

Cambridge GaN Devices

Diversity, Equity, and Inclusion in Global Economies

GSA Global Leadership Summit – Tokyo, 7th June 2023

Dr. Giorgia Longobardi - Founder and CEO

© 2023 CGD



*“No beautiful **invention** was created in a vacuum.”*

Apple

Sources: Apple DEI campaign

Diversity, Equity, and Inclusion is at an Inflection Point



- **By 2026** global DEI-related efforts will double and reach **$15.4bn**
- Cross-industry initiatives, such as **the Global Parity Alliance**, launched a **DEI Lighthouse Program**
- Action-driven, the program has the ambition to create **significant, quantifiable, scalable, and sustainable** DEI impact.
- Global companies have set companywide objectives to **narrow DEI gaps.**

Sources: McKinsey and WEF, Diversity equity-and-inclusion lighthouses report, 2023; The-stateof diversity in global private markets 2022 article

Impact of Diversity and Inclusion in Organizations

DEI Enhances **Innovation**, **Creativity**, **Reputation**, **Engagement** and **Results**

Increased Creativity

15% gender diverse companies are **15%** more likely to **outperform** their peers.

Better Outcomes

Research shows that diversity, equity and inclusion lead to **better** business performance.

Workplace Happiness

10% of employees working inside **generationally-diverse** team prove **10%** happier than those with others of a similar age.

Staying Ahead of the Game

55% of companies have politicies which **promote diversity** very strongly.

Wider Talent Pool

2/3 of people consider workplace diversity a **major factor** in choosing where to work.

Stakeholder Support

78% of EMEA companies focus on **ethnicity** and **nationality** as part of their diversity and inclusion programmes.

Sources: McKinsey Diversity wins how inclusion matters report, 2020

camgandevices.com
© 2023 CGD



Our **diversity** affects our neurological **perception** of things and influence our **perspective**

Professor Edwin Boring included the Old Woman Young Woman illusion in an article he wrote in the American Journal of Psychology in 1930.

Company confidential
© 2023 CGD

Benefits of Diversity, Equity and Inclusion

01. Perspectives

02. Productivity

10. Job Satisfaction



03. Innovation

09. Company Reputation

04. Problem Solving

08. Reduced Employee Turnover

05. Organizational Flexibility

07. Employee Engagement

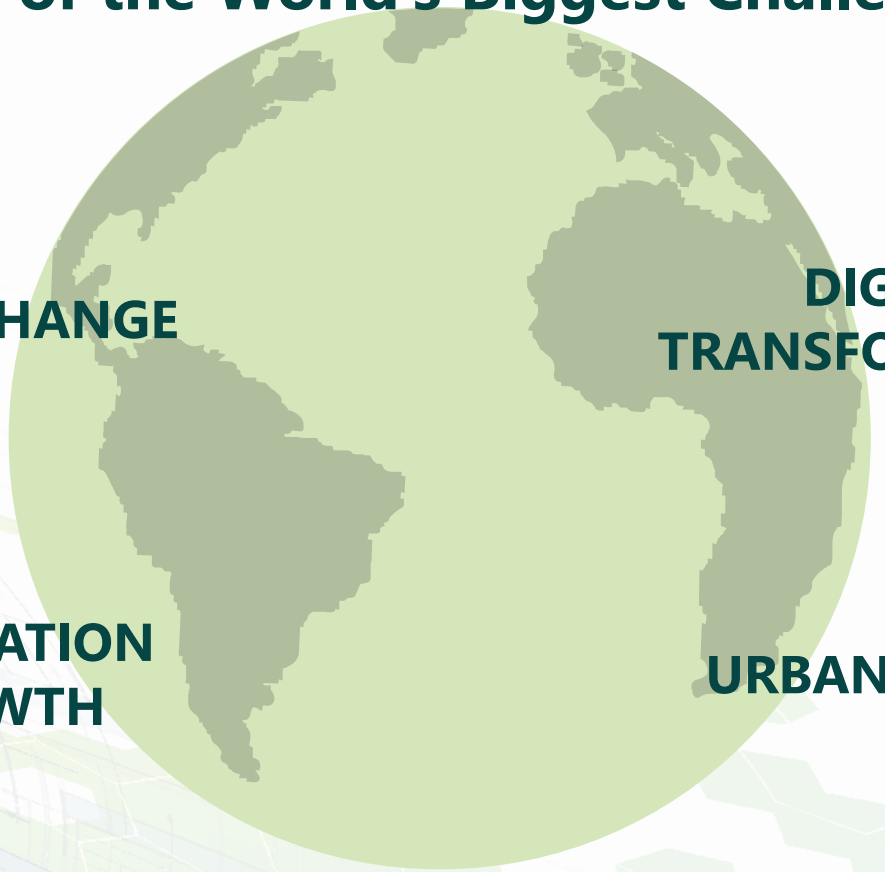
06. Increased Profits

Sources: McKinsey Diversity wins how inclusion matters report, 2020

© 2023 CGD

DEI Sparks Innovation

Rising Initiatives in Semiconductors Foster Change in the DEI Landscape to address some of the World's Biggest Challenges of Our Times



CLIMATE CHANGE

DIGITAL TRANSFORMATION

POPULATION GROWTH

URBANISATION

Source: Forbes - The Importance Of DEI Initiatives In Tech article, Global Energy Review 2021, World Energy Supply and Consumption, Statista, CGD Intelligence

© 2023 CGD

Cambridge GaN Devices at a Glance

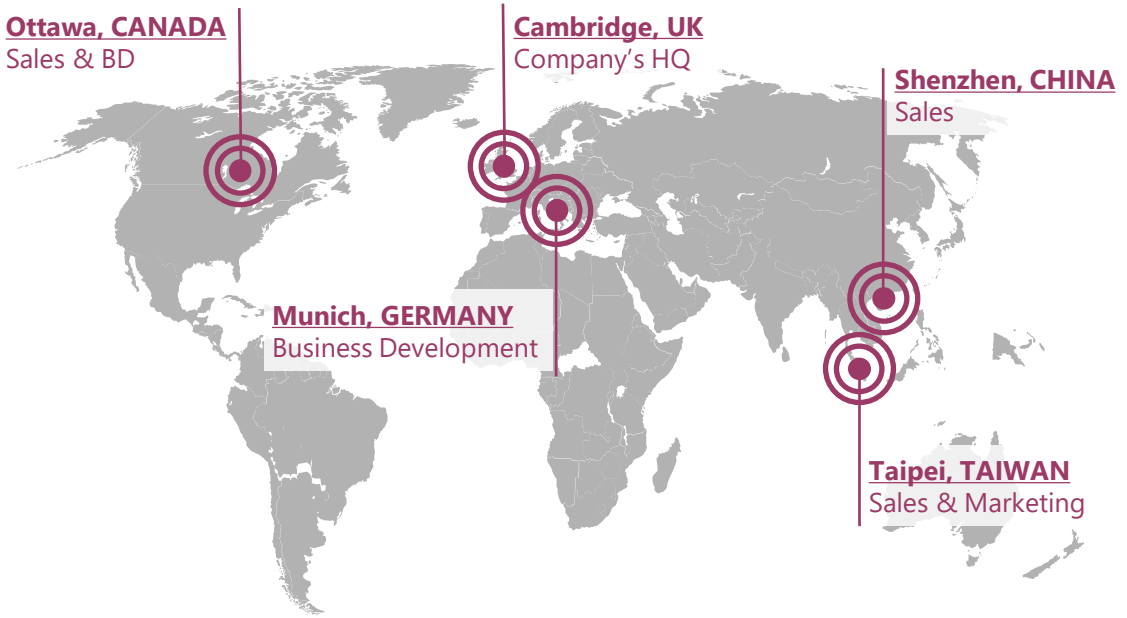
A Scale-up CleanTech Pioneer spun-out from the Cambridge University

A fabless semiconductor company designing, developing and commercializing **energy-efficient GaN-based power devices**

Operating from
5
Locations

Patent Applications
60+
15 Granted

Employees
50+
> 300% growth (2019– 2022)



Knowledge

Academic excellence and industry expertise combined

Innovation

Innovative power solutions that help protect the environment

Sustainability

Eco-compatible business measures (**ESG**)

Responsability

Energy savings for reliable and sustainable electronics

© 2023 CGD

DEI at Cambridge GaN Devices

CGD consists of **20 nationalities**, and we're based in **7 countries.**



Recruit diverse candidates

Employee retention, talent mobility, and gender quotas



We range from **21 – 60*plus*, 73%** of us are men, **27%** are women and we celebrate everyone's differences.

Together, we stand for **innovation**, **sustainability**, **knowledge,** and **collaboration**.



Connect through shared values

Lead with compassion



We promote a culture where everyone feels empowered and listened.

© 2023 CGD



Conclusions

The semiconductor industry needs DEI to solve global challenges

DEI fosters **innovation,** improves **productivity** and increases **profit**

Initiatives around the world put DEI on the agenda of **global economies**

Global DEI-related **spendings** will reach **$15.4bn** by 2026


CGD™
CAMBRIDGE GaN DEVICES
Dare to innovate differently