

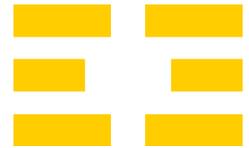


Viridian Therapeutics

Locations: Massachusetts (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

RISK LEVEL:



Medium Risk

DESCRIPTION:

Viridian Therapeutics 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

Viridian Therapeutics integrates ESG into its business practices. From its 2018 Annual Report: "[Regarding performance-based compensation,] performance goals under the 2016 Plan will be based on any one or more of the following performance criteria: ... workforce diversity" (1). The company has a history of divisive corporate policies and practices. However, in March 2020, the company removed diversity-based incentive pay 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). However, Viridian Therapeutics has not canceled customers, suppliers, or vendors based on political views or religious beliefs (3).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. N/A

Viridian Therapeutics 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

Viridian Therapeutics appears to prioritize diversity over merit in its hiring and leadership composition. From its 2024 Annual Report: "We strive to develop a diverse slate of candidates to interview for our open positions" (1). From its Corporate Governance Guidelines: "[In assessing director nominees,] the Board considers diversity with respect to demographics such as gender, race, ethnic and national background, geography, age, skills, sexual orientation..." (2). Viridian Therapeutics 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. Medium Risk

Viridian Therapeutics supports DEI within its business practices. From its 2024 Annual Report: "We are committed to equality, inclusion and diversity in the workplace..." (1). Otherwise, the company has not supported ideological causes or policies (2).

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

Viridian Therapeutics 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

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

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