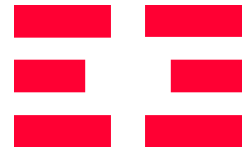


GlobalFoundries

Locations: New York (HQ)

Industries: Semiconductors and Semiconductor Equipment

RISK LEVEL:



High Risk

DESCRIPTION:

GlobalFoundries scored a 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, the company increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. GlobalFoundries 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. GlobalFoundries sponsors the Social Justice & Equity campaign and donates to nonprofits that fight "systemic racism". The company offers unconscious bias, inclusion, allyship, social tolerance, and equity training. It also donated \$25,000 to the Human Rights Campaign in celebration of LGBTQ Pride Month. GlobalFoundries opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered space. For these reasons, GlobalFoundries receives a High 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. Medium Risk

GlobalFoundries received a score of 100 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits' employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). The company has a written policy pledging to vet vendors for LGBTQ policies. Its Supplier Code of Conduct requires vendors to include sexual orientation and gender identity in their nondiscrimination policy (3). However, GlobalFoundries has not publicly terminated business relationships due to religious beliefs or political views.

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

GlobalFoundries HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). The company does not appear to discriminate against charitable organizations based on views or beliefs (3)(4).

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

GlobalFoundries HRC 2023 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). GlobalFoundries requires its managers to take unconscious bias training. It also offers inclusion, allyship, social tolerance, and equity training (3). The company protects its employees against viewpoint discrimination (4).

Corporate Governance and Public Policy

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

GlobalFoundries HRC 2023 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. 3The company supports ESG within its business practices. It has a "high level of commitment" to ESG and established an ESG council to oversee the implementation of ESG goals throughout the corporation (4).

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

GlobalFoundries HRC 2023 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 (1)(2). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. GlobalFoundries sponsors the Social Justice & Equity campaign and donates "money to nonprofits which fight systemic racism and help advance the cause of racial justice, equality, and an inclusive society" (3). The company donated \$25,000 to the Human Rights Campaign in celebration of LGBTQ Pride Month (4).

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

GlobalFoundries HRC 2023 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. GlobalFoundries does not operate a PAC or report on its lobbying at this time (3)(4)(5).

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