



Adeia Inc.

Subsidiaries: Adeia Media Holdings LLC, Adeia Imaging LLC, Adeia Semiconductor Technologies LLC

Locations: California (HQ)

Industries: Semiconductors and Semiconductor Equipment

RISK LEVEL:



Medium Risk

DESCRIPTION:

Adeia 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. The company 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. Medium Risk

Adeia integrates ESG into its business practices. From its Supplier Code of Conduct: "Suppliers should adopt internal procedures for monitoring, analyzing, and reducing their energy consumption and GHG emissions from sources controlled by the Supplier as well as indirect GHG emissions associated with the purchase of electricity, steam, heat, or other cooling" (1). The company promotes divisive sex and gender policies. Its Supplier Code of Conduct requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy (2). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (3).

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

Adeia likely uses YourCause as its charitable giving platform. YourCause vets charities according to the Southern Poverty Law Center's Hate List, which includes mainstream libertarian, conservative, family, and religious advocacy organizations (1)(2)(3).

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

Adeia offers DEI training to its employees (1). The company appears to prioritize diversity over merit in its hiring. From its 2024 ESG Report: "With [our gender, ethnicity, age, and salary data] foundation, we can track and measure equity in our decisions about the talent lifecycle from hiring all the way through succession planning" (2). The company does not provide viewpoint protections for its employees (3).

Corporate Governance and Public Policy

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

Medium Risk

Adeia advocates for DEIB Strategy Workshops. The company promotes "a diverse and inclusive culture where every individual is respected and has the opportunity to thrive" [\(1\)](#). Otherwise, there are no publicly known cases of the company using its reputation to advance ideological causes or policies [\(2\)](#).

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

Lower Risk

Adeia has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).

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

Lower Risk

Adeia has not used its PAC donations for ideological purposes and has not reported on its lobbying [\(1\)](#)[\(2\)](#)[\(3\)](#).

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