

› LIXIL ESG Databook 2024

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● About the Data

LIXIL Corporation has received a third-party assurance from Deloitte Tohmatsu Sustainability Co., Ltd. for FYE2024 environmental and social performance data marked with a ★ icon.

For details, please refer to environmental performance data and scope (p 3-13) and social performance data and scope (p14-25).

Items with restricted scope are displayed on a case-by-case basis.

Environmental Performance Data

1. Medium-Term Targets and Progress

Climate Change Mitigation and Adaptation		FYE2020	FYE2021	FYE2022	FYE2023	FYE2024
Scope 1 & 2 CO ₂ emissions reduction rate (vs. FYE2019) (%) Target: 50.4% reduction by FYE2031		-5.2	-18.6	-17.4	-29.9	-34.7
Scope 3 CO ₂ emissions reduction rate (vs. FYE2019) (%) Target: 30% reduction by FYE2031		-3.3	-11.7	-11.9	-15.2	-21.6
Ratio of energy- and water-saving faucets and water-saving toilets sold (Japan) (%) Target: 100% by FYE2031	<i>energy- and water-saving faucets</i> *1	—	—	91.5	92.3	94.1
	<i>water-saving toilets</i> *2	—	—	98.1	99.2	99.4
Ratio of high-performance windows sold for new detached houses (Japan) (%) Target: 100% by FYE2026		—	—	80	90	93
Water Sustainability		FYE2020	FYE2021	FYE2022	FYE2023	FYE2024
Improve water use efficiency at our business sites (vs. FYE2019) (%) Target: 20% by FYE2031		2.9	9.4	6.2	16	23.6
Total water savings from energy- and water-saving faucets and water-saving toilets (billion m ³) Target: 2 billion m ³ /year by FYE2025		—	—	1.3	1.4	1.3
Circular Economy		FYE2020	FYE2021	FYE2022	FYE2023	FYE2024
Waste recycling rates from business sites (%) Target: 90% by FYE2026		74.9	75.9	78.4	88.1	92.8
Ratio of used recycled aluminum *3 (%) Target: 100% by FYE2031		—	—	70	74	78

*1 Excluding products used for hot tub filling or full-body bathing that are not intended for use as energy- and water-saving faucets.

*2 Excluding products designed for housing complexes.

*3 Aluminum alloy 6063

* Updated “the ratio of energy- and water-saving faucets sold” and “the total water savings from energy- and water-saving faucets and water-saving toilets” for FYE2023 with finalized data collection through retroactive recalculation that we conduct as part of accurately assessing the impact of our environmental activities

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2. Procurement

Amount purchased (t)		FYE2020	FYE2021	FYE2022	FYE2023	FYE2024★
Raw materials	Metals	272,546	241,213	246,658	255,935	207,034
	Resins	56,644	51,060	51,166	49,196	43,645
	Wood	147,619	127,655	132,124	122,263	97,314
	Ceramics *1	557,263	492,748	514,137	506,635	522,474
Total		1,034,072	912,676	944,085	934,029	870,467

*1 Data for FYE2023 updated during the process of aggregating data for FYE2024

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3. Manufacture / Sales

Energy consumption	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024★
Purchased electricity (MWh)	1,142,354	1,091,942	1,076,323	1,005,901	944,184
<i>Renewable energy (MWh)</i>	86,935	139,955	170,178	262,280	280,701
Internally generated electricity (MWh) *1	53,346	12,790	61,101	43,844	49,189
<i>Renewable energy (MWh)</i>	23	23	14	33	462
Steam (thousand GJ)	179	136	117	163	132
City gas (thousand m ³)	191,689	161,695	182,406	155,246	146,625
Fuel oil (thousand L)	4,856	3,925	3,459	3,961	2,660
LPG (thousand kg)	17,383	16,388	16,736	16,408	15,267
LNG (thousand kg)	13,639	12,413	12,601	12,517	12,135
Kerosene (thousand L)	1,971	1,659	1,615	1,767	1,545
Gasoline (thousand L)	6,782	4,608	4,879	4,907	4,955
Diesel (thousand L)	2,727	2,454	2,399	2,342	2,174
Energy consumption total (thousand GJ)	21,875	19,788	20,531	18,716	17,556
Reduction of Energy Consumption (%)	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024
Reduction of energy consumption *2	-0.8	-10.3	-6.9	-15.1	-20.4
Ratio of renewable energy used (%)	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024
Ratio of renewable energy used *3	7.3	12.7	15.0	25.0	28.3

*1 Covers facilities within the premises of our factories (for in-house use)

*2 Baseline year FYE2019

*3 Full year results. $(\text{Renewable energy consumption of Purchased electricity}) + (\text{Renewable energy consumption of Internally generated electricity}) / (\text{Purchased electricity}) + (\text{Internally generated electricity})$

* Energy consumption = $(\text{Electricity, fuel \& steam}) \times (\text{Energy conversion coefficient})$

Energy conversion coefficient

Electricity, fuel: Heat value per unit per energy source as specified in the Act on Rationalization of Energy Use and Shift to Non-fossil Energy

Steam: Energy conversion coefficient based on the Carbon Footprint Communication Programme Database Ver.1.01

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Scope 1 and Scope 2 CO ₂ emissions (thousand t-CO ₂)	FYE2019 (Baseline year)	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024★
City gas	428	416	351	395	337	319
Fuel oil	13	13	11	9	11	7
LPG	59	52	49	50	49	46
LNG	39	37	34	34	34	33
Kerosene	5	5	4	4	4	4
Gasoline	16	16	11	11	11	11
Diesel	7	7	6	6	6	6
Scope 1 total	568	545	466	510	452	425
Purchased electricity	555	518	449	419	332	307
Steam	10	11	8	7	10	8
Scope 2 total	565	529	457	426	341	315
Scope 1 and Scope 2 total	1,133	1,074	923	936	794	740

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Withdrawal (by source) (thousand m ³)	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024
Withdrawal: Total municipal water supplies (or from other water utilities)	6,074	5,150	5,167	4,945	★4,553
<i>Potable water (incl. water intake from other companies)</i>	2,345	2,055	2,033	1,801	★1,698
<i>Industrial water</i>	3,729	3,095	3,134	3,145	★2,856
Withdrawal: Fresh surface water (rivers)	4,657	3,640	5,555	5,155	★5,464
Withdrawal: Fresh groundwater	5,394	4,494	5,024	3,989	★3,309
Withdrawal total	16,126	13,283	15,746	14,089	★13,326
Discharge (thousand m ³)	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024
Discharge	13,217	12,318	14,741	13,128	★12,212
<i>Discharge: Water returned to the source of extraction at similar or higher quality as raw water extracted</i>	2,191	7,426	10,579	9,143	8,773
Total net fresh water consumption (thousand m ³)	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024
Total net fresh water consumption *1	13,935	5,857	5,167	4,946	4,553
Recycled water (thousand m ³)	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024
Recycled water (partly includes circulated water)	875	790	778	664	★640

*1 (Total net fresh water consumption) = (Withdrawal: Total municipal water supplies (or from other water utilities)) + (Withdrawal: Fresh surface water (rivers)) + (Withdrawal: Fresh groundwater) – (Discharge: Water returned to the source of extraction at similar or higher quality as raw water extracted)

Scope: Excluded some sites where the amount of discharge cannot be determined due to tenant occupancy, etc.

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Waste emissions (t) *1	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024★
Sold as valuables	123,216	114,107	125,916	128,446	113,375
Recycled	184,779	167,655	170,675	175,053	171,072
Landfilled or incinerated	103,430	89,227	81,975	41,100	22,114
<i>Landfilled</i>	—	88,256	80,969	40,651	21,077
<i>Incinerated</i>	—	971	1,006	449	1,037
Hazardous waste emissions (t) *2	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024★
Sold as valuables	756	715	684	907	649
Recycled	5,910	6,848	9,961	9,273	8,318
Landfilled or incinerated	7,123	4,981	2,540	970	950
<i>Landfilled</i>	—	4,826	2,455	951	871
<i>Incinerated</i>	—	155	85	20	79
Waste recycling ratio (%)	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024
Entire group	74.9	75.9	78.4	88.1	92.8
Japan	97.2	97.4	97.2	97.3	96.5
Europe	99.2	99.6	99.7	99.0	96.3
Asia (excluding Japan)	90.8	91.5	94.7	96.8	97.6
North America	26.5	39.3	45.8	69.0	84.5

*1 Includes non-hazardous and hazardous waste generated

*2 Recycled or landfilled waste that is defined as hazardous by national legislations.

Air pollutant emissions (t)	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024★
NOx	565	463	444	452	344
SOx	115	60	54	67	51
Soot and dust	588	567	673	339	459

Scope: Production sites subject to regulatory monitoring for NOx, SOx, soot and dust emissions.

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4. Logistics

Energy consumption (thousand GJ)	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024★
Energy consumption	1,780	1,577	1,573	1,487	1,514

Scope: Services in Japan which LIXIL Corporation was identified as the consigner.

* Energy consumption=(Weight of goods transported) × (Distance travelled) × (Energy conversion coefficient) or (Distance/Fuel efficiency) × (Energy conversion coefficient)

Energy conversion coefficient: Unit fuel consumption using Improved Ton-km method as specified in the Act on Rationalization of Energy Use and Shift to Non-fossil Energy (Measures Pertaining to Consigners), and unit calorific value

5. Use of Products

CO ₂ emissions reduction attributable to products and services (thousand t-CO ₂)	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024
CO ₂ emissions reduced *1	66,020	65,565	67,629	59,847	50,104

*1 An estimated cumulative amount of CO₂ emissions reduced by using LIXIL's eco-conscious products and services, in comparison to the reduction achievable by its conventional products.

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6. CO₂ Emissions by Scope

Scope 1 (thousand t-CO ₂)		FYE2019 (Baseline year)	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024★
Scope 1 total		568	545	466	510	452	425
Scope 2 (thousand t-CO ₂)		FYE2019 (Baseline year)	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024★
Scope 2 total		565	529	457	426	341	315
Scope 1 and Scope 2 total		1,133	1,074	923	936	794	740
Scope 3 (thousand t-CO ₂)		FYE2019 (Baseline year)	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024
1	Purchased goods & services	3,819	3,661	3,203	3,509	3,618	★2,978
2	Capital goods	201	235	213	200	252	198
3	Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	162	158	191	200	182	171
4	Upstream transportation & distribution	122	122	108	108	102	★104
5	Waste generated operations	308	298	257	238	133	83
6	Business travel	8	8	8	7	7	6
7	Employee commuting	29	29	27	24	24	23
8	Upstream leased assets *1	—	—	—	—	—	—
9	Downstream transportation & distribution *2	—	—	—	—	—	—
10	Processing of sold products *2	—	—	—	—	—	—
11	Use of sold products (energy used directly) *3	4,009	3,917	3,633	3,404	3,046	★3,170
12	End of life treatment of sold products	522	446	464	396	423	463
13	Downstream leased assets *2	—	—	—	—	—	—
14	Franchises *2	—	—	—	—	—	—
15	Investments *2	—	—	—	—	—	—
Scope 3 total		9,179	8,873	8,104	8,085	7,786	7,196

*1 Excluded from the calculation since they are already included in Scope 1 or Scope 2.

*2 Excluded from the calculation since they are not or less relevant to our main businesses.

*3 LIXIL products that directly and indirectly consume energy were included in the calculation.

Since FYE2023, the method has been changed to include only products that directly consume energy, and past data has been updated.

* When there is a change in the scope of data collection, the impact of environmental activities is assessed by retroactively recalculating past data. This data is in line with the scope of data collected in FYE2023 when it was certified by the Science Based Target Initiative(SBTi) at the 1.5 degree level, and is used for company-wide environmental targets and progress management.

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7. Scope 1 & 2 Emission Intensity per Unit of Output

	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024
Emission intensity per unit of output (t-CO ₂ /million yen)	1.330	1.313	1.231	1.057	1.057

8. Preventing Pollution through Strict Control of Chemical Substances

LIXIL Corporation has set rules on substances that are forbidden or require strict control for use in products and/or during production processes.

We manage and monitor our factories in compliance with the Soil Contamination Countermeasures Act and other environmental laws and regulations to ensure the soil and waterways around our manufacturing facilities are not affected by our operations.

9. Environmental Law Violations

	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024
Number of environmental law violations	0	0	0	0	0
Total amount of fines/penalties from the above	0	0	0	0	0
Environmental liability	0	0	0	0	0

Scope: Serious violations with fines of US\$10,000 or more.

10. ISO Certification

	FYE2020	FYE2021	FYE2022	FYE2023	FYE2024
ISO 14001 Certification Acquisition Rate (%)	91.3	94.8	93.7	94.7	95.9

Scope: Production bases in which the Company has a 50% stake or higher.

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➤ Scope of Data Collection

Detailed below, the scope of environmental performance data differs from the scope of the consolidated financial report. In principle, environmental performance data covers LIXIL Corporation and its consolidated subsidiaries as of March 31, 2024, with the exclusion of some of the consolidated subsidiaries considering their business size and content. With regard to non-consolidated subsidiaries, subsidiaries operating in buildings owned and managed by LIXIL's operating company are treated as being part of LIXIL. Major production plants of non-consolidated companies are also included in the scope. Where the scope of data is different from those stated above, details are specified in the footnotes.

* Excluded the period from FYE2019 to FYE2022

Scope of past data collection: Past data has been updated due to the divestment of the companies below in the period from FYE2019 to FYE2022 Permasteelisa Group, LIXIL VIVA Corporation, LIXIL Suzuki Shutter Corporation, LIXIL Suzuki (Hong Kong) Company, Ltd., Kawashima Selkon Textiles Co.,Ltd., JAPAN HOME SHIELD CORPORATION, LIXIL Korea Inc.

* Excluded the period from FYE2023 to FYE2024

BASCO MANUFACTURING COMPANY, Glass Real Estate LLC, Glassource LLC, Winston Shower Door LLC, and Basco Glass LLC, which became consolidated subsidiaries during FYE2023, are not included in the data for FYE2023 and FYE2024, as the data collection is currently being prepared.

Procurement, Logistics, and Product Usage Data

Procurement:

The scope of data calculation covers all raw materials, parts, and packaging materials used for products, which are managed by each procurement or related department of LIXIL Water Technology and LIXIL Housing Technology, excluding production facilities and office supplies.

Logistics:

The scope of data calculation covers only the LIXIL transports which are designated as the specified consigner by the Act on Rationalization of Energy Use and Shift to Non-fossil Energy.

Products usage:

The scope of data calculation covers each brand's products manufactured by LIXIL Water Technology, LIXIL Housing Technology, LIXIL Building Technology, and Housing & Services Business.

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› Calculation of CO₂ emissions

Calculated based on A Corporate Accounting and Reporting Standard (The Greenhouse Gas Protocol), Environmental Reporting Guidelines 2018 (Japan's Ministry of the Environment), Japan's Act on Promotion of Global Warming Countermeasures, Japan's Act on Rationalization of Energy Use and Shift to Non-fossil Energy, Corporate Value Chain (Scope 3) Accounting and Reporting Standard (The Greenhouse Gas Protocol) and Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain Version 2.5 (Japan's Ministry of the Environment and Ministry of Economy, Trade and Industry).

Scope 1 and Scope 2: CO₂ emissions = (Electricity & Fuel consumption) × (CO₂ emission factor)
 Purchased electricity (Japan): CO₂ emission factors determined by each power utility
 Purchased electricity (outside Japan): CO₂ emission factor of each country from CO₂ EMISSIONS FROM FUEL COMBUSTION 2022 EDITION (IEA)
 Fuel: CO₂ emission factor under the Act on Promotion of Global Warming Countermeasures "Greenhouse Gas Calculation, Reporting, and Publication Program"

Scope 3 Category 1: CO₂ emissions = (Amount of purchased raw materials*¹) × (CO₂ conversion coefficient*²) + (Cost of purchasing parts & materials) × (CO₂ conversion coefficient*³)

*1 Some raw materials are calculated from the purchase price

*2 Conversion coefficient calculated from LCI database IDEA v2

*3 Emissions intensity from Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain Version 3.3

Scope 3 Category 4:

[Ton-km method]

CO₂ emissions = (Weight of goods transported) × (Distance travelled) × (Energy conversion coefficient) × (CO₂ emission factor)

Energy conversion coefficient: Unit fuel consumption and unit calorific value using Improved Ton-km method as specified in the Act on Rationalization of Energy Use and Shift to Non-fossil Energy (Measures Pertaining to Consigners)

CO₂ emission factor: Unit calorific value per fuel x emission factor x 44/12 as specified in the Act on Rationalization of Energy Use and Shift to Non-fossil Energy (Measures Pertaining to Consigners)

[Fuel consumption method]

CO₂ emissions = (Distance/Fuel efficiency) × (Energy conversion coefficient) × (CO₂ emission factor)

Energy conversion coefficient: Unit calorific value as specified in the Act on Rationalization of Energy Use and Shift to Non-fossil Energy (Measures Pertaining to Consigners)

CO₂ emission factor: Emission factor per fuel x 44/12 as specified in the Act on Rationalization of Energy Use and Shift to Non-fossil Energy (Measures Pertaining to Consigners)

Scope 3 Category 11: CO₂ emissions = (Electricity, Fuel & Water consumption per each product) × (Sales quantity) × (CO₂ conversion coefficient*⁴)

*4 Coefficients for LIXIL brand's products are as below

- Electricity: 0.434kg CO₂ /kWh (Act on Promotion of Global Warming Countermeasures (Emission factors by power generator, national average coefficient))
 - City gas: 2.23 kg CO₂ /m³ (Japan Valve Manufacturers' Association)
 - Water: 0.49 kg CO₂/m³ (Japan Sanitary Equipment Industry Association) as of March 2023
- Coefficients for other brands' products are set by each brand or region of sales

Social Performance Data

1. Targets and Progress

	FYE2021	FYE2022	FYE2023	FYE2024
50:50 for Board & Executive Officers by FYE2030 *1 (%)	21.4	26.7	31.3	31.3
30% female managers across LIXIL by FYE2030 *2 (%)	15.0	16.2	17.5	★17.1
Maintaining gender parity in new graduate recruitment (Japan) *3 (%)	47.9	53.8	34.1	44.8

*1 As of March 31

*2 Directly hired employees only. Excluding those working at consolidated subsidiaries with 100 or fewer employees in Japan

*3 New college and graduate school graduates directly hired by LIXIL Corporation

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2. Number of Employees by Type of Employment ★

				Number	Ratio	
Japan	Directly employed	Permanent staff *1	Male	14,735	25.8	
			Female	5,726	10.0	
			Total	20,461	35.8	
		Non-permanent staff *2	Male	1,063	1.9	
			Female	2,483	4.3	
			Total	3,546	6.2	
		Male total			15,798	27.6
		Female total			8,209	14.3
		Directly employed total			24,007	42.0
		Indirectly employed *3			3,372	5.9
Japan total				27,379	47.9	
Outside Japan	Directly employed	Permanent staff *1	Male	20,329	35.5	
			Female	8,897	15.6	
			Total	29,226	51.1	
		Non-permanent staff *2	Male	389	0.7	
			Female	212	0.4	
			Total	601	1.1	
		Male total			20,718	36.2
		Female total			9,109	15.9
		Directly employed total			29,827	52.1
		Group grand total				57,206

*1 Permanent staff: Employees under a labor contract without a fixed period of employment

*2 Non-permanent staff: Employees under a labor contract with a fixed period of employment

*3 Indirectly employed: Temporary sub-contract staff

* Since each amount in "Ratio" is rounded off, total may not become 100%

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3. Number of Employees by Country ★ (by office location)

Country	Number
Japan	24,007
Thailand	7,325
China	4,764
Mexico	4,737
Vietnam	4,396
Germany	3,171
US	1,902
Portugal	701
India	671
Indonesia	496
South Africa	172
France	147
Singapore	144
Denmark	95
Poland	85
Other countries in Europe	745
Other countries in Asia	167
Other countries in the Americas	96
Other countries in the Near and Middle East & Africa	13
Total	53,834

Scope: Directly hired employees only.

* Other countries in Europe include Russia.

Other countries in Asia include Australia.

4. Ratio of Employees by Nationality

Nationality	Ratio of total employees (%)	Ratio of total managers (%)
Japan	43.30	58.70
Thailand	13.63	4.50
Vietnam	9.15	1.96
China	8.99	6.52
Mexico	8.80	2.02
Others	16.13	26.29

Scope: Directly hired employees only.

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5. Number of New Hires

	FYE2021			FYE2022			FYE2023			FYE2024		
	Entire group	Japan		Entire group	Japan		Entire group	Japan		Entire group	Japan★	
		LIXIL Corp. only			LIXIL Corp. only			LIXIL Corp. only			LIXIL Corp. only★	
Permanent staff	3,908	609	401	4,614	487	360	3,614	695	479	4,174	717	483
<i>New graduates</i>	—	440	323	—	319	246	—	357	281	—	346	268
Non-permanent staff	—	388	267	—	344	251	1,605	829	592	674	543	374
Total	—	997	668	—	831	611	5,219	1,524	1,071	4,848	1,260	857

Scope: Directly hired employees (Data exclude those working at consolidated subsidiaries with 100 or fewer employees in Japan).

6. Number of New Hires and ratio of female

	FYE2021	FYE2022	FYE2023	FYE2024
Permanent staff	119	143	129	174
<i>Female</i>	57	77	44	78
Ratio of female (%)	47.9	53.8	34.1	44.8

Scope: New college and graduate school graduates directly hired by LIXIL Corporation

7. Ratio of Positions Filled Internally

	FYE2021	FYE2022	FYE2023	FYE2024
Ratio of Positions Filled Internally (%)	73.5	51.7	60.9	48.6

Scope: Directly hired employees of LIXIL Corporation

LIXIL Corporation has received a third-party assurance for ESG performance data marked with a ★ icon.

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8. Number of Retirees and Turnover Rate

	FYE2021			FYE2022			FYE2023			FYE2024		
	Entire group	Japan		Entire group	Japan		Entire group	Japan		Entire group	Japan★	
		LIXIL Corp. only			LIXIL Corp. only			LIXIL Corp. only			LIXIL Corp. only★	
Permanent staff	—	1,834	1,631	—	748	363	4,433	648	416	5,698	690	490
Turnover rate (%) ^{*1}	11.45	8.53	9.81	8.59	3.61	2.26	8.56	3.14	2.57	11.29	3.34	3.02
Non-permanent staff	—	488	346	—	566	426	1,489	573	340	795	507	284
Total	—	2,322	1,977	—	1,314	789	5,922	1,221	756	6,493	1,197	774

Scope: Directly hired employees (Data exclude those working at consolidated subsidiaries with 100 or fewer employees in Japan).

The voluntary turnover rate for the entire group for FYE2024 was 10.0%.

^{*1} Turnover rate calculation method: Ratio of the number of employees who left the company by March 31 of each fiscal year based on the headcount as of April 1 of the same fiscal year.

9. Number and Ratio of Female Managers

	FYE2021		FYE2022		FYE2023		FYE2024★	
	Number	Ratio	Number	Ratio	Number	Ratio	Number	Ratio
Entire group	756	15.0	884	16.2	923	17.5	974	17.1
LIXIL Corp. only	168	6.0	191	6.5	195	7.1	209	6.9

Scope: Directly hired employees (Data exclude those working at consolidated subsidiaries with 100 or fewer employees in Japan).

* Data collection based on the qualification system used at each operating company. This is calculated based on the provisions of the 'Act on the Promotion of Women's Active Engagement in Professional Life' (Act No. 64 of 2015).

LIXIL Corporation has received a third-party assurance for ESG performance data marked with a ★ icon.

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10. Ratio of Female in Each Category

	FYE2021	FYE2022	FYE2023	FYE2024
Total workforce (%)	31.0	31.6	32.2	32.2
Junior management positions (%)	17.7	12.8	14.6	17.0
Top management positions (%)	15.2	20.6	21.9	21.3
Management positions in revenue-generating functions (e.g. sales) (%)	17.8	15.0	13.8	13.9
STEM-related positions (%)	24.7	25.6	26.2	27.3

Scope: Directly hired employees only.

11. Pay Differentials by Gender

	FYE2023			FYE2024		
	All employees (%)	Permanent employees (%)	Contract employees (%)	All employees (%)	Permanent employees (%)	Contract employees (%)
Entire group	77.3	—	—	80.3	—	—
<i>LIXIL Corp. only</i>	57.4	63.6	95.9	★59.8	★66.1	★91.6

* Pay includes base salary, overtime, other allowances and bonus. Allowances and other benefits that vary by company are calculated based on each company's standards. Permanent employees include managers, non-managers, senior employees, and employees assigned from LIXIL to other companies. Employees assigned from other companies to LIXIL are excluded. Contract employees include part-time and temporary employees. Temporary staff hired through agencies are excluded.

* From FYE2024, the method of calculating the number of employees for the entire group has been aligned with that of LIXIL Corporation.

LIXIL Corporation has received a third-party assurance for ESG performance data marked with a ★ icon.

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12. Number of Maternity Leave Users

	FYE2021		FYE2022		FYE2023		FYE2024★	
	Number	Return to work ratio (%)	Number	Return to work ratio (%)	Number	Return to work ratio (%)	Number	Return to work ratio (%)
Entire group	175	101.7	174	101.1	165	96.4	165	107.9
<i>LIXIL Corp. only</i>	140	107.9	131	104.6	126	97.6	134	106.0

Scope: Directly hired employees in Japan only (Data exclude those working at consolidated subsidiaries with 100 or fewer employees).

* Number of employees who started maternity leave during each fiscal year.

* The return to work ratio is calculated by dividing the number of employees who returned to work during each fiscal year by the number of employees who finished maternity leave during the same period (excluding those who left the company on the same day).

13. Number of Childcare Leave Users

	FYE2021		FYE2022		FYE2023		FYE2024★	
	New users	Return to work ratio (%)	New users	Return to work ratio (%)	New users	Return to work ratio (%)	New users	Return to work ratio (%)
Male, entire group	28	100.0	34	100.0	50	100.0	85	101.1
Female, entire group	186	97.9	179	99.5	161	99.5	176	98.3
Total	214	—	213	—	211	99.6	261	99.3

Scope: Directly hired employees in Japan only (Data exclude those working at consolidated subsidiaries with 100 or fewer employees).

* Number of employees who started childcare leave during each fiscal year.

* The return to work ratio is calculated by dividing the number of employees who returned to work during each fiscal year by the number of employees who finished childcare leave during the same period (including those who left the company on the same day).

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14. Ratio of Male Childcare Leave Users

	FYE2021	FYE2022	FYE2023	FYE2024 ★
LIXIL Corp. only (%)	59	65	77	87.3

Scope: Directly hired employees in Japan only.

* Includes LIXIL's own "Papa's Childcare Leave" paid childcare leave system for male employees. "Papa's Childcare Leave" is a special 10-day paid leave for male employees whose spouse gives birth that can be taken up until the child reaches one year of age.

* This is calculated based on the provisions of the 'Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members' (Act No. 76 of 1991), and specifically under Article 71-4, Paragraph 1 of the 'Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members' (Ministry of Labour Ordinance No. 25 of 1991), which pertains to the percentage of employees taking child care leave and other related leaves.

15. Number of Nursing-Care Leave Users

	FYE2021		FYE2022		FYE2023		FYE2024 ★	
	New users	Return to work ratio (%)	New users	Return to work ratio (%)	New users	Return to work ratio (%)	New users	Return to work ratio (%)
Male, entire group	4	—	2	—	2	—	2	—
Female, entire group	2	—	4	—	5	—	6	—
Total	6	90.0	6	100.0	7	88.9	8	100.0

Scope: Directly hired employees in Japan only (Data exclude those working at consolidated subsidiaries with 100 or fewer employees).

* Number of employees who started nursing-care leave during each fiscal year.

* The return to work ratio is calculated by dividing the number of employees who returned to work during each fiscal year by the number of employees who finished nursing-care leave during the same period (including those who left the company on the same day).

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16. Number and Ratio of Employees with Disabilities

	FYE2021		FYE2022		FYE2023		FYE2024★	
	Number	Ratio (%)	Number	Ratio (%)	Number	Ratio (%)	Number	Ratio (%)
Entire group	559	2.25	550	2.32	567	2.41	560	2.37
<i>LIXIL Corp. only</i>	453.5	2.32	442	2.42	454.5	2.48	453	2.43

Scope: Directly hired employees in Japan only (Data exclude those working at consolidated subsidiaries with 100 or fewer employees).

* Employee numbers on June 1 of each fiscal year.

* The percentages were calculated based on the Employment Rate System for Persons with Disabilities issued by the Ministry of Health, Labour and Welfare.

17. Average Monthly Overtime Hours per Employee

	FYE2021	FYE2022	FYE2023	FYE2024★
	Hours	Hours	Hours	Hours
Entire group	17.0	16.4	17.0	16.8
<i>LIXIL Corp. only</i>	16.5	15.8	16.4	15.9

Scope: Directly hired employees in Japan only (Data exclude those working at consolidated subsidiaries with 100 or fewer employees).

18. Paid Leave Days Taken per Employee

	FYE2021	FYE2022	FYE2023	FYE2024★
	Days	Days	Days	Days
Entire group	9.0	9.8	10.5	10.7
<i>LIXIL Corp. only</i>	9.1	9.9	10.8	11.0

Scope: Directly hired employees in Japan only (Data exclude those working at consolidated subsidiaries with 100 or fewer employees).

LIXIL Corporation has received a third-party assurance for ESG performance data marked with a ★ icon.

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19. Annual Training Hours and Costs per Employee

	FYE2021		FYE2022		FYE2023		FYE2024	
	Hours	Costs (JPY)	Hours	Costs (JPY)	Hours	Costs (JPY)	Hours	Costs (JPY)
Entire group	12.3	21,725	15.9	36,796	19.9	28,279	15.6	25,191
<i>LIXIL Corp. only</i>	21.4	53,331	22.6	57,585	24.4	58,580	★20.3	★55,719

Scope: Directly hired employees only (Data exclude those working at Japanese consolidated subsidiaries with 100 or fewer employees).

* Training hours include online training such as e-learning.

20. LIXIL Voice employee opinion surveys

	FYE2021	FYE2022	FYE2023	FYE2024
Response rate (%)	77.2	84.5	87.0	89.4
Engagement score (%)	72	73	73	71
Inclusion score (%)	—	70	71	70
Wellbeing score (%)	—	77	77	76

Scope: Directly hired employees only (including part-time employees)

LIXIL Corporation has received a third-party assurance for ESG performance data marked with a ★ icon.

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21. Occurrence of Work-Related Accidents

LTIFR *1	FYE2021	FYE2022	FYE2023	FYE2024
Directly and indirectly hired employees	0.42	0.41	0.46	★0.37
Contractors	0.44	0.08	0.25	★0.35
Manufacturing industry average*2	1.21	1.31	1.25	1.29
Severity rate*3	FYE2021	FYE2022	FYE2023	FYE2024
Directly and indirectly hired employees	0.013	0.018	0.021	★0.015
Contractors	0.025	0.002	0.009	★0.007
Manufacturing industry average*2	0.070	0.060	0.080	0.080
OIFR *4	FYE2021	FYE2022	FYE2023	FYE2024
Directly and indirectly hired employees	0	0.007	0.007	★0.029
Contractors	0	0	0	★0
Number of work-related fatalities	FYE2021	FYE2022	FYE2023	FYE2024
Directly and indirectly hired employees	0	0	0	★0
Contractors	0	0	0	★0

Scope: Directly and indirectly hired employees and contractors at production and non-production bases in Japan and production bases outside Japan (excluding some bases) across LIXIL Corporation and its group companies. Regarding companies divested in FYE2024, covers the results through the month before the divestment. Excludes GHS Corporation and LIXIL ERA Japan, Corp.

*1 Lost Time Injuries Frequency Rate (LTIFR): Number of occupational injury cases involving days away from work / Total working hours × 1,000,000

*2 Source: Ministry of Health, Labour and Welfare's "Survey on Industrial Accidents (Surveys on establishments (with 100 or more employees) and general construction)"

*3 Severity rate: Total work days lost due to occupational accidents / Total working hours × 1,000 (Total work days lost means actual days away from work)

*4 Occupational Illness Frequency Rate (OIFR): Number of occupational illness cases involving days away from work / Total working hours × 1,000,000

LIXIL Corporation has received a third-party assurance for ESG performance data marked with a ★ icon.

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> Scope of Data Collection

The data covers LIXIL Corporation and its major consolidated subsidiaries, excluding companies divested during the fiscal year. Therefore, the scope of coverage for this data book differs from that for the consolidated financial report. In addition, the scope of each data is partially different from the consolidated financial statements, so the data is annotated where it appears.

* For information on principle group companies, see our [Integrated Report 2024 \(p.91\)](#)

Data collection method and period.

The number of employees is calculated on an original registration basis for each company, mostly as of March 31, 2024.

Governance Performance Data (Years ended March 31)

1. Composition of the Board of Directors (outside members, female members) and Attendance

	FYE2021	FYE2022	FYE2023	FYE2024
Number of directors	9	10	11	11
<i>Number of outside directors</i>	6	7	8	8
<i>Number of female directors</i>	2	3	4	4
<i>Number of non-Japanese directors</i>	1	1	1	1
Number of Board of Directors' meetings	17	15	15	15
Attendance rate at Board of Directors' meetings (%)	98.6	100	99.4	98.8

2. Number and Ratio of Female Directors and Executive Officers

	FYE2021	FYE2022	FYE2023	FYE2024
Number of directors	9	10	11	11
<i>Female directors</i>	2	3	4	4
Number of executive officers	8	8	8	8
<i>Female executive officers</i>	2	2	2	2
Number of directors and executive officers	3	3	3	3
<i>Female directors and executive officers</i>	1	1	1	1
Ratio of female directors and executive officers (%)	21.4	26.7	31.3	31.3

* Following the Financial Services Agency's guidelines, individuals with concurrent director and executive roles are counted once in the total and gender-specific reporting.

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3. Executive Compensation

Please refer to the [Executive Compensation](#) page on our website for details.

4. Status of Cross Shareholdings

Sales of Cross Shareholdings for the Last Four Years*

	FYE2021	FYE2022	FYE2023	FYE2024
Number of company's stock sold	Full sale: Shares in five companies	Full sale: Shares in four companies Partial sale: Shares in two companies	Full sale: Shares in two companies Partial sale: Shares in two companies	Full sale: Shares in three companies

* Only lists the cross shareholdings of listed shares held by the Company.

Cross Shareholdings and Balance Sheet Amounts*

	FYE2021	FYE2022	FYE2023	FYE2024
Number of cross-held stocks				
<i>Listed</i>	53	49	47	44
<i>Unlisted</i>	102	98	88	82
Total	155	147	135	126
Balance sheet amounts (million JPY)				
<i>Listed</i>	50,317	38,733	27,236	35,670
<i>Unlisted</i>	1,330	1,313	1,570	1,313
Total	51,647	40,046	28,806	36,983
Proportion of total equity (%)	9.3	6.5	4.6	5.7

* Total cross shareholdings held by the Company.

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5. Reports of Possible Compliance Issues

	FYE2021	FYE2022	FYE2023	FYE2024
Number of reports	343	303	303	388
Ratio per hundred employees	0.58	0.51	0.52	0.70

Scope: LIXIL Corporation and its subsidiaries.

6. Contributions and Other Expenditures

LIXIL's Impact strategy stands on a foundational commitment to ethical business practices. We believe that engaging in vigorous and transparent dialogue with government authorities is necessary to shape a sustainable society. As part of this process, we are involved in several industrial and business associations whose missions include engaging with public authorities on behalf of their respective industries, including housing equipment, housing materials, plumbing, and metals. We also comply with Japan's Public Offices Election Act, Political Funds Control Act, and other politics-related laws and regulations. As such, we prohibit contributions to individual politicians as stipulated by law as well as any contributions to specific political organizations or political parties that exceed the totals permitted by law. LIXIL approved contributions and other expenditures as detailed below.

In FYE2024, approximately 99% of total global contributions were to industry associations, with that percentage rising to 100% for contributions outside Japan. We make contributions to industry associations to ensure that we have the latest information on laws and international agreements that are relevant to our business. In FYE2024, those associations included the Japan Sanitary Equipment Industry Association (an industry group that promotes the sanitary equipment industry, raises awareness, and conducts investigative research), the Japan Sash Manufacturers Association (an industry group that promotes businesses involved in building exteriors and sashes and other building apertures, raises awareness, and conducts investigative research), the Japan Business Federation (an economic organization comprising leading Japanese companies and major industry associations), and the Toilet Board Coalition (a global alliance of public and private sector partners that aims to develop sustainable solutions to the sanitation crisis). Other expenditures in Japan are spent on participating in seminars and events hosted by politicians and other relevant organizations rather than on contributions to specific political parties or politicians.

	FYE2021	FYE2022	FYE2023	FYE2024
Lobbying, interest representation or similar	0	0	0	0
Local, regional or national political campaigns / organizations / candidates	539,096	773,032	1,177,552	1,270,926
Trade associations or tax-exempt groups (e.g. think tanks)*	47,156,838	88,008,541	187,473,072	213,526,667
Other (expenditures relating to local and national referenda)	0	0	0	0
Total (JPY)	47,695,934	88,781,573	188,650,624	214,797,593

Scope: LIXIL Corporation and its subsidiaries outside Japan.

* Includes the steering committee annual membership fee for the [Toilet Board Coalition](#) (EUR 120,000 in FYE2024).

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7. Philanthropic Contributions

LIXIL focuses on making a positive social impact in priority areas including Global Sanitation & Hygiene, Water Conservation & Environmental Sustainability, and Diversity & Inclusion, as well as in areas where our expertise can make the biggest difference. When making donation and sponsorship decisions, we hold careful discussions about the objective, use, and potential benefits of our assets to ensure they have appropriate and effective social impacts.

	FYE2021	FYE2022	FYE2023	FYE2024
Cash contributions	883,728,939	872,196,233	790,968,010	577,779,871
Time	51,449,588	43,414,967	66,556,927	40,709,085
In-kind giving	31,100,956	36,995,225	75,894,814	12,937,374
Management overheads	518,426,018	297,844,027	332,946,430	276,372,697
Total (JPY)	1,484,705,501	1,250,450,452	1,266,366,181	907,799,027

Scope: LIXIL Corporation and its subsidiaries outside Japan.

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Deloitte.

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(TRANSLATION)

Independent Practitioner's Assurance Report

August 9, 2024

Mr. Kinya Seto,
Director, Representative Executive Officer, President, and CEO
LIXIL Corporation

Tomoharu Hase
Representative Director
Deloitte Tohmatsu Sustainability Co., Ltd.
3-2-3, Marunouchi, Chiyoda-ku, Tokyo

We have undertaken a limited assurance engagement of the Environmental and Social Performance Data indicated with ★ for the year ended March 31, 2024 (FYE 2024) (the "ESG Data") included in the "LIXIL ESG Databook 2024" (the "Report") of LIXIL Corporation (the "Company").

The Company's Responsibility

The Company is responsible for the preparation of the ESG Data in accordance with the calculation and reporting standard adopted by the Company (as described in Scope of Data Collection, Calculation of CO₂ emissions and indicated with the ESG Data of the Report). Greenhouse gas quantification is subject to inherent uncertainty for reasons such as incomplete scientific knowledge used to determine emissions factors and numerical data needed to combine emissions of different gases.

Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. We apply International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, and accordingly maintain a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the ESG Data based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements ("ISAE") 3000, *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*, issued by the International Auditing and Assurance Standards Board ("IAASB"), ISAE 3410, *Assurance Engagements on Greenhouse Gas Statements*, issued by the IAASB and the *Practical Guideline for the Assurance of Sustainability Information*, issued by the Japanese Association of Assurance Organizations for Sustainability Information.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records. These procedures also included the following:

- Evaluating whether the Company's methods for estimates are appropriate and had been consistently applied. However, our procedures did not include testing the data on which the estimates are based or reperforming the estimates.
- Undertaking site visits to assess the completeness of the data, data collection methods, source data and relevant assumptions applicable to the sites.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the ESG Data is not prepared, in all material respects, in accordance with the calculation and reporting standard adopted by the Company.

The above represents a translation, for convenience only, of the original Independent Practitioner's Assurance report issued in the Japanese language.

Member of
Deloitte Touche Tohmatsu Limited

Overview of Information Disclosure

Please visit our [website](#) for more information on these subjects.

	Financial	Non-financial
Reports	<ul style="list-style-type: none">• Annual Securities Report*	<ul style="list-style-type: none">• ESG Databook• Disclosure Report in Response to TCFD and TNFD Recommendations• Integrated Reports• Corporate Governance Reports
Websites	<ul style="list-style-type: none">• Investor Relations (including ESG Briefings)	<ul style="list-style-type: none">• LIXIL's Impact (Sustainability)• Corporate Governance Information

* Please refer to our [Consolidated Financial Statements](#)

LIXIL Corporation

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