



## Silicon Labs

Locations: Texas (HQ)

Industries: Technology Hardware and Equipment

### RISK LEVEL:



Medium Risk

### DESCRIPTION:

Silicon Labs is Medium Risk. The company often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Silicon Labs occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

### 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.** Lower Risk

*Silicon Labs has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).*

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

*Silicon Labs does not appear to discriminate against charitable organizations based on views or beliefs (1). The company's charitable giving focus areas are STEM education, sustainability, and community (2).*

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

*Silicon Labs appears to prioritize diversity over merit in its executive compensation. From its 2023 Corporate Sustainability Report: "We're committed to driving long-term change and accountability by incorporating our DEI objectives into our executive bonus plan". Silicon Labs requires its recruiters to take inclusion training (1). The company does not provide viewpoint protections for its employees (2).*

### Corporate Governance and Public Policy

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

Silicon Labs opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (1)(2). The company opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (3). Silicon Labs supports DEI within its business practices, employing a DEI Council (4).

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

Silicon Labs is a partner of Latinitas, an organization focused on creating racial and gender equality in the STEM field. Silicon Labs is a partner of GirlsStart, an organization that empowers girls and LGBTQ people in the STEM field (1)(2)(3). Otherwise, Silicon Labs has not used corporate funds to advance ideological causes, organizations, or policies (4).

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**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A**

Silicon Labs does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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