



Idemitsu Kosan

Subsidiaries: Okinawa Idemitsu, Idemitsu Americas Holdings Corporation, Apollo (Thailand) Co., Ltd, Plaloc Asia (Thailand) Co., Ltd., Kuo Horng Co., Ltd., Formosa Idemitsu Petrochemicals Corp., Idemitsu Formosa Specialty Chemicals Corp., RS Energy K.K., RS Renewables

Locations: Japan (HQ)

Industries: Energy

RISK LEVEL:



Lower Risk

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DESCRIPTION:

Idemitsu Kosan 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. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, Idemitsu Kosan 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

Idemitsu Kosan 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

Idemitsu Kosan 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. High Risk

Idemitsu Kosan requires its employees to take unconscious bias and inclusion training (1). The company appears to prioritize diversity over merit in its business structure through the establishment of gender targets for its recruitment and leadership composition. The company is seeking 5% of leadership and 50% of all recruits to be female by 2026 (2). The company protects its employees against viewpoint discrimination (3).

Corporate Governance and Public Policy

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

Idemitsu Kosan supports DEI within its business practices, employing a DEI Committee (1). The company is committed to carbon neutrality by 2050 (2). The company supports ESG within its business practices. From its ESG Report: "In addition to core ESG issues such as climate change and human rights, the various issues of each business are also closely tied to sustainability" (3).

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

Idemitsu Kosan 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

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

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