

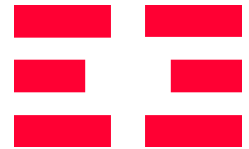
Advanced Micro Devices (AMD)

Subsidiaries: Xilinx

Locations: California (HQ)

Industries: Semiconductors and Semiconductor Equipment

RISK LEVEL:



High Risk

DESCRIPTION:

AMD scored a 95 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Advanced Micro Devices (AMD), increases the risk of dividing employees, alienating customers and harming shareholders. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. AMD forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. AMD provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. AMD does not provide viewpoint protections for its employees. The company supports the Equality Act and is a Ceres Network Member, committed to net zero carbon emissions by 2040. AMD committed to carbon neutrality by 2040 and discriminates against religious organizations in its charitable giving. The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. The company's CEO, Dr. Lisa Su, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace. AMD's CEO Lisa Su pledged money to the Black Lives Matter movement and related causes, though the amount of money pledged is unclear. For these reasons, AMD receives a High Risk rating.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk

(1)(2). However, the company has not publicly canceled business relationships based on political views or religious beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk

AMD's HRC 2023-2024 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). AMD will not fund, "religious organizations" (3).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

AMD's HRC 2023-2024 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender

identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2) subsidiary, Xilinx requires “unconscious bias training for all new hires” (34).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk

AMD’s HRC 2023-2024 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2). By doing so, the company risks dividing employees, alienating customers and harming shareholders. AMD signed an open letter in support of the Equality Act, a controversial bill (3). The company is a Ceres Network Member, committed to net zero carbon emissions by 2040 (4)(567)(8).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

(1)(2)(3)(4). AMD’s HRC 2023-2024 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (5)(6). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. AMD’s CEO Lisa Su pledged money to the Black Lives Matter movement and related causes, though the amount of money pledged is unclear (7)(8).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. High Risk

ADM’s HRC 2023-2024 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. AMD has not used its PAC donations or lobbied for ideological purposes (3)(4)(5).

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