



Pacific Biosciences of California, Inc.

Subsidiaries: Pacific Biosciences International LLC, Pacific Biosciences Canada Limited, Pacific Biosciences Germany GmbH, Pacific Biosciences Japan GK, Pacific Biosciences (Shanghai) Co., Ltd.

Locations: California (HQ)

Industries: Pharmaceuticals Biotechnology and Life Sciences

RISK LEVEL:



Medium Risk

View this company on 1792 Exchange: <https://1792exchange.com/company/pacific-biosciences-of-california-inc/>

DESCRIPTION:

Pacific Biosciences 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

Pacific Biosciences integrates ESG into its business practices. From its Sustainability web page: "we are embarking on a journey to unlock the transformational capabilities of ESG within our organization and embed them into our long-term business strategy" (1). The company promotes divisive sex and gender policies. Its Supplier Code of Conduct requires international vendors to include sexual orientation and gender identity in their nondiscrimination policy (2). However, Pacific Biosciences 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

Pacific Biosciences 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

Pacific Biosciences requires its employees to take DEI training (1). The company appears to prioritize diversity over merit in its leadership composition, recruitment and hiring. From its Corporate Governance and Nominating Committee: "The Committee shall review and assess and make recommendations to the full Board regarding:... diversity with respect to professional background, education, race, ethnicity, gender, age and geography, as well as other individual qualities and attributes that contribute to the total mix of viewpoints and experience represented on the Board (the 'Director Criteria')" (2). It is an affirmative action employer. "We seek to find ways to incorporate the findings of our Affirmative Action Program (AAP) into our hiring, onboarding, and career development processes to ensure diversity, equity and inclusion is prioritized. Third party recruiting agencies are held to a high standard of

non-discrimination" (3). Pacific Biosciences does not provide viewpoint protections for its employees (4).

Corporate Governance and Public Policy

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

Pacific Biosciences supports DEI within its business practices. From its 2022 Environmental, Social and Governance Highlights Report: "Diversity makes us stronger, and we actively work to ensure that our team is inclusive and representative of our customers and clients" (1), The company supports ESG within its business practices. From its Sustainability web page: "PacBio realizes certain environmental, social, and governance (ESG) factors create value and are highly relevant to our business and stakeholders" (2).

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

Pacific Biosciences 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. Lower Risk

Pacific Biosciences does not operate a PAC at this time and has not used its lobbying for ideological purposes (1)(2)(3).

The contents of this website and related resources (collectively, the "materials") are general in nature and intended for educational use only. Nothing in the materials or any other 1792 Exchange content constitutes legal or professional advice for any specific matter. Anyone seeking legal or professional advice should obtain such advice from competent counsel. Since individual circumstances vary, anyone reviewing the materials and/or any other 1792 Exchange content is strongly urged to obtain specific legal and/or other professional advice before acting or refraining from acting based on such materials or other 1792 Exchange content. 1792 Exchange accepts no responsibility for any loss or damage, howsoever incurred, which may result from accessing or relying on the materials or any other 1792 Exchange content. Further, 1792 Exchange disclaims, to the fullest extent permitted by law, all liability for any acts or omissions based on the materials or any other 1792 Exchange content.

USER AGREEMENT: Company reports and other resources are intended only for the private educational use of the registered user. Republishing and distributing reports and resources is strictly prohibited. By downloading reports and resources, the user accepts these conditions.

© 1792 Exchange 2026