LIXIL’s Purpose and Behaviors provide a unified way of working for all employees, helping us become a purpose-driven, entrepreneurial company that can achieve sustainable growth.

LIXIL’s Purpose

MAKE BETTER HOMES A REALITY FOR EVERYONE, EVERYWHERE

LIXIL Behaviors

› DO THE RIGHT THING
› WORK WITH RESPECT
› EXPERIMENT AND LEARN
ABOUT LIXIL

LIXIL was born in 2011 through the merger of five of Japan's most successful building materials and housing companies, TOSTEM, INAX, Shin Nikkei, Sunwave, and TOEX.

Today, we're a global enterprise that has expanded internationally by acquiring some of the most trusted names in our industry, including GROHE and American Standard.

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While the world around us is rapidly changing, encouraging people to change their behaviors and lifestyles is not an easy task.

By offering innovative technologies and products, we are confident that we can foster an environment where individuals can embrace new possibilities and adapt to changes in their lives without compromising on comfort.

We will continue to actively transform our organization, aiming to foster a dynamic and entrepreneurial mindset and accelerate innovation across the company in pursuit of our purpose, to "make better homes a reality for everyone, everywhere."
PRESENT IN OVER 150 COUNTRIES

Total Revenue $11.0 billion

- Europe $1.1 billion
- Asia Pacific $1.3 billion
- Americas $1.4 billion
- Japan $7.2 billion
- Other $0.1 billion

- Employees APPROX. 55,000+
- Factories 80 IN 10 MARKETS
- Showrooms 116 IN 16 MARKETS
- Design Studios 8 IN-HOUSE DESIGN STUDIOS ACROSS THE WORLD

*Results for the fiscal year ended March 2023, *The translations of Japanese yen amounts into U.S. dollar amounts are included solely for the convenience of readers outside Japan and have been made at the rate of ¥134.95 to 1$.
CORPORATE HISTORY

Predecessor company of American Standard, is founded.

Takejiro Ushioda sets up the predecessor of TOSTEM.

Chugai Seiko Co., Ltd., the predecessor of SUNWAVE CORPORATION, is founded by Ryozo Yoshizaki.

GROHE is founded by Friedrich Grohe.


INAX TOSTEM
TOSTEM, INAX, Shin Nikkei, SUNWAVE and Toyo Exterior are integrated to establish LIXIL Corporation.

American Standard Brands in the US becomes a subsidiary of LIXIL Corporation.

LIXIL Group Corporation merged with its wholly owned subsidiary LIXIL Corporation to form an operating company.

1875

1923

1924

1936

1949

2009

2011

2013

2014

2020
The founder of INAX provides technology advice on the production of exterior tiles for the Imperial Hotel building designed by Frank Lloyd Wright.

High-performance hybrid window SAMOS launches.

AQUA CERAMIC, an industry leading new material that prevents stains, launches.

GROHE announces Everstream, a concept of recycling shower.

INAX launches the first made-in-Japan shower toilet.

Manufacturing and sales of SATO toilet pans begin.

Launched PremiAL, a series of low-carbon aluminum extrusion products.
While each of our brands has its own unique personality and strengths, together they provide us with an unmatched offering and ability to meet the full scope of consumer preferences and needs.
OUR BUSINESSES

At LIXIL, we draw on our Japanese heritage to create world-leading technology and innovate to make high quality products that transform homes.

LIXIL Water Technology

Brands

Products

LIXIL Water Technology makes attractive and purposefully designed products for bathrooms and kitchens through powerful global brands.

LIXIL Housing Technology

Brands

Products

LIXIL Housing Technology produces a range of housing-related products, from window sashes to entrance doors, exterior building materials, and interior furnishing materials.
At LIXIL, design thinking is a key element in realizing consumers’ needs. Through our global portfolio of iconic brands and advanced technology, we provide unrivaled experiences through sustainable products that address real-life challenges around the world.

INTERNATIONAL DESIGN AWARDS

600+

120+
IN-HOUSE DESIGNERS

8
IN-HOUSE DESIGN STUDIOS
IMPACT
Supporting LIXIL’s Corporate Purpose, our Impact Strategy consists of 3 core pillars. These areas represent the most pressing global issues where we can drive significant impact through our business.

LIXIL’s Purpose is to **make better homes a reality for everyone, everywhere**
We do this through actions and innovations designed to create positive impact in the world, today and tomorrow.

### Three Strategic Pillars

**Sanitation and Hygiene for All**
We innovate variable products, solutions, and business models to elevate standards of living through improved sanitation and hygiene.

**Zero Carbon and Circular Living**
We promote the responsible use of energy, water and natural resources. From our operations and throughout our product lifecycle, we minimize our ecological footprint and scale innovation to help our partners and consumers protect the environment today and for generations to come.

**Inclusive for All**
We promote diversity and inclusion, starting with building an equitable workplace. By leveraging the knowledge and perspectives of our diverse employee base and together with stakeholders, we stimulate innovation and collaboration that enables everyone to live more comfortably and healthily and reach their full potential.
SANITATION & HYGIENE SOLUTIONS

By 2025, improve the livelihood of 100 million people through sanitation and hygiene initiatives.

Approx. 3.4 billion People who do not have access to safe, hygienic toilets
Among which practice open defecation
Approx. 410 million

Approx. 2 billion People who do not have facilities to wash their hands in their homes

Approx. over 700 / day Children under the age of five who have lost their lives due to diarrheal disease

The SATO Social business expanding its impact, celebrating its tenth anniversary in 2023

SATO Toilets and Components
Easy to install and saves up to 80% water compared to flush toilets

7.5 million Units shipped
45 Countries reached
45 million Improved access to basic sanitation

SATO Tap
An affordable handwashing solution suitable for use anywhere at home or shared in communities.

As of April 2023
ENVIRONMENT

Water Conservation & Environmental Sustainability

The LIXIL Environmental vision 2050

By 2050, LIXIL aims to reduce CO₂ emissions from our business processes, products, and services to net zero to preserve water and limited resources for future generations.

Examples

Climate Change Mitigation and Adaptation

Further Enhancing Housing Window and Door Insulation Performance

Water Sustainability

Fostering innovation to support sustainable living without compromising on comfort of water experience

Circular Economy

Promote use of recycled and renewable materials

To maximize the impact we create throughout our business, we focus on Our Operations, Our Value Chain and how we are Expanding Our Impact.
By 2030, embed a culture of inclusion across LIXIL and achieve key gender equity goals.

GOALS BY 2030

- 50:50 gender ratio for Directors and Executive Officers
- 30% females in managerial positions
- Maintain 50:50 for Japan new graduates

Embedding a culture of inclusion

As part of our company-wide D&I activities, we have embedded five global Employee Resource Groups (ERGs) — Better Together, Multi-cultural, Ability, Working Parents & Caregivers, and LGBTQ

- Multi-cultural: celebrating the diverse and multicultural community at LIXIL
- Ability: empowering LIXIL employees with seen and unseen disabilities
- Better Together: advocating and working towards gender equity at LIXIL
- Working Parents & Caregivers: supporting working parents and caregiving LIXIL employees
- LGBTQ+: creating a safe and supportive LIXIL for LGBTQ+ employees

Inclusive access through LIXIL’s own products, services and consumer touchpoints

- KINUAMI showering system helps those who find it difficult to wash properly, an important advancement in care for the elderly.
- Art Brut Ecocarat: Tiles featuring designs by neurodivergent artists in collaboration with Heralbony Co., Ltd.