



PAR Technology Corporation

Subsidiaries: ParTech, Inc., Brink Software Inc., PAR Government Systems Corporation, Ausable Solutions, Inc.

Locations: New York (HQ)

Industries: Software and Services, Technology Hardware and Equipment

RISK LEVEL:



Medium Risk

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DESCRIPTION:

PAR Technology Corporation (PAR) 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

PAR integrates ESG into its business practices. From its 2024 ESG Report: "This ESG Report outlines our current initiatives, practices, and objectives in the areas fundamental to our business" (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). PAR has a history of divisive corporate policies. However, in 2025, the company removed all mention of ESG from its annual corporate social responsibility report. To date, the company has not publicly addressed these changes, leaving shareholders without clarity regarding the company's reasoning or future direction (3)(4). The company has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (5).

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

PAR 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

PAR offers DEI training to its employees (1). The company appears to prioritize diversity over merit in its recruitment. From its 2024 ESG Report: "Launching DEI focused recruitment initiatives and integrating the DEI lens into our more employee processes" (2). PAR appears to prioritize diversity over merit in its promotions. From its 2024 ESG Report: "We design our employee compensation and benefits programs to be competitive, reinforce our commitment to diversity, equity and inclusion, and consistent with our values, to incentivize and reward outstanding performance" (3). The company appears to prioritize diversity over merit in its leadership

composition. From its Nominating and Corporate Governance Committee Charter: "The Committee shall, as part of the search process for each new director, actively seek out a diverse pool of candidates in terms of opinions, perspectives, professional and personal experiences, and backgrounds, as well as other differentiating characteristics, to include in the pool from which Board nominees are chosen" (4). PAR has a history of divisive corporate practices. However, in 2025, the company removed DEI training and DEI language from its 2025 Sustainability Report. To date, the company has not publicly addressed these changes, leaving shareholders without clarity regarding the company's reasoning or future direction (5). The company does not provide viewpoint protections for its employees (6).

Corporate Governance and Public Policy

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

High Risk

PAR supports DEI within its business practices, employing a DEI (1). The company supports ESG within its business practices. From its 2024 ESG Report: "Our Board and management team recognize that our approach to ESG is integral to our long-term operational goals and strategies" (2). PAR supports DEI within its business practices. From its 2024 ESG Report: "We continue to make investments in our DEI programming, including the expansion of our DEI data reporting, integrating DEI training content at different stages of employee lifecycle, expanding our employee resource group footprint collecting annual survey feedback from our employees to inform our DEI strategy and providing educational programming to our employee population to promote empathy and understanding" (3). The company has a history of using its reputation to support divisive practices. However, in August 2024, the company removed DEI and ESG language and a DEI officer from its 2025 ESG Report. To date, the company has not publicly addressed these changes, leaving shareholders without clarity regarding the company's reasoning or future direction (4).

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

Lower Risk

PAR 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

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

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