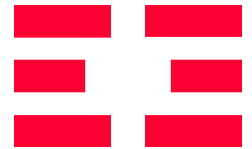




Lenovo USA

Subsidiaries: Motorola Mobility LLC
Locations: North Carolina (HQ)
Industries: Technology Hardware and Equipment

RISK LEVEL:



High Risk

View this company on 1792 Exchange: <https://1792exchange.com/company/lenovo-usa/>

DESCRIPTION:

Lenovo USA 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. Lenovo 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

Lenovo received a score of 95 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). The company received a score of 95 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). Lenovo integrates ESG into its business practices. From its Supplier Code of Conduct: "Monitor GHG emissions and update the GHG emission inventory annually" (6). The company promotes divisive sex and gender policies. Its Supplier Code of Conduct requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy (7). However, Lenovo has not publicly 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

Lenovo'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). The company's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (4)(5). Lenovo's charitable giving guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities (6).

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

High Risk

Lenovo's HRC 2026 CEI rating indicates the company provides a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2)(3). The company'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). Lenovo offers Global Inclusion Training to its employees (6). The company appears to prioritize diversity over merit in its supply chain. From its 2020 Diversity and Inclusion Report: "Supplier Diversity supports our business by influencing and increasing our customer base and promoting innovation. It also creates inclusive employment opportunities, which enables sustainable economic growth and produces leaders within our communities" (7). Lenovo 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

Lenovo'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). The company'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). Lenovo is aligned with the Paris Agreement, which entails a commitment to net zero carbon emissions by 2050 (6). The company is committed to net zero carbon emissions by 2050 (7). Lenovo supports DEI within its business practices, employing a Chief Inclusion Officer (8). The company supports DEI within its business practices. From its 2025 ESG Report: "The Global Inclusion Board serves as counsel to Lenovo's inclusion strategy and helps to drive accountability across organization with the vision of leading intelligent transformation by celebrating the strength of a diverse workforce and building an inclusive culture where everyone can thrive" (9). Lenovo supports DEI within its business practices. From its 2025 ESG Report: "We are powered by a global and culturally diverse workforce from our top leadership to our in-market teams. And we are committed to demonstrating our corporate citizenship through alignment to best-in-class industry standards in ESG" (10). The company scored a 90 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (11)(12).

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

High Risk

Lenovo'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). The company'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). In

June 2020, Lenovo committed \$1 million to "Increasing Employee Bias Training and Awareness" and "Funding organizations working to end systemic racism" It is unclear which companies received donations (7). Lenovo and Lenovo Foundation is a corporate partner of Ashoka, a global network of entrepreneurs focused on widespread, systemic social and environmental change (8). The company is a partner of National Minority Supplier Development Council (NMSDC) (9). Otherwise, there are no publicly known cases of Lenovo using corporate funds to advance ideological causes, organizations, or policies (10).

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

High Risk

Lenovo'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 has not used its PAC donations or lobbying for ideological purposes (3)(4)(5).

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