



Workhorse Group

Subsidiaries: Workhorse Technologies Inc., Workhorse Motor Works Inc., Horsefly Inc., Motiv Electric Trucks

Locations: Ohio (HQ)

Industries: Automobiles and Components

RISK LEVEL:



Medium Risk

DESCRIPTION:

Workhorse Group 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

Workhorse 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 (1). However, the company has not canceled customers, suppliers, or vendors based on political views or religious beliefs (2).

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

Workhorse will not give to "religious organizations" (1).

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

The company does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

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

Workhorse supports DEI within its business practices. From its DEI Mission Statement: "At Workhorse Group Inc., we take pride in dedicating ourselves to fostering, cultivating, and preserving a culture of diversity, equity, and

inclusion where every employee feels respected and valued" (1). The company supports ESG within its business practices. From its Nominating and Corporate Governance Committee Charter: "The Nominating and Corporate Governance Committee shall oversee the Company's ESG Program, except relating to human resources policies and procedures" (2).

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

Workhorse has not used corporate funds to advance ideological causes, organizations, or policies (1).

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

Workhorse does not operate a PAC or report on its lobbying at this time (1)(2)(3).

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