



# Permian Resources

Locations: Texas (HQ)  
Industries: Energy

RISK LEVEL:



Medium Risk

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DESCRIPTION:

Permian Resources 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**

*Permian Resources integrates ESG into its business practices. From its 2024 ESG Report: "Bonuses awarded in 2024 were tied to 2023 performance metrics such as capital returns, free cash flow, leverage, capital efficiency and unit costs, as well as ESG-related performance" (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. N/A**

*Permian Resource's charitable giving focus areas are education and healthcare in its community (1).*

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

*Permian Resources appears to prioritize diversity over merit in its leadership composition. From its Charter of the Nominating and Corporate Governance Committee: "The Committee will ensure that the Board has the requisite expertise and that its membership consists of persons with sufficiently diverse and independent backgrounds" (1). The company appears to prioritize diversity over merit in its hiring and promotions. From its 2023 Sustainability Report: The company host DEI initiatives in its business, and it "extends to our hiring, development and promotion practices" (2). The company 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**

*Permian Resources supports DEI within its business practices. From its 2023 Sustainability Report: "Accordingly, we are committed to diversity and inclusion throughout our organization" (1). The company supports ESG within its business practices. From its 2024 Sustainability Report: "Our Environmental, Social and Governance (ESG) Committee assists the Board in reviewing and monitoring our policies, controls and systems relating to ESG matters, as well as broader ESG trend" (2).*

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

*Permian Resources 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. Lower Risk**

*Permian Resources has not used its PAC donations for ideological purposes and does not report on its lobbying at this time (1)(2)(3).*

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