



Marnie Seif

Accomplished technology business executive who has served on corporate and educational boards, as well as in several C Level positions, including Chief People Officer, Chief Legal Officer, SVP of Communications and ESG at Analog Devices, Inc. (NASDAQ: ADI), a large cap global semiconductor manufacturer with \$10 Billion in revenue, operations in more than 40 countries, and 24,000 employees worldwide.

Areas of Expertise

BUSINESS AND GOVERNANCE LEADERSHIP

As member of senior management team, grew ADI revenue by 10X and market cap by 5X over 15 years

Developed ADI's ESG narrative and priorities

Met with investors regarding issues of importance to shareholders, including diversity, company leadership, executive compensation

Advised and collaborated with Board leaders on director recruitment, corporate governance, director and executive compensation

TRANSFORMATIVE M&A

Negotiated and structured dozens of transactions, including large public company acquisitions (\$8 billion- \$21 billion in value); acquisitions of privately held technology tuck in deals; product line divestitures; and debt financings

Oversight of integration efforts for large public company acquisitions

PEOPLE AND TALENT STRATEGY CULTURE EVOLUTION

Championed culture and employee engagement initiatives in conjunction with M&A integration

Led efforts to make Diversity, Equity and Inclusion (DEI) a core tenet of ADI's people strategy

Created taskforce to understand the workforce of the future for ADI

Strengthened business sustainability and growth through global leadership development and succession planning

Professional Profile

- As Chief People Officer, drove sustainability of Analog's business through talent acquisition and development, including succession planning; global compensation; talent mobility; and learning and organizational development. Led initiatives to increase diversity at every level of the organization, and to understand the future of work for the company—what skills the company will need; where we will find talent; and how those future employees will want to work. Partnered with Analog's Compensation Committee on executive compensation design, with a goal to ensure that Analog's executive pay practices are retentive and align with shareholder interests.
- As SVP of Corporate Communications, built an employer brand that promotes Analog as a talent destination of choice for the most intellectually curious people; including development of Analog's tag line and messaging *Ahead of What's Possible*, and online visibility programs through various channels, including social media.
- As General Counsel of publicly traded companies, enabled business through effective governance practices and transactions (including M&A and financings), IP protection and strategy, and effective compliance programs (including data privacy compliance). Extensive experience partnering boards of directors on

governance matters and board refreshment. Together with CIO and Engineering leadership, member of Cyber Risk Mitigation Team.

Professional Experience

ANALOG DEVICES, INC., Wilmington, MA

2006 - 2022

NASDAQ-listed (ADI) leading global provider of semiconductors with more than \$8 billion in sales and over 23,000 employees in 30+ countries (\$90B+ market cap).

CHIEF PEOPLE OFFICER

2018 to present

- Leading management initiative to evolve corporate culture for increased agility and accountability to drive greater employee engagement
- Responsible for global talent strategy, with a focus on leadership development and mobility of talent
- Digitizing HR business processes to create an enhanced employee experience and a more cost-efficient way to deliver services and information
- Responsible for worldwide compensation design, including executive compensation, in consultation with Compensation Committee of the Board
- Elevation of Analog's employer brand through multiple channels, including social media

CHIEF LEGAL OFFICER / SENIOR VICE PRESIDENT, CORPORATE COMMUNICATIONS AND BRAND

2014 to 2019, July 2020 - Present

Responsible for all legal matters, corporate communications, and branding initiatives

Legal responsibilities:

- Corporate governance and liaison to the Board of Directors for shareholder matters
- Lead role in mergers and acquisitions, including:
 - \$21 billion acquisition of Maxim Integrated Products (NASDAQ: MXIM) (closed in August 2021);
 - \$15 billion acquisition of Linear Technology (NASDAQ: LLTC) (closed in 2017);
 - \$2.5 billion acquisition of Hittite Microwave Corporation (closed in 2014), and
 - numerous smaller acquisitions and strategic venture investments
- Worked on multiple debt offerings, worth more than \$10 billion in the aggregate
- Teamed with CIO and Engineering leaders to develop cyber risk mitigation strategy
- Development and protection of portfolio of intellectual property assets
- Responsible for global corporate compliance, including data privacy worldwide, development of training programs on anticorruption (Foreign Corrupt Practices Act), insider trading, and conflicts of interest
- Management of litigation, including shareholder claims and dozens of patent disputes
- Leader of internal and external teams of attorneys and paraprofessionals working on contracts, intellectual property matters, employment issues, corporate and SEC filings

Communications and Brand:

- Built team to manage executive communications, external thought leadership initiatives and extensive internal communications focused on integration of our \$15B acquisition of Linear Technology Corporation
- Led development and launch of new corporate brand “Ahead of What’s Possible”

RSA SECURITY INC., Bedford, MA

1998-2005

NASDAQ listed leading provider of e-security solutions - acquired by EMC Corp. in 2006

SENIOR VICE PRESIDENT, CORPORATE DEVELOPMENT / GENERAL COUNSEL & SECRETARY

1998 – 2005

Recognition and Memberships

2021 Lifetime Achievement Award for Inhouse Counsel – *Corporate Counsel: Women Power Influence and Law*

2019 Top 50 Most Powerful Women in Technology Award – *National Diversity Council*

2018 Massachusetts *Leader in the Law* Award

Founding Member, Boston Chapter of ChIPS (*a national organization for senior female intellectual property leaders*)

Board Appointments

Trustee, Mass High Tech Council
2020 - present

Member, Dean’s Advisory Counsel, University of Michigan Law School
2014-present

Member, Board of Directors, Greater Boston Chamber of Commerce
2017-2020

Director, NANTERO, Inc., *a next generation carbon nanotube memory company*
2008-2018

Education

J.D., with honors, University of Michigan Law School
A.B., magna cum laude, Brown University