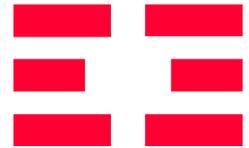


P I M C O

PIMCO

Subsidiaries: Pacific Investment Management Co.
Locations: California (HQ)
Industries: Diversified Financials

RISK LEVEL:**High Risk****DESCRIPTION:**

Pacific Investment Management Co. (PIMCO) 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. PIMCO 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

PIMCO 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). PIMCO is a signatory of the Principles for Responsible Investment, incorporating ESG issues into investment analysis, decision-making, and other business practices (3)(4). However, the company has not publicly fired 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. High Risk

PIMCO's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). The company does not discriminate against charitable organizations based on views or beliefs. However, it is "focused on two fundamental issues critical to human development and sustainable worldwide economic growth – Zero Hunger and Gender Equality" (3).

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

PIMCO'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). PIMCO 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. High Risk

PIMCO'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). PIMCO is a PCAF member, committed to net zero carbon emissions by 2050 (3)(4). PIMCO was a signatory of Climate Action 100+ but withdrew in February 2024 likely over growing concerns of potential antitrust violations, as well as because signatories were expected to start implementing climate transition plans and after legal investigations from state Attorneys General. A spokeswoman for PIMCO said the firm will not renew its membership in Climate Action 100+ because the firm has "concluded that our Climate Action 100+ participation is no longer aligned with PIMCO's approach to sustainability" (5)(6)(7)(8). PIMCO's CEO, Emmanuel Roman, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (9)(10). The company has brought in "researchers and academics to discuss topics that raise awareness of diverse perspectives" (11). The company scored a 100 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (12)(13).

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

PIMCO 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). PIMCO'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). PIMCO is a copper sponsor of Out & Equal (6). Otherwise, there are no publicly known cases of the company using corporate funds to advance ideological causes, organizations, or policies (7).

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

PIMCO'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). PIMCO does not operate a PAC or engage in lobbying at this time (3)(4)(5).

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