomous control systems to the integration of alternative drives. Innovative lightweight construction concepts and smart sensor technologies are our key to success. Because this is how we optimize the efficiency and longevity of your machines.

Aerospace

Precision and innovation in the third dimension: For lighter, more efficient and more sustainable systems, pioneering technologies are essential in the aerospace industry. RLE International develops the most innovative structural concepts, optimizes aerodynamic designs and implements advanced digital development processes. Our engineers combine advanced simulations with AI-powered analysis and predictions to maximize the performance of your product.

Medical technology

Technological excellence for health: In the field of medical technology, precision, reliability, innovative strength and strict adherence to standards are of crucial importance. RLE International supports you in the development of high-precision devices, smart assistance systems and ergonomic design solutions. Modern simulation methods and agile product development accelerate your innovation processes.

Shipbuilding

RLE International supports shipyards and suppliers in the development of smart ship designs, innovative drive concepts and intelligent control systems. Shipbuilding is changing: the focus is on alternative drives, digitalization and sustainability. With our expertise in the areas of simulation, lightweight construction and automation, we are driving the maritime transformation forward.





Strong partners for greater efficiency

AI for your product development - efficiency at the touch of a button

Together with our partner TCI Transformation Consulting, we offer you advanced AI solutions to revolutionize your product development. Our requirements management consultants support your team in identifying valuable automation potential and integrating it seamlessly into your technical ecosystem.

With customized AI agent solutions, we guarantee a fast return on investment by enabling your process

users to interact with the data in their natural language. From gathering relevant requirements and model creation to implementation and continuous optimization, we guide your teams through AI evolution.

Our hands-on approach aims to automate complex processes so that your team can focus on innovation while we increase quality, effectiveness and cost efficiency.

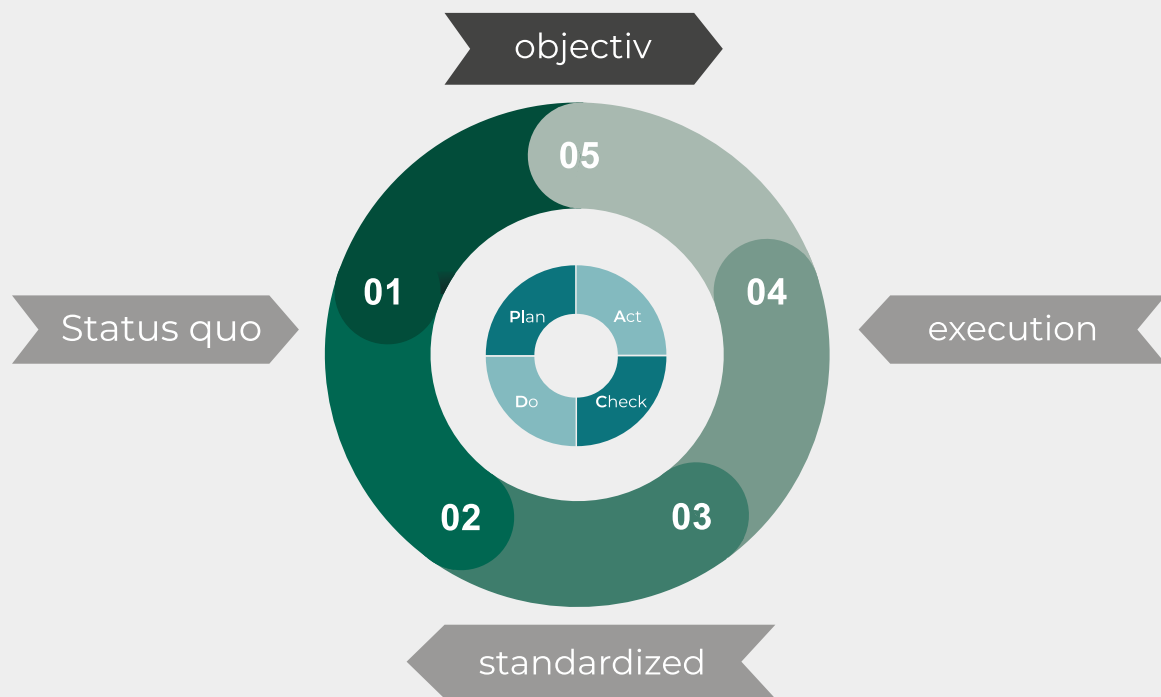
Customized AI solutions for efficient and innovative product development

Our approach includes professional requirements management, agile and incremental development as well as the use of a comprehensive AI tech stack and toolkit to develop customized AI agents. We offer flexible solutions and intelligent automation for your process landscape and deliver ready-to-use solutions within 4 to 8 weeks.

Our transformation support ensures optimal implementation and sustainable acceptance. Maximize the potential of your product development with innova-

tive NLP solutions from RLE International and TCI. Develop AI agents that are perfectly tailored to your teams and process landscape to optimize your processes, improve decision making and accelerate innovation.

Contact us today to revolutionize your product development with AI-driven agents. With our help, gain time for more challenging tasks and ensure that your processes run efficiently and error-free.



01 Requirements management

Identification of major efficiency potential among users of the workflows (status quo)

02 Continuous improvement

Implement and standardize improvement measures

03 Define feature function

Define inputs, outputs, KPIs and interfaces as well as an AI-driven technology stack

04 Development and implementation

Develop AI agents and implement them in the tolling and process landscape

05 Impact assessment

Analysis of process performance and solution effectiveness, definition of improvement measures

TCI Consulting Partners International

TCI Consulting Partners International is an external, independent consulting firm specializing in various consulting services for companies in different industries.

TCI offers strategic consulting, business development support, transformation processes and customized solutions for specific operational challenges.

The focus is on the improvement of business processes, digitalization and the implementation of efficient technologies.



Project Business - RLE International is your partner for the success of development, engineering & mobility projects

The successful delivery of projects in the rapidly evolving engineering and mobility sectors requires more than just traditional project management - it requires a partner who can actively contribute technical expertise and strategic insight at every stage.

At RLE Group, our approach to project business is defined by a deep in-

volvement and understanding of the industries in which we operate.

We don't just manage your projects, we work with you in an agile way using cutting-edge solutions, bringing our technical, mobility and consulting expertise to ensure that every project is delivered to the highest international standards.

Our Know-how

Engineering

With our many years of experience in carrying out complex engineering projects, we bring a wealth of knowledge and innovation to every challenge.

Our engineers are able to develop and implement solutions for the most de-

manding technical requirements. Whether it's automotive systems, mechanical engineering, aerospace components or advanced manufacturing processes, our engineering services are based on precision, efficiency and cost-effectiveness.



Mobility solutions

As a leading company in the mobility sector, we are familiar with the special requirements of project business, which are heavily influenced by legal frameworks and international standards.

From cutting-edge vehicle technologies, to complex construction equipment requirements, to infrastructure development, our expertise spans the entire spectrum of mobility solutions and far beyond. We work closely with our customers to develop systems that are not only state of the art, but also safe, sustainable and adaptable to changing market requirements.



Consulting services

Our consulting team will seamlessly integrate into your project and provide strategic advice every step of the way. We focus on optimizing processes, managing risks and ensuring that all aspects of the project are aligned with your business objectives.

Our consulting approach is holistic, ensuring that we consider all aspects to deliver solutions that are both practical and innovative, promoting the long-term success of your business.



RLE Mobility

The dedicated teams at RLE Mobility develop pioneering concepts, software, designs and technologies that make mobility safer and more environmentally friendly in all sectors. Whether you are a corporation, start-up or supplier - we develop complete mobility solu-

tions or selected components and interfaces for you and with you.

At the same time, we shorten your time-to-market and make companies in all mobility sectors fit for the future.



RLE Vehicle Optimization - Individual vehicle optimization from a single source

We offer design and engineering expertise for optimization at component, module and overall vehicle level along the entire value chain.

We support individual optimizations from analysis and initial design through to verification of component requirements and series production.

We cover the classic areas of weight reduction, cost reduction and quality optimization. Design topology optimization

is also one of our services. We cover the entire range of engineering services, including the interface function to all related areas, documentation and data preparation as well as reporting, supplier coordination and technical support in purchasing negotiations.

Wiring system development and testing

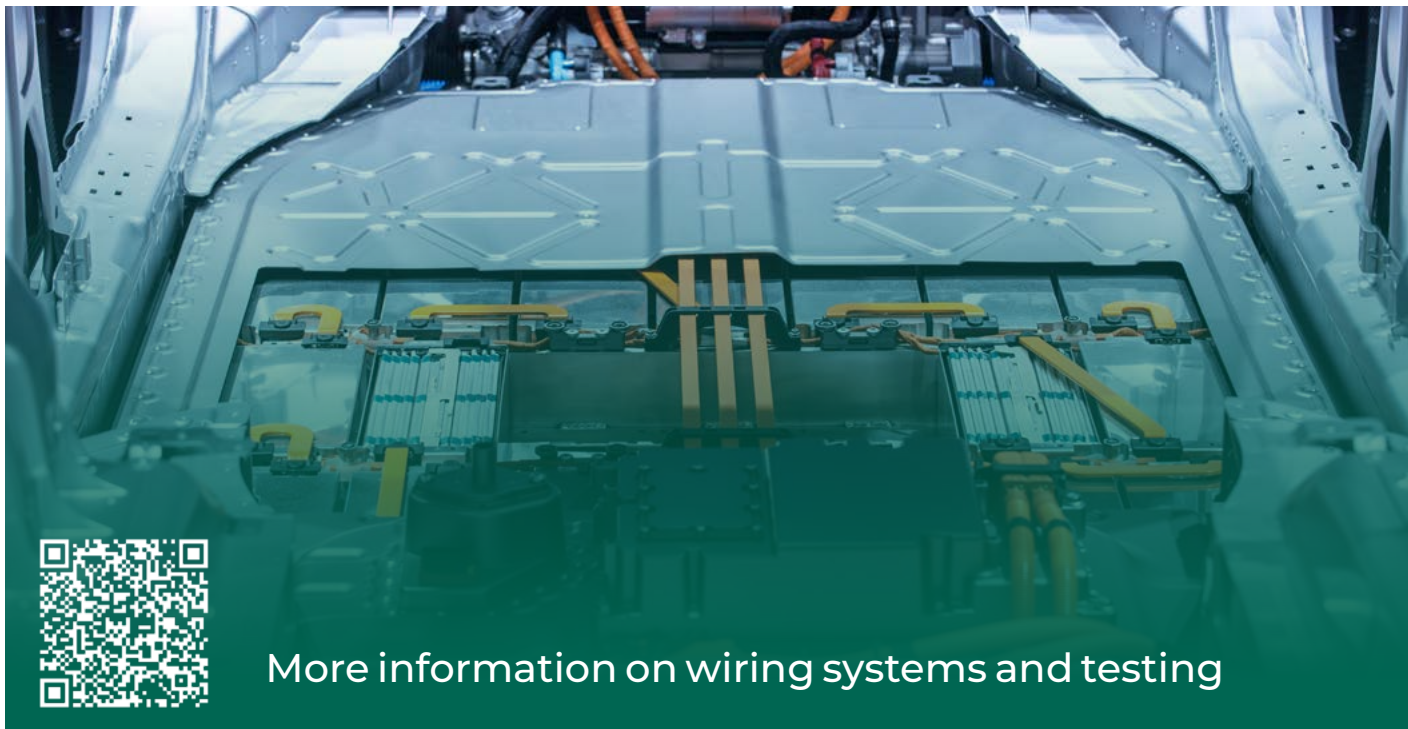
We support you in the development of an optimal electrical system architecture by using suitable simulation tools.

Our specialists have a broad spectrum of knowledge and will find the tailor-made topology and networking strategy for your product. We are also leaders in the use of automated methods in wire harness development.

This enables us to guarantee a high level of efficiency and quality in wiring harness development. We find optimum solutions for the packaging of your components and their electrical connection. We know the requirements of vehicle manufacturers as well as the manufacturing processes of LV and HV wiring harnesses and find the best compromises between functional requirements, quality and costs.

In addition, we have extensive knowledge of electrical connectors, holders, cable ducts, grommets and their specific requirements. We develop individual test strategies for the automotive and industrial sectors and support the efficient cooperation of all process partners.

Our established processes enable highly automated testing on vehicles and test benches (HiL, SiL, MiL). To ensure a high degree of maturity coverage, we visualize large amounts of data in real time with our tools. This enables rapid analysis and optimization of test results.



More information on wiring systems and testing

Digitalization and consulting services by RLE Mobility

Connected Engineering is an approach to the digitalization and automation of engineering processes with the aim of achieving seamless integration of different technologies and processes. Data and information from different sources are brought together and networked in order to increase the efficiency and quality of engineering processes.

Our connected engineering solutions include the implementation of low-code and CAx automation to optimize your processes. If required, we can support you in implementing virtual manufacturing to simulate and optimize your production before it actually starts. We also help you collect and analyze data from

your processes to make informed decisions and continuously improve your processes.

Our team utilizes SYNERA's technology to accelerate your manual tasks by integrating process knowledge into automated workflows. We enable one-click simulations and variant comparisons for optimized concepts in early phases. As the first ever Synera Gold Partner, we have a deep understanding of the underlying applications and algorithms.



Process Automation:

Connect your existing tool landscape and automate recurring tasks for all your teams. Spend less time worrying about deadlines and deliverables.



Data transparency:

Get a complete overview on ONE platform. No more data silos and migration issues: Switch from document-based to agile model-based engineering.



Enablement:

Create future-proof product development with SYNERA by empowering your engineers to program like developers.



RLE FutureMotiv

In recent years, RLE FutureMotiv has grown to become a real powerhouse in EV and hybrid drive systems from its UK base. Additionally, a subsidiary in the USA was founded in 2024 and quickly established on the market.

Our innovative team is driven by a passion for electric and hybrid technologies, which is reflected in all our products and services. With FutureMotiv, we offer rapid solutions for prototyping electrical systems for new future vehicle concepts, demonstrators, exhibition vehicles and road vehicles.

Our engineering services and components are designed to support both prototype and production vehicle programs at all stages of development, including feasibility studies, design, integration and testing.

RLE FutureMotiv's core competence lies in the system integration of electric powertrain solutions for niche and production vehicle applications. Our services cover the entire process, from design to prototyping, construction and verification of integrated solutions.



Hydrogen technology for heavy and construction machinery

RLE FutureMotiv offers comprehensive development services for innovative drive systems and has successfully designed the system architecture of a hydrogen-powered commercial vehicle.

This involved modeling the entire thermal system and developing powerful control software based on model-based development methods.

The software includes precise torque management, optimized high-voltage energy management and seamless integration of the high-voltage battery, fuel cells and power distribution system. In addition, solutions were developed for

low-voltage management, thermal control and chassis integration.

The control of the hydrogen supply was also integrated into the system design. In addition, RLE FutureMotiv has developed and manufactured customized high-voltage power distributors that ensure efficient and safe energy distribution in the vehicle.

With this expertise, we are setting new standards in the development of sustainable machines.

A portrait of Mark Baston, a middle-aged man with a grey beard and glasses, wearing a blue sweater over a striped shirt. He is smiling slightly and looking towards the camera. The background is a blurred indoor setting with large windows.

“Our strength lies in the combination of technical expertise and global collaboration - for customized solutions that are convincing in every industry.”

*Mark Baston,
Managing Director RLE FutureMotiv*



VESOFTx: Software Excellence for the Mobility of the Future

Founded in 2022 as a joint venture between RLE INTERNATIONAL and Cadway Automotive, VESOFTx is a key technology partner for innovative software solutions in the automotive sector. We combine the comprehensive development and

digitalization expertise of the RLE Group with Cadway's proven know-how in body engineering and prototyping. This creates software solutions that meet the growing demands of the market.

Addressing the Challenges of Automotive Software

The automotive industry is undergoing a digital revolution: vehicles are turning into rolling computers, and software is becoming the critical competitive factor. The challenges are multifaceted:

- ▶ **System Complexity:** Modern vehicles contain countless electronic control units (ECUs) that must communicate with one another. Software and system architectures must therefore be highly scalable and modular.
- ▶ **Safety Requirements:** Both cybersecurity and functional safety are critical. Software solutions must comply with strict safety standards such as ISO 26262 and data protection regulations such as the GDPR.
- ▶ **Real-Time Data Processing:** Driver assistance systems (ADAS) and autonomous functions require fast and reliable data processing. This calls for high-performance computing and optimized algorithms.
- ▶ **Integration of New Technologies:** The introduction of AI-based systems, over-the-air updates, and V2X communication requires continuous adaptation and flexibility in software development.
- ▶ **Regulatory Requirements:** Global legislation is increasingly demanding in terms of software documentation and validation. Companies need partners who can meet these requirements with scalable solutions.

Our Service Portfolio: From Software Architecture to Series Support

VESOFTx offers a comprehensive range of services tailored to the challenges of modern automotive software:



Software-integration	Software & System Architecture	System & Interface Management	System-Integration & Testing
▶ Code Verification ▶ Module Testing / Unit Testing	▶ Detailed Software Design ▶ Code Analysis & Review ▶ Bug Management ▶ Safety Analysis	▶ System Engineering ▶ Requirements Analysis & Management ▶ Supplier Management ▶ System Consulting	▶ Data Acquisition & Test Management ▶ Vehicle & Fleet Testing ▶ Launch & Series Support

Strategic Location: Innovation Meets Efficiency in Poland

Based in Poland, VESOFTo leverages the benefits of a dynamic IT market known for highly qualified software developers and tech talent. Poland offers an optimal cost-performance ratio and, thanks to its proximity to Europe's automotive hubs, enables close collaboration with clients and agility in project execution.

Why VESOFTo? Your Benefits at a Glance

Comprehensive Expertise: As part of the RLE Group, VESOFTo benefits from a broad network of engineering experts far beyond software development.	Agile Project Methods: Flexible development approaches enable quick response to new requirements and efficient project execution.	Highest Quality Standards: VESOFTo adheres to established norms and processes to deliver software solutions that are not only high-performing but also safe and reliable.	Fast Time-to-Market: Combining technical excellence and strategic location, VESOFTo enables projects to be implemented in the shortest possible time.

With VESOFTo, you gain a partner who understands both the complexity of vehicle software and the challenges of digital transformation – and meets them with innovative, future-proof solutions tailored to the needs of established OEMs, NEW-OEMs, startups, and suppliers alike.

Personnel Placement – Flexibility and Top-Level Expertise

Flexible Deployment of Specialized Talent

With our international expertise in personnel placement, we provide companies with access to highly qualified professionals in the fields of engineering, mobility, and consulting.

Whether you need short-term project support or long-term expertise, our solutions are flexible and precisely tailored to your needs.

Our services reduce the complexity often associated with permanent hires. Through the seamless integration of our specialists into your team, we help you achieve your business goals efficiently and accurately.



“The right talent at the right time – Our global network puts experts where they are needed.”

Darren Gowland,
Group Vice President of International
Operations



Our Personnel Placement Process

Comprehensive Needs Analysis

Every project begins with a detailed analysis of your requirements:

- ▶ Technical specifications
- ▶ Timelines
- ▶ Objectives

This approach ensures that we develop a deep understanding of your needs and deliver targeted solutions.

Seamless Integration and Onboarding

After selecting the right candidate(s), we support the integration process:

- ▶ Adapting to your corporate culture
- ▶ Introduction to your workflows

Our goal is to make the transition smooth and ensure maximum productivity from day one.

Flexible Assignment Conditions

Our talent pool includes:

- ▶ Engineers
- ▶ Project Managers
- ▶ Technical Specialists

With solid industry knowledge and hands-on experience, our professionals bring global expertise and local understanding to your project.



Uniting effective teams and successful partners! RLE Engineering & Services

RLE Engineering & Services has been a leading provider of personnel services for 40 years. With tailored solutions in temporary staffing/ body leasing, personnel placement, and fixed-term project assignments, the company brings together highly

qualified professionals and renowned employers. RLE Engineering & Services places specialists with a wide range of qualifications across Germany.

The benefits of partnering with RLE Engineering & Services

Partnering with RLE Engineering & Services helps you streamline your recruitment process, making it more efficient and effective. We combine passive and active sourcing strategies to reach the best candidates in the market. With access to all relevant sourcing platforms and specialist databases, we conduct targeted, comprehensive searches for the right professionals.

Our nationwide presence and close co-operation with our clients allows us to address regional differences and tap into an extended talent pool. This ensures that we always find the best candidates for your specific needs, wherever your business is based.

For companies operating internationally, our offices and access to a global candidate market offer a key advantage: We successfully identify candidates who not only meet your technical requirements

but also fit seamlessly into your international corporate culture.

Our years of experience and in-depth knowledge of candidate qualifications enable us to quickly and accurately match professionals to your specific needs - saving you valuable time and ensuring high levels of satisfaction with your new team members.

Our deep understanding of the industries we serve allows us to conduct searches efficiently and with clear focus. As a result, you get fast access to top talent - so you can focus on driving your projects forward.

For more information on industries,
contacts, & job opportunities, visit:
www.rle-engineering-services.de/

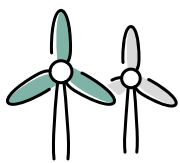


Body Leasing / Temporary staffing

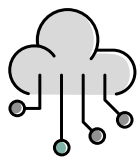
For 40 years, RLE has been providing comprehensive recruitment and personnel services, connecting highly qualified professionals with renowned employers.

RLE operates efficiently and with a clear focus – always respectful of its clients' time – and supports them with streamlined processes, personal communication, and digital tools that ensure full transparency.

Our experienced teams draw on long-standing client relationships to apply and expand their expertise within the RLE INTERNATIONAL Group.



Energy Sector



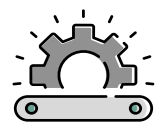
Electrical
Engineering & IT



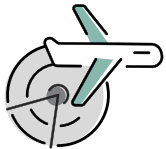
E-Mobility



Automation



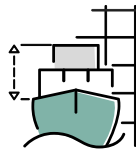
Mechanical &
Plant Engineering



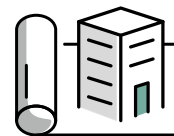
Aviation &
Aerospace



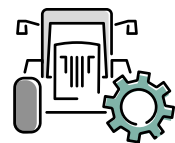
Medical
Technology



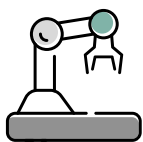
Shipbuilding



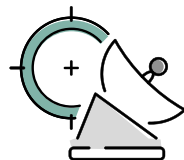
Construction



Agricultural
Machinery
Technology



Special
Machinery



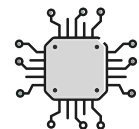
Defense
Technology



Chemical
Industry



Pharmaceutical
Industry



Semiconductor
Technology



Public Utilities &
Energy Providers



Office & Commercial
occupations



Public
agencies & municipal
organizations



Tax Advisory &
Finance



The benefits of strengthening your team with us:

1. scalability
2. the flexibility to match your staffing resources to your project needs - without long-term commitments.
3. global reach, local expertise
4. 4. benefit from our international talent pool combined with local market and industry knowledge.
5. 5. cost efficiency
6. 6. optimize your budget by hiring talent for the exact period and tasks required.
7. 7. connection to a global network
8. 8. our services are available in multiple countries. Local expertise is complemented by global resources to give you the best possible service.

Benefit from international contacts

Our recruitment teams are available around the world. Whether you're looking for detailed information or customised solutions, we'll put you in touch with world-class professionals to match your specific project requirements.

Visit our country pages to find out more about our offering and local expertise. From initial analysis to final implementation, we're with you every step of the way.



„Our solutions deliver not only flexibility, but also efficiency and quality - for any project, anywhere in the world. “

Ralf Laufenberg,
CEO RLE INTERNATIONAL Group



From Practice: International Flagship Projects – Innovation at the Highest Level

Wiring Harnesses & Electrical Systems – Reliability for Demanding Applications

FutureMotiv's projects in the field of wiring harnesses and electrical systems stand for cutting-edge technology and precision. With a focus on low- and high-voltage systems, we deliver solutions that are essential in the automotive, marine, and aerospace industries.

Thanks to advanced designs, a wide range of compatible connector systems,

and rigorous safety testing, our wiring harness projects meet the highest standards for reliability and performance – creating robust systems that deliver long-term excellence, even in the most demanding environments.



Connected Engineering – Driving Efficiency Through Digitalization

In the field of Connected Engineering, RLE Mobility is transforming casting processes through Robotic Process Automation (RPA) and the Synera platform. These technologies allow for automated workflows, optimized variant comparisons, and one-click simulations.

By improving data transparency and promoting cross-team knowledge sharing, we create a new level of efficiency – accelerating metal and plastic casting processes, reducing errors, and enabling faster innovation.



Mastering Complex Systems – Expertise in Electrical Architectures

For over a decade, RLE Iberia in Valencia has been a reliable partner in the development and production of complex electrical architectures. The team has played a key role in the successful launch of iconic models such as the Mondeo, S-Max, Galaxy, and Kuga.

With deep expertise in managing complex system architectures, the team sets new industry standards: high production quality, low warranty costs, and outstanding support in the introduction of new products make RLE Iberia a true benchmark in the field.



Space planning - Innovative space concepts with Recotech

Within our group, Recotech bundles our expertise in space planning. The team specializes in the strategic design of work environments and develops customized solutions that transform spaces

into functional and efficient assets. The focus is constantly placed on creating working environments that promote both productivity and the well-being of employees.

An overview of Recotech services

Space Planning

Efficient use of space drives businesses forward: Optimize your office space with ReCoTech software and identify savings opportunities to lower operating costs and reduce CO2.

Smart extensions for existing infrastructure

For a tailor-made range of functions: Integrate the ReCoTech software into existing IT infrastructures to adapt our product to your needs - from digital parking space booking and sensor technology to seamless integration thanks to API.

Workplace booking

Know what is happening in your company: ReCoTech workplace booking brings structure to a flexible working environment. Use the app to keep an overview and use utilization analyses to see if your spaces are being used optimally.

Monitoring

From heat maps to simulations: Smart monitoring provides clear insights. Use detailed reports and in-depth analyses to make reliable decisions on space planning and workplace management - based on data and facts.





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Your global contact partners



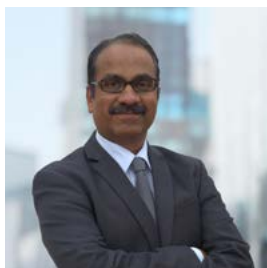
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CEO authorized to represent the company:
Ralf Laufenberg (Chairman)

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VAT identification number in accordance with
Section 27a of the German Value Added
Tax Act (UStG): DE 122803511



RLE INTERNATIONAL