



# Houlihan Lokey, Inc.

Locations: California (HQ)

Industries: Insurance

RISK LEVEL:



Lower Risk

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## DESCRIPTION:

Houlihan Lokey does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, Houlihan Lokey does not embrace corporate initiatives that redirect its central 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**

*Houlihan Lokey 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**

*Houlihan Lokey does not appear to discriminate against charitable organizations based on views or beliefs (1)(2)(3).*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. Medium Risk**

*Houlihan Lokey participates in unconscious bias training for all of its employees (1). The company protects its employees against viewpoint discrimination (2).*

## Corporate Governance and Public Policy

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

Houlihan Lokey supports DEI within its business practices, hosting many DEI speakers (1). The company supports ESG within its business practices. From its Sustainability (ESG) Report: "ESG informs and supports the development of our programs and practices, including how we create intellectually stimulating, fair, and fun places to work, how we adopt and

implement sustainable operations, and how we continue to generate long-term value for our clients and our stockholders" (2). Houlihan Lokey's CEO, Scott Beiser, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (3)(4)(5).

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

Houlihan Lokey 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**

Houlihan Lokey does not operate a PAC at this time and has not reported on its lobbying (1)(2)(3).

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