

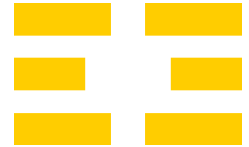


# Appian Corporation

Locations: Virginia (HQ)

Industries: Software and Services

RISK LEVEL:



Medium Risk

## DESCRIPTION:

Appian Corporation does not provide viewpoint protections for its employees but has not publicly terminated business relationships based on views or beliefs. The company covers transgender-related medical costs for its employees and their children. Appian supports DEI and ESG within its business practices. Otherwise, it has not used its reputation for ideological purposes. For these reasons, Appian Corporation 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

*Appian has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.*

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

*Appian does not publish charitable giving guidelines (1).*

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

*Appian's HRC 2023 CEI rating indicates 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). Appian does not provide viewpoint protections for its employees (3).*

## Corporate Governance and Public Policy

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

*Appian supports ESG and DEI within its business practices (1)(2). Otherwise, it has not supported ideological causes or policies (3).*

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

*Appian's 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<sup>(1)</sup><sup>(2)</sup><sup>(3)</sup>. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders.*

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

*Appian does not operate a PAC at this time and has not reported on its lobbying <sup>(1)</sup><sup>(2)</sup><sup>(3)</sup>.*

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