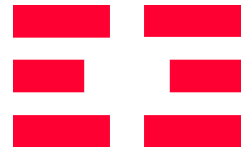



**TPG**

Subsidiaries: CLEAResult  
Locations: California (HQ)  
Industries: Diversified Financials

**RISK LEVEL:**

**High Risk**
**DESCRIPTION:**

TPG 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, TPG 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. TPG 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. TPG provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. The company is a corporate partner of the Human Rights Campaign (HRC) and supports the Equality Act. TPG is a benefits package for employees which covers travel/lodging costs for an abortion. Its subsidiary, CLEAResult, is a corporate partner of the National LGBT Chamber of Commerce. For these reasons, TPG 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**

*TPG 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 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, TPG 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**

*TPG(1)(2).*

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

*TPG 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 specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). TPG's CEO signed the CEO*

Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (3). TPG protects its employees against viewpoint discrimination (4).

## Corporate Governance and Public Policy

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

TPG sent memos to its portfolio companies urging them to take action to both defend and codify the DACA program (1). The company signed an open letter in support of the Equality Act (2). TPG also signed an amicus brief encouraging gender identity and sexual orientation to be included under Civil Rights protections (3). TPG indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (5)(6). By doing so, the company risks dividing employees, alienating customers (7)(8)(9).

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

(1)(2)(3). TPG'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. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology (4)(5). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. The company is a bronze partner of the HRC (6). The company offered support and resources to help those impacted by the decision to end DACA, including a dollar-for-dollar match on the application fee and up to \$500 in matching for legal counsel costs (7). CLEAResult is a corporate partner of the National LGBT Chamber of Commerce (8).

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

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

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