



# Zevra Therapeutics, Inc.

Subsidiaries: Acer Therapeutics, Inc.

Locations: Florida (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

## RISK LEVEL:



Lower Risk

### DESCRIPTION:

Zevra Therapeutics, Inc. 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**

*Zevra Therapeutics, Inc. integrates ESG into its business practices: "The Performance Criteria that will be used to establish such Performance Goals may be based on... workforce diversity.... [C]ompensation or economic benefit [is] due upon attainment of Performance Goals" (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**

*Zevra Therapeutics, Inc. 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**

*Zevra Therapeutics, Inc. appears to prioritize diversity over merit in its leadership composition. From its 2024 Schedule 14A: "In conducting [its assessment of board nominees,] the Nominating and Corporate Governance Committee typically considers diversity, age, skills and such other factors as it deems appropriate" (1). The company does not provide viewpoint protections for its employees (2)(3).*

### Corporate Governance and Public Policy

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

**High Risk**

*Zevra Therapeutics, Inc. supports ESG within its business practices. From its 2024 Schedule 14A: "Our Board works closely with our management team to promote awareness of ESG issues and to integrate ESG promotion into our long-term business strategy" (1). The company also supports DEI within its business practices. From its LinkedIn page: "We look forward to connecting and holding critical discussions around diversity and inclusion in the workplace!" (2).*

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

**Lower Risk**

*Zevra Therapeutics, Inc. 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**

*Zevra Therapeutics, Inc. does not operate a PAC at this time and has not used its lobbying for ideological purposes (1)(2)(3).*

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