



Xeris Biopharma Holdings

Subsidiaries: Cortendo AB, Strongbridge Biopharma Limited, Xeris Pharmaceuticals

Locations: Illinois (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

RISK LEVEL:



Lower Risk

DESCRIPTION:

Xeris Biopharma Holdings 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 elevates merit, excellence, and integrity ahead of race and identity-based policies. 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

Xeris 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

Xeris 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. Medium Risk

Xeris does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

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

Xeris supports DEI within its business practices. From its 2024 Annual Report: "We are committed to building a company that provides an inclusive environment where we invite and encourage diverse perspectives, ideas, and people. With that goal in mind, we have established a committee comprised of employees and sponsored by key executive team members to continue building a strategic plan designed to promote a diverse and inclusive work environment" (1). The company supports ESG within its business

practices. From its Nominating and Corporate Governance Committee Charter: the committee must "Oversee and evaluate the Company's environmental, social, and governance efforts and initiatives and, as appropriate, make recommendations to the Board regarding such matters" (2).

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

Xeris 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

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

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