

Dear Customers and Partners,

I would like to update you on a recent change of HCP management.

Effective Jun 1, I will be stepping down as the CEO of HCP group. Mr. Warren Ma will become the new CEO of the company. I will continue to be at HCP in the coming two months to ensure a seamless hand over to Warren. After that I will transit to become Senior Advisor to HCP to support Warren and the team on both operational and strategic matters.

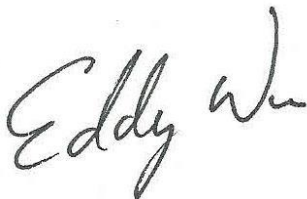
I want to thank you for all the supports you have given HCP and myself in all these years. Stepping down from my existing role in this great company was not an easy decision and was driven by my personal family needs. The good news is that I would still be around if you need me. And more importantly, we have found you an excellent new CEO - Warren Ma.

Prior to joining HCP, Warren was the SVP of global Industry Automation segment at Schneider Electric, where he led a number of strategic initiatives including customer base expansion, factory digitalization, portfolio integration, etc. Prior to joining Schneider in 2015, Warren spent 15 years in Emerson's automation solution business across multiple positions.

Warren brings to HCP a proven track record of managing global business platform and demonstrated ability to drive business growth and integration. His experience in global industrial operation, automation and customer development makes him uniquely suited to position the company to deliver sustained performance and create long-term value for all our stakeholders.

Our shareholder Carlyle, Board of Directors, and myself have spent significant time in the CEO search and believed Warren is the right leader for the firm's next phase of growth. Carlyle will continue to invest in HCP and support strategic initiatives to better serve our customers.

I am very confident that Warren, together with our experienced leadership team and the supports from Carlyle would lead HCP to the next level of success! I look forward to meeting you together with Warren in the come months. Before that, please reach out to your HCP contact or myself directly if you have any questions, my contact remains unchanged.



Eddy Wu
Group President & CEO