

For Immediate Release**March 6, 2020****LIXIL Group Corporation****LIXIL Selected as a Nadeshiko Brand for Third Consecutive Year***Recognized for supporting the empowerment of women in the workplace*

Tokyo, Japan – LIXIL Group Corporation (LIXIL Group; TSE code: 5938), maker of pioneering water and housing products, announced today it has been selected by the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE) as a Nadeshiko Brand enterprise, demonstrating excellence in supporting the empowerment of women in the workplace. This is the third consecutive year that LIXIL Group has been chosen for this distinction, and the fifth time overall.

LIXIL Group is a strong believer in the power of diversity and inclusion (D&I) as an enabler of sustainable growth. The company has established the [LIXIL Diversity and Inclusion Declaration](#) and considers the views of a diverse workforce to be a driving force for innovation.



To further integrate D&I in its organization, during the current fiscal year, LIXIL Group established the [Global D&I Department](#) within its Human Resources Function to coordinate its D&I initiatives worldwide. The company also launched a comprehensive series of [employee-focused initiatives](#) to revitalize its Japan business, including “changing working styles” as one of its three priority objectives, aiming to drive awareness of and encourage new and more flexible ways of working to cater to the diverse lifestyles of its employees.

LIXIL’s Recent D&I Measures**• Establishment of the Global D&I Department within the HR Function**

The Global D&I Department’s objective is to further instill a corporate culture that values diversity. Based on LIXIL Group’s global business strategy, the department is formulating a D&I strategy in cooperation with LIXIL representatives from countries and regions throughout the world, and implementing unified measures worldwide.

• Promotion of working style reforms

LIXIL Group has launched a series of human resources programs to revitalize its Japan business. This initiative includes “Change working styles” as one of its three priority objectives, and the company is implementing a range of measures aimed at reforming awareness of working styles, and encouraging employees to consider new ways that they can work. Existing flextime and telecommuting programs have been expanded, and measures have been introduced to encourage working at satellite offices and telework utilizing IT infrastructure. LIXIL Group is also adopting measures that make possible diverse

and highly productive working styles in which employees have greater flexibility to choose the time, location, and tools they use for work, such as a system to use paid leave on an hourly basis, and a casual dress policy. This enables employees to better cater to their own lifestyles.

- **Strengthening of the network for female employees**

LIXIL Group has a network for female employees to share concerns and problems specific to women, and find solutions together. Employees proactively participate in activities such as organizing discussions for working mothers to exchange views on balancing childcare and their careers, and web conferences for female sales staff throughout Japan. Female employees are also able to proactively communicate amongst themselves through LIXIL Group's in-house social network, helping to ensure a better working environment for everyone regardless of gender or age.

Jin Montesano, Chief People Officer (CPO) of LIXIL Group, commented, "I am proud that LIXIL Group, as a company committed to respecting diversity, has been selected as a Nadeshiko Brand for a third consecutive year. LIXIL Group is now accelerating the transition to a meritocracy-based HR system in Japan as part of cultivating next-generation leaders and bringing new perspectives and energy into management. I believe that an inclusive culture in which everyone, regardless of age, gender, physical ability, or nationality, is able to be themselves and play an active part will help to grow the organization and enhance our long-term competitiveness."

In November 2019, LIXIL Group consolidated its global headquarters functions in a single location. The new head office accommodates a workforce of over 5,000 employees, utilizing a non-territorial workspace arrangement without assigned seating to foster open and equal level communication. The entire campus incorporates universal design principles, while at the same time improved access for disabled worker between the NIJI work center and other buildings enhances exchange and cooperation among employees. The new HOSHI building also features a new concept for an office restroom space to support a diverse workforce and varied working styles.

Going forward, through its human resource policies and systems for D&I, as well as its range of products and services, LIXIL Group will continue to cultivate a corporate culture that values and leverages diversity.

-End-

About the LIXIL Diversity and Inclusion Declaration

The LIXIL Diversity & Inclusion Declaration states, "We leverage our differences to create new energy and engagement generated by open and honest dialogue across our organization. These efforts will enable our employees to build entrepreneurial mindsets that will drive growth and sustainable innovation." LIXIL Group has determined the four focus areas of Gender & Age, Disability, Family & Life, and Culture & Identity, and is pursuing measures to resolve issues in each country and region.

Learn more at: https://www.lixil.com/en/sustainability/people/equal_opportunity.html

About Nadeshiko Brand

Japan's Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE) have since 2012 jointly selected TSE-listed enterprises that demonstrate excellence in promoting the empowerment of women in the workplace, and designated them as Nadeshiko Brand. The aim is to draw attention to attractive stocks for investors who emphasize increases in corporate value over the longer term, in order to encourage investment in those companies and advance the measures they are implementing.

About LIXIL

LIXIL makes pioneering water and housing products that solve everyday, real-life challenges, making better homes a reality for everyone, everywhere. Drawing on our Japanese heritage, we create world-leading technology and innovate to make high quality products that transform homes. But the LIXIL difference is how we do this; through meaningful design, an entrepreneurial spirit, a dedication to improving accessibility for all, and responsible business growth. Our approach comes to life through industry leading brands, including INAX, GROHE, American Standard, and TOSTEM. Approximately 75,000 colleagues operating in more than 150 countries are proud to make products that touch the lives of more than a billion people every day.

LIXIL Group Corporation (TSE Code: 5938) is the listed holding company for LIXIL's portfolio of businesses.

LEARN MORE AT:

