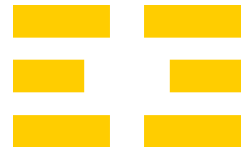


## RISK LEVEL:



Medium Risk

## DESCRIPTION:

NetApp, a data infrastructure company, has not publicly terminated business relationships based on views or beliefs. By complying with Human Rights Campaign's controversial demands, NetApp increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. It also uses sex and gender ideology criteria in employee recruitment, vendor selection, marketing, and philanthropic support. NetApp forces employees to undergo multiple ideological trainings. The company does not provide viewpoint protections for its employees. NetApp donated to the National Urban League, and its CEO has spoken out against Trump-era immigration policies. NetApp's CEO signed the CEO Action for Diversity and Inclusion pledge but the company does not appear to discriminate against charitable organizations based on views or beliefs. NetApp has not lobbied for ideological purposes. For these reasons, NetApp 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.** Medium Risk

NetApp received a score of 85 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). However, NetApp 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

NetApp(1)(2)

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

NetApp indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology (1)(2). NetApp does not provide viewpoint protections for its employees (3)(4).

## Corporate Governance and Public Policy

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

*NetApp's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (1). The company's CEO George Kurian has also criticized Trump-era immigration policy as "misguided" (2).*

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

*NetApp 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 (1)(2). customers and harming shareholders. The company also made a one-time donation to the National Urban League in 2020 (3).*

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

*NetApp does not operate a PAC at this time but has not lobbied for ideological purposes (1)(2)(3).*

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