



Xencor, Inc.

Subsidiaries: Gale Therapeutics Inc.

Locations: California (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

RISK LEVEL:



Lower Risk

DESCRIPTION:

Xencor 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

Xencor 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

Xencor 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

Xencor appears to prioritize diversity over merit in its leadership composition. From its 2025 Proxy Statement: "the Nominating Committee typically

considers diversity, age, skills and such other factors as it deems appropriate" (1). It does not provide viewpoint protections for its employees (2).

Corporate Governance and Public Policy

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

Xencor supports ESG within its business practices. From its 2025 Corporate Responsibility Statement: "Our ESG program is led by senior management with significant cross-functional contributions" (1). The company supports DEI within its business practices. From its Code of Business Conduct and Ethics: "We also are committed to ensuring that our workforce and business model reflect the diversity of the communities that we serve, by employing a diverse array of colleagues, engaging diverse suppliers, and including diverse individuals in our research and clinical studies" (2). Otherwise, the company has not supported ideological causes or policies (3).

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

Xencor 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

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

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