

Soitec's leadership team

**GLOBAL
BUSINESS UNITS**
Bernard Aspar



**CUSTOMER
GROUP**
Calvin Chen



LEGAL
Joséphine
Deege-Mansour



**HUMAN
RESOURCES**
Pascal Lobry



INNOVATION
Christophe Maleville



EXECUTIVE MANAGEMENT
Paul Boudre
CEO



**ADVISOR TO THE
CEO**
Carlos Mazure



**IT
& QUALITY**
Laurent Maumet



**INDUSTRIAL
OPERATIONS**
Cyril Menon



PROCUREMENT
Philippe Pellegrin



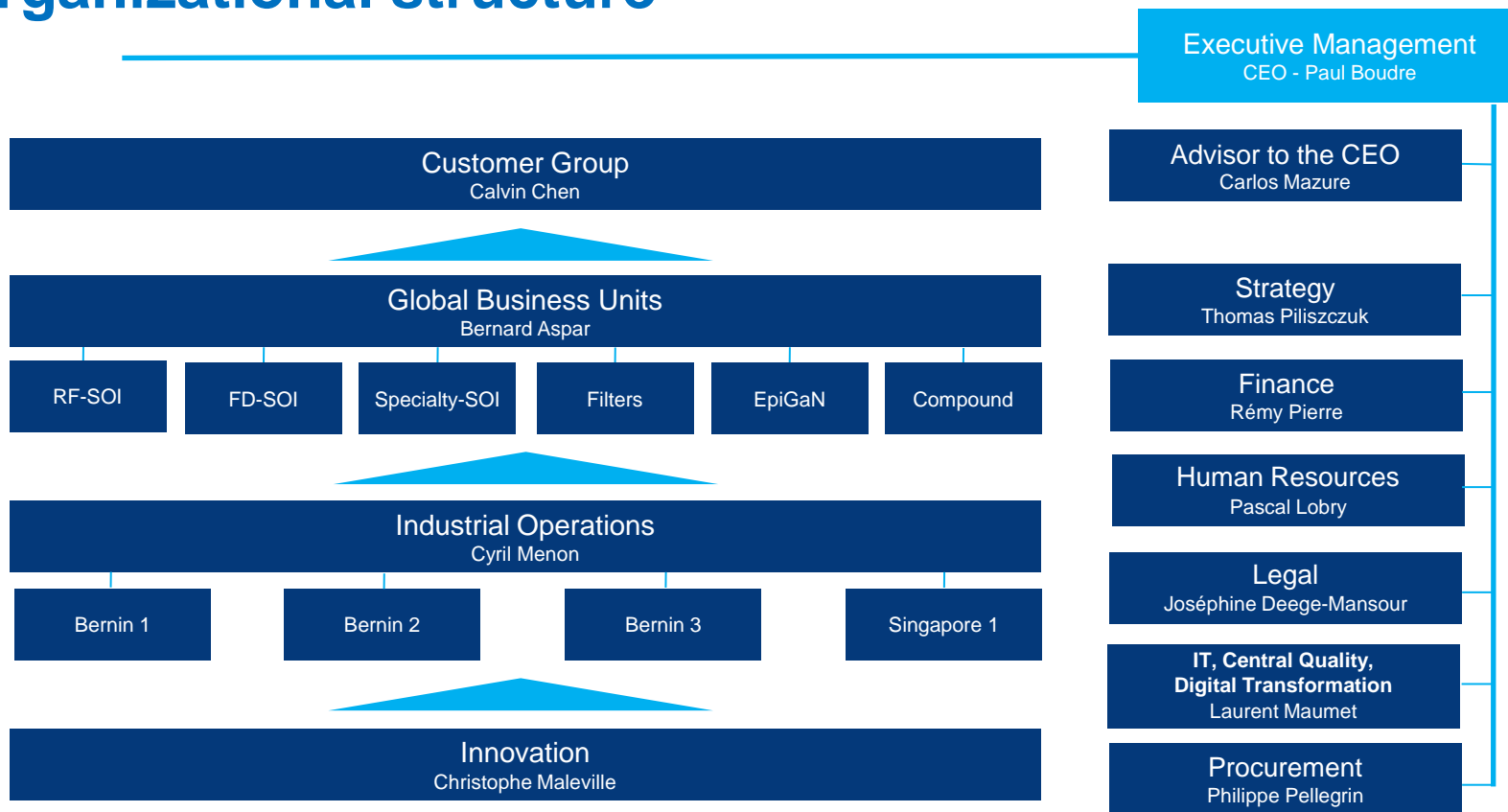
FINANCE
Rémy Pierre



STRATEGY
Thomas Piliszczuk



Organizational structure



New people oriented organization designed to be closer to customers, innovate faster and better capture market opportunities

Customer & market focus

- › Establishment of **5 Global Business Units (BUs)** dedicated to specific **product lines**
- › Securing growth through market and business focus
- › Focus on **product value**
- › Strong **customer support organization**
- › New **Central Planning & Partnerships** functions

Innovation at the core

- › Creation of a **global Innovation department, centralizing R&D, from material to product pilots**
- › Developing industry standards
- › Innovation partners at worldwide level
- › Extending R&D capabilities with partners: Substrate Innovation Center (SIC) at CEA/Leti; imec and IME

Long-term strategic focus

- › Set-up of a **dedicated Strategic Office** focused on Soitec's long-term strategy and driving the strategic plan
- › Identification of new markets, emerging business and technology trends
- › Driving strategic alliances, collaborations and M&A
- › Digital transformation strategy and deployment

People oriented

- › The new corporate design is the result of a participative approach, **fostering empowerment within the organization**
- › Preparing a new generation of leaders
- › Enhancing diversity and transverse co-working in the decision making process