

**For Immediate Release**

**March 22, 2021**  
**LIXIL Corporation**

## **LIXIL Announces New Leadership Appointments to Accelerate Ongoing Transformation Initiatives**

**Tokyo** – LIXIL Corporation (“LIXIL”, TSE Code: 5938), maker of pioneering water and housing products, today announced it has proposed candidates for election to the Board of Directors at the 79th Annual General Meeting of Shareholders (“AGM”), which is scheduled to be held in June 2021. In addition, LIXIL announced candidates to serve as Executive Officers, to be resolved on April 1, 2021.

From April 1, 2021, LIXIL will simplify and streamline its structure for Corporate Officers, strengthening governance and execution. The move reduces the number of Corporate Officers from 50 to 32, although this also includes ten newly appointed members, representing the company’s commitment to meritocracy as well as to establishing a diverse global team. At the same time, LIXIL has completed the harmonization of managerial titles across the entire company, removing barriers to agility.

The newly proposed leadership team and transformational initiatives aim to further support the company’s ongoing transformation journey to become a more agile and entrepreneurial company that can realize sustainable growth.

### **Directors and Executive Officers**

LIXIL will nominate eight of its current nine Directors for reelection and will propose two new candidates for election. This will raise the proposed number of Directors to ten, of which seven candidates are outside directors, more than the one-third required by LIXIL’s Corporate Governance Basic Policy.

While Kaoru Onimaru, outside director, is set to retire from the Board of Directors, two new female outside directors have been nominated: Shiho Konno, whose current roles include empowering women by serving on the Committee on Realization of Gender-Equal Society of Japan Federation of Bar Associations, and Mariko Watahiki, Attorney-at-law at Okamura Law Office, who has served as a Chief Judge on multiple high courts in Japan. The two new proposed candidates will increase female representation on the Board of Directors to three members.

The enhanced diversity in backgrounds, expertise and gender of the proposed candidates is expected to further improve overall management efficiency and strengthen corporate governance.

In addition, LIXIL has announced its proposal of Executive Officers, which is scheduled to be resolved on April 1, 2021. Kinya Seto has been proposed to continue to serve as Representative Executive Officer, President and CEO, while other Executive Officers have also been proposed to continue in their current positions of responsibility.

Further information on the selection of Director candidates and Executive Officers can be found in LIXIL's Timely Disclosure [here](#).

### **Corporate Officers**

LIXIL is redefining the role of Corporate Officers to consist of one President and two classes of Officers: Executive Vice President and Senior Vice President. By simplifying its Corporate Officers from three levels to two, LIXIL aims to strengthen governance and execution by bringing greater clarity to the role as the top leadership team with fiduciary responsibility for managing and setting the direction of the company. With this change, the number of Corporate Officers will be streamlined from 50 in the previous structure to 32 as of April 1, 2021.

As part of this, LIXIL will appoint 10 new Senior Vice Presidents who will play a key role in operationalizing and driving the strategies set for the company. The new appointments represent LIXIL's continued focus on empowering highly skilled and specialized talent and promoting gender and cultural diversity. They are also expected to support drive further integration and synergies across global businesses and increase competitiveness in key areas for growth, such as digital and marketing.

For further information on the 10 new Senior Vice Presidents, please see Appendix.

### **Title Simplification**

From April 1, 2021, LIXIL will also complete the [simplification and harmonization of titles](#) across the company. Titles for managers across LIXIL International and working in global roles at corporate functions will be standardized as "Leader" along with their area of responsibility. This transformational step aims to remove barriers to agility by creating a simpler, more empowered culture, enabling LIXIL to adapt to consumers' fast-changing needs.

Kinya Seto, CEO, said, "We are continuing our journey to transform LIXIL into a more agile and entrepreneurial company that can achieve long-term sustainable growth. While we have made significant progress both in simplifying our organization and in building the LIXIL culture, we will be accelerating initiatives to establish a more meritocratic and inclusive workplace, embracing diverse talent from all backgrounds and leveraging relevant skills and experiences. I welcome new members of the executive management team and look forward to continuing our transformation journey together to make better homes a reality for everyone, everywhere."

**-End-**

### **About LIXIL**

LIXIL (TSE Code 5938) 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 60,000 colleagues operating in more than 150 countries are proud to make products that touch the lives of more than a billion people every day.

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**APPENDIX**

**New Appointments (April 1, 2021):**

<b>Name</b>	<b>New Roles</b>	<b>Previous Roles</b>
<b>Taku Yasui</b>	Senior Vice President  Leader (Marketing)  Leader, Sales & Marketing Digital Department (Digital)	Corporate Director  Leader, Digital Technology Center (Digital)
<b>Osamu Iwasaki</b>	Senior Vice President  Leader, System Development & Operation Division (Digital)  Leader, Corporate & Shared Platform Digital Department (Digital)	Corporate Director  Leader, SOR System Division (Digital)  Leader, System Infrastructure Department (Digital)
<b>Kim Hanseul</b>	Senior Vice President  Chief Process Transformation Officer (CPTO)  Leader, Global Master Data Governance Department	Corporate Director  Chief Process Transformation Officer (CPTO)  Leader, Corporate Initiative Group  Leader, Global Master Data Governance Department
<b>Kayo Hirano</b>	Senior Vice President  Leader, Investor Relations Office	Leader, Investor Relations Office

<p><b>Mitsuhiro Tamura</b></p>	<p>Senior Vice President</p> <p>Leader, Sash &amp; Door Division, LIXIL Housing Technology Japan</p>	<p>Corporate Director</p> <p>General Manager, Sash &amp; Door Division, LIXIL Housing Technology Japan</p> <p>Senior Manager, Window Strategic Business Unit, Sash &amp; Door Division, LIXIL Housing Technology Japan</p>
<p><b>Osamu Tanaka</b></p>	<p>Senior Vice President</p> <p>Leader, Device Division, LIXIL Housing Technology Japan</p> <p>Leader, Procurement Division, LIXIL Housing Technology Japan</p>	<p>Corporate Director</p> <p>General Manager, Device Division, LIXIL Housing Technology Japan</p> <p>General Manager, Procurement Division, LIXIL Housing Technology Japan</p>
<p><b>Shinichi Miyamoto</b></p>	<p>Senior Vice President</p> <p>Leader, Product Development Division, LIXIL Housing Technology Japan</p> <p>Leader, Product Technology Department, Product Development Division, LIXIL Housing Technology Japan</p>	<p>Head of Division, Product Development Division, LIXIL Housing Technology Japan</p> <p>Senior Manager Product Technology Department, Product Development Division, LIXIL Housing Technology Japan</p>
<p><b>Hirohisa Egashira</b></p>	<p>Senior Vice President</p> <p>Leader, Kitchen and Vanity Division, LIXIL Water Technology Japan</p>	<p>Corporate Director</p> <p>General Manager, Kitchen Division, LIXIL Water Technology Japan</p>
<p><b>Trey Northrup</b></p>	<p>Senior Vice President</p> <p>Leader, LIXIL Americas</p>	<p>Leader, LIXIL Americas</p>

<b>Adele Tao</b>	Senior Vice President Leader, LWT Greater China	Leader, LWT Greater China
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