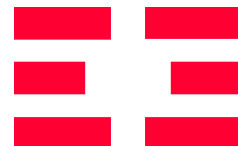




Lyft

Locations: California (HQ)
Industries: Transportation

RISK LEVEL:



High Risk

DESCRIPTION:

Lyft 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. Lyft 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

Lyft received a score of 100 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 (1)(2). However, Lyft has not publicly 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. High Risk

Lyft's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). Lyft does not discriminate against charitable organizations based on views or beliefs (3)(4).

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

Lyft'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 (1)(2). America First Legal filed a letter with the EEOC requesting a civil rights investigation into Lyft over discriminatory practices in hiring (3)(4). Lyft does not provide viewpoint protections for its employees (5).

Corporate Governance and Public Policy

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

High Risk

Lyft'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 (1)(2). Lyft led a group of companies openly opposing the Texas bill restricting abortions after a heartbeat is detected (3). Lyft signed an open letter in support of the Equality Act, a controversial bill (4). The company opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (5). Lyft opposed legislation in Iowa intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces (6). The company published an article on LGBTQ inclusivity and an expansive list of gender terms (7). Lyft partnered with the SPLC in an attempt to "protect drivers from white supremacists" and opposed the Georgia voting integrity bill (8)(9). The company opposed the Florida Parental Rights in Education Act, which would prohibit teaching gender identity and sexual orientation to kids in K-3rd grade (10). Lyft's CEO Logan Green and President John Zimmer are signatories to CEOs For Gun Safety (11). The company is a member of the "Don't Ban Equality" business coalition, which advocates against any abortion restrictions because they are "bad for business" (12). Lyft Co-Founders; CEO & President, Logan Green & John Zimmer, denounced various states' legislative efforts to protect election integrity and security (13). The company's General Counsel, Kristin Sverchek, co-signed a letter to law firms demanding an improvement in diversity in order to retain business with the company (14).

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

High Risk

Lyft provides a benefits package for employees that covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children (1)(2)(3). 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 (4)(5). America First Legal opened a civil rights investigation against the company for violating the Pregnancy Discrimination Act of 1978 by covering abortion costs but not maternity leave for mothers who choose life (6)(7)(8)(9). Lyft is a Platinum Sponsor of the HRC and is a partner of the HRC's Foundation (10)(11). The company has donated to Planned Parenthood and raised \$2 million to support the ACLU (12)(13)(14). Lyft pledged \$500,000 to the Black Lives Matter movement and related causes (15)(16). Since 2017, Lyft has encouraged its riders to round up their fare to the nearest dollar to donate to the Human Rights Campaign. This initiative has raised more than \$4.5M to support HRC's programming. The company has also recently partnered with the HRC to provide free transportation to transgender people to "tackle the systemic racial barriers to care and prioritize trans communities of color" (17)(18).

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

High Risk

Lyft'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). Lyft donated to the Equality PAC but has not lobbied for ideological purposes (3)(4)(5).

The contents of this website and related resources (collectively, the "materials") are general in nature and intended for educational use only. Nothing in the materials or any other 1792 Exchange content constitutes legal or professional advice for any specific matter. Anyone seeking legal or professional advice should obtain such advice from competent counsel. Since individual circumstances vary, anyone reviewing the materials and/or any other 1792

Exchange content is strongly urged to obtain specific legal and/or other professional advice before acting or refraining from acting based on such materials or other 1792 Exchange content. 1792 Exchange accepts no responsibility for any loss or damage, howsoever incurred, which may result from accessing or relying on the materials or any other 1792 Exchange content. Further, 1792 Exchange disclaims, to the fullest extent permitted by law, all liability for any acts or omissions based on the materials or any other 1792 Exchange content.

USER AGREEMENT: Company reports and other resources are intended only for the private educational use of the registered user. Republishing and distributing reports and resources is strictly prohibited. By downloading reports and resources, the user accepts these conditions.

© 1792 Exchange 2023