

**DESCRIPTION:**

Cadence Design Systems 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, Cadence Design Systems (Cadence), 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. Cadence 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. Cadence offers a match gifting program to Planned Parenthood and frequently uses its reputation and corporate dollars to promote LGBT issues and organizations. The company educates its employees on unconscious bias and allyship. For these reasons, Cadence Design Systems 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**

*Cadence 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 its 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). However, the company 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**

*Cadence's RC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2).*

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

*Cadence 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). Cadence educates its*

employees on unconscious bias and allyship (3). The company does not provide viewpoint protections for its employees (4).

## Corporate Governance and Public Policy

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

Cadence 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. Cadence is committed to achieving net-zero carbon emissions by 2040 (3). The company supports ESG within its business practices. The company was named to Investor's Business Daily's Top 100 ESG Companies list. From its Corporate Social Responsibility page: "ESG programs are essential to our long-term business success" (4)(5).

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

Cadence 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. Cadence offers a matching gift program to Planned Parenthood (3). Cadence sponsored Silicon Valley Pride to support its annual LGBTQ+ Parade and Festival. The company also made a donation to the Matthew Shephard Foundation in honor of National Coming Out Day. Cadence partners with Out in Tech (4)(5).

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

Cadence 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. Cadence does not operate a PAC at this time and has not lobbied for ideological purposes (3)(4)(5).

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