



# Orion Group Holdings

Subsidiaries: Jackson Mechanical Services Inc., Texas Chiller Systems, GE Mechanical, Air Comfort, Helios Commercial Service Partners, USA Mechanical and Energy Services, First Choice Facilities, Marick Mechanical, LMI Landscapes Texas, LMI Colorado, Alder, Landtamers Landscaping, BME, SunGrow, Champion Industrial Contractors, Inc., CLM Midwest, Top Notch Landscape and Irrigation, CS Hudson Facility

RISK LEVEL:



Lower Risk

## DESCRIPTION:

Orion Group Holdings (Orion) 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. Orion implements race and identity based policies that replace merit excellence; and integrity with preferential treatment and outcomes. Overall, the company's policies do not 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

Orion 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

Orion 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

Orion appears to prioritize diversity over merit in its board composition. From its 2025 Proxy Statement: "our Board remains committed to considering diversity in evaluating the membership of the Board going forward" (1). The company 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.** Lower Risk

Orion has not supported ideological causes or policies (1).

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

*Orion 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. N/A**

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

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