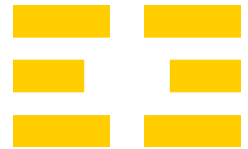




## ZoomInfo Technologies Inc.

Subsidiaries: Clickagy LLC, Cloud Virtual, LLC, Datanyze, LLC,  
DiscoverOrg Acquisition Company LLC, EverString Technologies, LLC  
Locations: Washington (HQ)  
Industries: Cloud & Data Storage, Software and Services

### RISK LEVEL:



**Medium Risk**

### DESCRIPTION:

ZoomInfo Technologies 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**

ZoomInfo Technologies integrates ESG into its business practices. From its 2022 Sustainability Report: "In 2021, we shifted the mix of our cloud vendors to prioritize carbon neutrality. By the end of 2022, over 97% of our cloud footprint was carbon-neutral" (1). From its Supplier Code of Conduct: "Suppliers will strive to adopt, track, and disclose environmentally sustainable business processes and minimize adverse effects on the community, environment, and natural resources while safeguarding the health and safety of the public" (2). The company integrates DEI into its supply chain. From its Supplier Code of Conduct: "Suppliers will demonstrate a commitment to promote a culture of diversity, equity, and inclusion through all aspects of workplace management" (3). However, the company stopped releasing sustainability reports after 2023 and removed access to previous sustainability reports from its website in 2025 (4). The company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (5).

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

ZoomInfo Technologies does not appear to discriminate against charitable organizations based on views or beliefs (1). ZoomInfo Technologies' charitable giving focus areas are youth, family, and e-waste reduction (2).

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

In June 2024, a Black former account executive sued ZoomInfo Technologies for racial discrimination, claiming that he was denied promotions due to his race and ultimately fired for filing a discrimination complaint with the company (1). As of January 2026, the civil case is ongoing. ZoomInfo Technologies offers "allyship, inclusion, and cultural sensitivity" trainings to its employees (2). ZoomInfo Technologies protects its employees against viewpoint discrimination (3).

## Corporate Governance and Public Policy

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

**High Risk**

ZoomInfo Technologies' CEO Henry Schuck 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). ZoomInfo Technologies supports DEI within its business practices. From its chief people officer on LinkedIn: "I'm really proud that our whole ZoomInfo leadership team is committed to being inclusive, and it's become an integral part of our hiring, onboarding and employee development strategy" (3). ZoomInfo Technologies supports ESG within its business practices. From LinkedIn: "We prioritize #esg because we believe we have a responsibility to future generations" (4).

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

**Medium Risk**

ZoomInfo Technologies donated \$100,000 to a list of organizations that included the Urban League of Portland and the Urban League of Metro Seattle (1). Otherwise, there are no publicly known cases of ZoomInfo Technologies using corporate funds to advance ideological causes, organizations, or policies (2).

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

**N/A**

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

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