

**KLA**

Locations: California (HQ)

Industries: Semiconductors and Semiconductor Equipment

**RISK LEVEL:****Medium Risk****DESCRIPTION:**

KLA has not publicly terminated business relationships due to religious beliefs or political views. KLA's charitable giving guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities. KLA's CEO signed the CEO Action for Diversity & Inclusion pledge, and it supports ESG within its business practices. KLA pledged \$1 million to the Black Lives Matter organization and related causes. However, KLA has not used its lobbying to support ideological causes or groups hostile to freedom of expression. The company is a bronze partner of PFLAG. For these reasons, KLA receives a Medium Risk rating.

**Corporate Weaponization**

**Has denied service to 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**

*KLA has not publicly fired 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.** **Medium Risk**

*(1).*

**Employment policies fail to protect against discrimination based on political affiliation/views and/or religion.** **Medium Risk**

*KLA does not provide viewpoint protections for its employees (1).*

**Corporate Governance and Public Policy**

**Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression.** **High Risk**

*KLA's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1). KLA supports ESG within its business practices, stating that it has "integrated ESG*

considerations into many business practices and policies across our operations and supply chain”, and it is aiming for net-zero by 2050 [\(2\)](#).

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

KLA pledged \$1 million to the Black Lives Matter organization and related causes [\(1\)](#)[\(2\)](#)[\(34\)](#)[\(5\)](#)[\(6\)](#).

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**Uses corporate political contributions for ideological, non-business purposes.**

**Lower Risk**

KLA does not operate a PAC at this time and has not lobbied for ideological purposes [\(1\)](#)[\(2\)](#)[\(3\)](#).

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