

Heraeus

# Heraeus Incorporated and US Affiliates

Subsidiaries: Heraeus Medical LLC, Heraeus Precious Metals North America LLC, Heraeus Electro-Nite Co., LLC

Locations: Pennsylvania (HQ)

Industries: Commercial and Professional Services, Health Care Equipment and Services, Materials

RISK LEVEL:



Medium Risk

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## DESCRIPTION:

Heraeus Incorporated and US Affiliates 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**

*Heraeus Group received a score of 90 on the 2026 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)(3). The company received a score of 70 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 (4)(5). However, Heraeus Group has not canceled customers, suppliers, or vendors based on political views or religious beliefs (6).*

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

*Heraeus Group's HRC 2026 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2)(3).*

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

*Heraeus Group's HRC 2026 CEI rating indicates the company provides a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2)(3). The company'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 a specific benefits guide with a comprehensive explanation of transgender services funded by the company (4)(5). Heraeus Group appears to prioritize diversity over merit in its recruitment and hiring. From its 2021-2022 Sustainability Report: "Promoting diversity and fostering inclusion are crucial in our ability to recruit and retain talented employees" (6). The company does not provide viewpoint protections for its employees (7).

## Corporate Governance and Public Policy

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

Heraeus Group's HRC 2026 CEI rating indicates the company potentially 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)(3). The company is aligned with the Paris Agreement, which entails a commitment to net zero carbon emissions by 2050 (4). Heraeus Group supports DEI within its business practices. From its 2021-2022 Sustainability Report: "In 2022, we elevated DEI to a Group overarching priority. The majority of our Operating Companies have not only set their own diversity targets but also instituted a detailed reporting mechanism, updating the Group Management Committee every quarter" (5). The company supports ESG within its business practices. From its 2021-2022 Sustainability Report: "Additionally, the creation of the ESG Chapter, which convenes monthly, ensures swift decision-making and provides Board oversight, including my [the CEO] personal involvement, on ESG topics" (6).

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

Heraeus Group's HRC 2026 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, lab monitoring, and mental health benefits. The company also covers at least five of the following services: reconstructive hair removal, cosmetic hair removal, tracheal shave or reduction, facial surgeries, voice modification surgery, voice modification therapy, lipoplasty or filling for body masculinization or feminization, and travel and lodging expenses. Additionally, the company has potentially 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 (1)(2)(3)(4). 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. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (5)(6). Otherwise, there are no publicly known cases of Heraeus Group using corporate funds to advance ideological causes, organizations, or policies (7).

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

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

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