



# Triumph Financial

Locations: Texas (HQ)  
Industries: Diversified Financials

RISK LEVEL:



Lower Risk

## DESCRIPTION:

Triumph Financial does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, Triumph Financial does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects 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.** Lower Risk

*Triumph Financial has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (1).*

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

*Triumph Financial does not appear to discriminate against charitable organizations based on views or beliefs (1).*

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

*Triumph Financial appears to prioritize diversity over merit in its business structure through the establishment of gender and racial targets. From its Human Treatment Statement: "Triumph Financial has [developed] underrepresentation goals to help strengthen [its] human capital representation amongst women and people of color at [its] executive, mid-level management, and sales workers positions" (1). Triumph Financial "employ[s]...expansion of affirmative action plans" (2). Triumph Financial does not provide viewpoint protections for its employees (3).*

## Corporate Governance and Public Policy

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

Triumph Financial advocates for DEI within its business practices. From its ESG Report: Triumph Financial's "CEO directed the formation of the CEO's Council on Diversity & Inclusion ("The Council") at Triumph Financial. Members represent all levels of the organization and the Council focuses on diversity and inclusion in our workforce, workplace, community and suppliers... Additionally, we created a Leader of Diversity & Inclusion position to provide direction and leadership as we build processes and initiatives aimed at diversity and inclusion" (1). Otherwise, there are no publicly known cases of Triumph Financial using its reputation to advance ideological causes or policies (2).

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

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

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

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

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