

**DESCRIPTION:**

SharkNinja is Lower Risk. The company does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. SharkNinja does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects 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. Lower Risk

SharkNinja has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1)(2).

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

SharkNinja does not appear to discriminate against charitable organizations based on views or beliefs. Its charitable giving focus areas are "Education, Healthcare, and Jobs & Opportunity" (1)(2).

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

SharkNinja does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

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

SharkNinja supports DEI within its business practices, including having "DEI groups that focus on DEI initiatives across our business and operations" and describing DEI as "vital to our global success." Shark Ninja has established a Global DEI Advisory Board (1). SharkNinja scored a 20 out of 100 on the 2025 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political

stakeholder group (2)(3). Otherwise, there are no publicly known cases of SharkNinja using its reputation to advance ideological causes or policies (4).

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

SharkNinja 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. N/A

SharkNinja does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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