



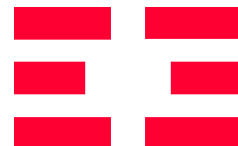
Nvidia

Subsidiaries: Icera North America LLC, AGEIA Technologies LLC, JAH Venture Holdings, Inc., Mental images, Inc.

Locations: California (HQ)

Industries: Semiconductors and Semiconductor Equipment

RISK LEVEL:



High Risk

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DESCRIPTION:

Nvidia is High Risk. The company 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. Nvidia embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. 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

Nvidia received a score of 100 on the 2026 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)(3).

Nvidia received a score of 100 on the 2025 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 (4)(5). The company integrates ESG into its business practices. From its RBA Code of Conduct: "Energy consumption and all Scopes 1, 2, and significant categories of Scope 3 greenhouse gas emissions shall be tracked, documented, and publicly reported" (6). The company promotes divisive sex and gender policies. Its RBA Code of Conduct requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy (7). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (8).

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

Nvidia's HRC 2026 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2)(3). Nvidia's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (4)(5). Nvidia Foundation is focused on funding programs associated with cancer research and support services, disaster relief, and education (6). The company does not appear to discriminate against religious

organizations based on views or beliefs. However, it will only give to religious organizations that provide non-sectarian services (7). The company likely uses Benevity as its charitable giving platform. Benevity vets charities according to the Southern Poverty Law Center's Hate List, which includes mainstream libertarian, conservative, family, and religious advocacy organizations (8)(9)(10).

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

High Risk

Nvidia's HRC 2026 CEI rating indicates the company forces employees to attend at least one, controversial training 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)(3). Nvidia's HRC 2025 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 (4)(5). The company appears to prioritize diversity over merit in its leadership composition. From its 2025 Nominating and Corporate Governance Committee Charter: "The Committee will ensure that the pool of candidates from which new director nominees are recommended to the Board to serve as directors of the Company includes candidates with diversity in... members of underrepresented communities, such as race, ethnicity, national origin, cultural background, sexuality, gender, gender identity or expression, disability status, geographical background, or veteran status, and age" (6). The company appears to prioritize diversity over merit in its recruitment. From its 2025 Sustainability Report: "Additionally, we have increased our focus on diversity recruiting and we welcome employees of all backgrounds" (7). The company does not provide viewpoint protections for its employees (8).

Corporate Governance and Public Policy

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

High Risk

Nvidia's HRC 2026 CEI rating indicates the company potentially agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2)(3). Nvidia's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (4)(5). The company has released a gender identity and expression in the workplace statement that expresses that transgender employees will have access to restrooms that align with their gender expression and that other employees will be required to refer to them by their choice of pronouns (6). The company supports DEI within its business practices. From its Diversity and Inclusion page: "We are committed to creating an inclusive culture that supports all our employees" (7). The company supports ESG within its business practices. From its 2025 Sustainability Report: "From revolutionary drug discovery to wildfire management to energy abundance, NVIDIA is helping solve the world's most difficult environmental and social challenges" (8). The company scored a 70 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (9)(10).

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

High Risk

Nvidia's HRC 2026 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, lab monitoring, and mental health benefits. The company also covers at least five of the following services: reconstructive hair removal, cosmetic hair removal, tracheal shave or reduction, facial surgeries, voice modification surgery, voice modification therapy, lipoplasty or filling for

body masculinization or feminization, and travel and lodging expenses. Additionally, the company has potentially pledged philanthropic support of at least one organization or event that promotes sex and gender ideology. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (1)(2)(3)(4). Nvidia's HRC 2025 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. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (5)(6). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (7).

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

High Risk

Nvidia's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). The company does not operate a PAC at this time and has not lobbied for ideological purposes (3)(4)(5).

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