



## Zura Bio Ltd.

Subsidiaries: Zura Bio Inc., ZB17 LLC

Locations: Nevada (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

### RISK LEVEL:



Lower Risk

#### DESCRIPTION:

Zura Bio Ltd. is Lower Risk. The company 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, the company 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

*Zura 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.** N/A

*Zura does not publish charitable giving guidelines (1).*

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

*Zura appears to prioritize diversity over merit in its hiring and leadership composition. From its 2024 Annual Report: "We value diversity at all levels and continue to extend our diversity and inclusion initiatives across our entire workforce, from working with managers to develop strategies for building diverse teams to promoting the advancement of leaders from different backgrounds" (1). However, in December 2024, the company removed DEI language from its Annual Report. To date, the company has not publicly addressed this change, leaving shareholders without clarity regarding the company's reasoning or future direction (2). Zura does not publish a nondiscrimination policy (3).*

### Corporate Governance and Public Policy

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

**High Risk**

Zura supports ESG within its business practices. From its Nominating and Corporate Governance Committee Charter: "The Committee may exercise its authority to carry out the following functions... Oversee the Company's ESG strategy and reporting, and periodically review and discuss with management the Company's practices with respect to ESG matters" (1). The company supports DEI within its business practices. From its 2024 Annual Report: "We also focus on the diversity of our team members and our commitment to inclusion. We value diversity at all levels and continue to

extend our diversity and inclusion initiatives across our entire workforce" (2). However, in December 2024, the company removed DEI language from its Annual Report. To date, the company has not publicly addressed this change, leaving shareholders without clarity regarding the company's reasoning or future direction (3).

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

**Lower Risk**

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

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

**N/A**

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

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