

Create **positive impacts** on society to enhance the corporate brand and image.

Keep up with **international trends** to increase international competitiveness.

## Corporate practices

# Social Influence

#Solving the Labor Shortage #Diversity and Inclusion #Gender Friendly Workplace

ADVERTISEMENT

### 1 Respond to gender equality, diversity, and inclusion initiatives or related certifications of governments or international organizations

Examples include:

- Participate in Taipei City Government's workplace gender equality certification.
- Organize relevant activities in response to the "International Women in Science Day".



### 2 Support, sponsor, or promote talent development programs for women

Examples include:

- Organize symposiums with schools to help more female students understand the technology industry.
- "Girls' Day", hosted by the technology industry, provides female students with opportunities to visit companies.
- For minority genders within the company (for example: women in the R&D department), recruit interns to cultivate future talent for the company.



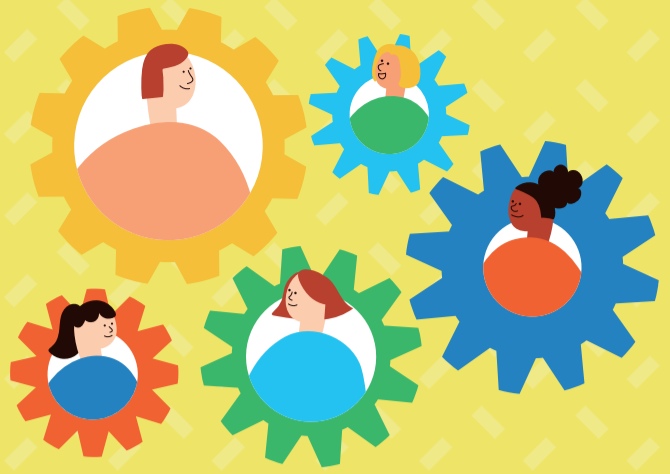
### 3 Review and production of marketing content

- Create marketing content that promotes gender equality.
- Ensure the marketing content does not convey gender biases and stereotypes.



## 4 Supplier diversification

- Buy from small businesses run by women, LGBTQ people, and minorities.
- Increase the diversity of the supply chain and provide products that best meet the needs of diverse markets and customers.
- Drive the joint promotion of gender equality with the supply chain.



### Example sharing-1

Society

Degree of

#### Taiwan Semiconductor Manufacturing Co., Ltd.

- ✓ Collaborate with 12 girls' high schools to host career-themed lectures as part of the schools' annual gender education and career development activities, thereby encouraging female high school students to pursue STEM fields and not to limit themselves under the pressures of familial or societal values.
- ✓ Promote the "TSMC Female Scientists Tour" and plan three themed activities for female high school students: guided tours, scientific workshops, and discussions, to encourage them participate in scientific exploration and create more possibilities for future development.



### Example sharing-2

Society

Degree of

#### Synopsys Taiwan Co., Ltd.

- ✓ In response to "Ada Lovelace Day", which commemorates the first female programmer in history, Synopsys visited schools to create the "Unleash Your Potential" career plan: Organize quarterly campus visits to host workplace experience seminars. Using engaging interactive methods such as group discussions and Q&A sessions, share insights into the daily work of Synopsys engineers and interview experiences, inspiring more young women to pursue careers in the STEM fields while showcasing Synopsys' culture of diversity, inclusion, constant innovation, and passion.
- ✓ Synopsys collaborates with a variety of social organizations, such as RE-THINK, an environmental non-profit organization dedicated to ocean conservation, Teach for Taiwan, and the Chi Po-lin Foundation for Taiwan's environmental education, to exert its social influence. In addition to keynote speeches, the company also uses actions such as doubling corporate charity donations and building landmark offices to deepen and strengthen local connections.



How to attract talents with a gender-friendly workplace?



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