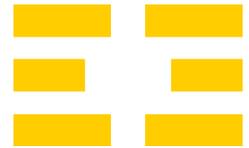




## Zuora, Inc.

Subsidiaries: Zephr Inc. Limited  
Locations: California (HQ)  
Industries: Software and Services

### RISK LEVEL:



Medium Risk

### DESCRIPTION:

Zuora, Inc. is Medium Risk. The company often 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. The company occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. 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**

*Zuora integrates ESG into its business practices. From its FY25 Global Impact Report: "We recognize that purchased goods and services make up most of our emissions footprint, and achieving net-zero by 2050 will require close alignment with our suppliers. We are conducting an in-depth analysis of our top suppliers and their existing climate targets to better understand how their progress will impact our net-zero trajectory. This analysis will inform our long-term target modeling and SBTi submission" (1). 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 (2). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (3).*

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

*Zuora likely uses Deed as its charitable giving platform. Deed recommends vetting charities according to the Southern Poverty Law Center's Hate List, which includes mainstream libertarian, conservative, family, and religious advocacy organizations (1)(2)(3).*

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

*Zuora offers bias-awareness training to its recruitment team and diversity and inclusivity training to its employees (1). The company appears to prioritize diversity over merit in its recruitment and hiring. From its : "With ZEOs working across 22 countries, we're committed to building a*

*globally representative workforce that mirrors the geographic diversity*

*of our operations. Over the past year, we've strengthened regional*

representation and delivered an inclusive, engaging, and locally

relevant hiring and development experience" (2). The company appears to prioritize diversity over merit in its supply chain. From its FY24 Global Impact Report: "Our questionnaire is an important step in creating a supplier diversity program that will enable us to recruit disadvantaged business entities and track tier 2 vendors and spend. In addition to collecting and tracking this data, we also plan to connect our ZRGs, emerging leaders and other key stakeholders with counterparts at our customers/partners to mature our efforts" (3). The company protects its employees against viewpoint discrimination (4).

## Corporate Governance and Public Policy

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

Zuora's CEO Tien Tzuo signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (1)(2). The company supports DEI within its business practices, employing a Chief Diversity Officer (3). The company supports ESG within its business practices. From its FY25 Global Impact Report: "The committee [ESG Steering Committee] includes 10 subject matter experts from across the

business and focuses on areas such as supplier engagement, sustainable

operations, and ESG reporting. It meets periodically to ensure progress and

cross-functional alignment" (4).

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

Zuora provides a benefits package for employees that covers travel/lodging costs for an abortion and transgender medical procedures (1). The company contributed \$65,000 to a list of organizations that included the Black Lives Matter Global Network Foundation (2). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (3).

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

Zuora does not operate a PAC or engage in lobbying at this time (1)(2)(3).

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