

**Patrice Delpy**

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**From:** Hassane El-Khoury <intr.comm@onsemi.com>  
**Sent:** Monday, March 13, 2023 10:00 PM  
**To:** Patrice Delpy  
**Subject:** Important onsemi Organizational Changes

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## Important onsemi Organizational Changes

Message for Global Employees



Team,

Two years ago, we embarked on a transformation journey to improve efficiencies, reduce complexities, and better position ourselves as a key leader in the industry. The work we did last year led to improved operational performance, yielded record results, and positioned **onsemi** for future growth. To maintain the momentum, we must continuously evaluate our business and operations to outperform our peers and adapt to macroeconomic changes by achieving operational excellence. Our hard work has not gone unnoticed and has been recognized by investors, customers and key stakeholders.

The next phase of our journey is to realign our operating models, primarily in ASG and IT, with the goal to drive organizational effectiveness and efficiency while increasing collaboration that will contribute towards reaching our goals and embodying our mission.

What this means for us is a reduction of approximately 450 positions, worldwide. We will be working with many of our affected colleagues for a potential employment opportunity with our strategic service provider or transition to open roles within other **onsemi** organizations maintaining alignment to the operational standard we must achieve.

Structural adjustments for the affected organizations will take place by the close of business on March 13, 2023, Pacific Time.

### **Advanced Solutions Group (ASG) Changes**

ASG plays an important role in our strategy, and this pivot allows us to deliver innovative, state-of-the-art and competitive products at a quicker pace than our competitors. To set itself up for future success, ASG must strengthen its design capabilities, change its methodologies and establish Centers of Excellence

(CoEs) that group Intellectual Property (IP) roadmaps by design, skill and competency to deliver on this mission. Small subscale sites will be consolidated in locations where there is a high degree of available talent. This will create operational synergies as well as increased scale and scope, reduce design lead times, and free up capacity to deliver more products in our strategic markets. It will also allow us to focus our capabilities within the newly formed CoEs and enable our product groups to have the highest level of expertise in design across the roadmap of products.

Effective March 13, ASG will cease its design and test efforts in Seoul, Korea and Bangalore, India and close our sites in Lindon, Utah, U.S.A. and Beaverton, Oregon, U.S.A. We are also planning to exit our Toulouse, France location.

### IT Operating Model Changes

Our IT organization is changing its operating model to enable a more effective and strategic engagement with all **onsemi** employees. IT will restructure our global help desk, data center services and infrastructure operations. In addition, IT will optimize operations in several areas within the global infrastructure services group by transferring selected functions to our best-fit strategic service provider. Employees whose positions have been impacted by this transfer have been notified as of March 13.

These changes will allow IT to improve efficiencies and better serve all internal and external customers. It will also enable IT to add talent in strategic functions, optimize operations through managed services, and increase their capacity and scale to meet our growing business demands.

As a company, we have an incredible opportunity to keep delivering excellent results and innovating to remain a leading-edge partner for our customers. While change can be daunting, I am confident that these are the best decisions for the continued success of **onsemi**.

The entire executive staff and I see the dedication and commitment from employees across the globe, and we thank you for staying positive through these changes which will undoubtedly strengthen our business outcomes. I look forward to improved collaboration and operational excellence across all parts of our organization.

Each step we take along this transformation journey comes after thorough consideration of the business' impact, including the well-being of our valued employees. If you have any questions about the changes within ASG, IT or any other organizational change, please contact [questionsforhr@onsemi.com](mailto:questionsforhr@onsemi.com).



Thank you,

*Hassane El-Khoury*  
President and CEO

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**Read the Organizational Changes FAQs**

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**Questions/Comments?**

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This message was sent to Global Employees.  
Questions? Comments? Contact [questionsforhr@onsemi.com](mailto:questionsforhr@onsemi.com).

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