

For Immediate Release**March 23, 2021
LIXIL Corporation**

LIXIL Selected as a Nadeshiko Brand for Four Consecutive Years

Tokyo, Japan – LIXIL Corporation (LIXIL; TSE code: 5938), maker of pioneering water and housing products, announced today it has been selected by Japan’s Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange (TSE) as a Nadeshiko Brand enterprise, demonstrating excellence in advocating the empowerment of women in the workplace. This recognition marks four consecutive years and the sixth time LIXIL has been selected for its advanced measures in promoting the inclusion of women as an organization.

LIXIL establishes Diversity & Inclusion (D&I) as one of its three strategic Corporate Responsibility Pillars. Leveraging the knowledge and perspectives of a diverse workforce as a key driver of growth and innovation, the "LIXIL D&I Declaration" embraces differences in gender, age, race, nationality, values, background, amongst other attributes as a competitive advantage. In September 2019, LIXIL formed the "D&I Department" to implement consistent global D&I strategies and measures across the organization. The company issued its "D&I Statement" in 2020, defining steps and actions that the LIXIL will take in its commitment to contribute to the realization of a world that treats everyone fairly and equally. LIXIL also founded its D&I Committee, chaired by CEO Kinya Seto to align D&I with business and strategic decision making, accelerating and strengthening activities to further embed equality and inclusion across the organization.



Jin Montesano, Leader, People and Culture, LIXIL said, "LIXIL’s greater purpose is to make better homes a reality for everyone everywhere and becoming an inclusive organization helps bring our purpose to life. To be a truly consumer-centric organization, we must reflect society itself and be able to understand, anticipate and emphasize with people’s context and needs. The diverse perspectives, experiences, and backgrounds of our employees are a source of inspiration in realizing the type of new and innovative ideas we need. We are confident that we can also attract and retain talent, and gain long-term competitiveness by listening to our employees and empowering them to demonstrate their full potential. I am pleased that we have been selected as a Nadeshiko brand for four consecutive years. We will continue our transformation to become a truly global and inclusive organization by fostering an environment where everyone’s voices are valued."

LIXIL's Recent D&I Initiatives

Strengthening D&I Activities by aligning with Business and Strategy

Chaired by CEO Kinya Seto, LIXIL's "D&I Committee" aims to sustain and accelerate D&I activities by aligning with businesses. Incorporating the views of its diverse employees, the committee creates and executes basic policies and roadmaps related to make LIXIL an inclusive organization.

Gender Parity in New Graduate Recruits

In Japan, female new graduates constitute 50% of all hires joining in April 1, 2021, an increase of almost 20% from the previous year. As part of LIXIL's shift to meritocracy and developing new talent, the company is committed to maintaining these targets moving forward.

Introduction of New Systems and Measures to Support Diverse Working Styles and Life Events

Since November 2019, LIXIL has been implementing a comprehensive HR program "*Kawaranaito LIXIL*" to promote the shift to flexible working styles. Redefining offices as "communication spaces," and encouraging work from home as a new standard for employees who can work remotely. In October 2020, the company introduced a "Super Flextime" system that allows employees to decide their working hours for improved productivity and efficiency, helping individuals balance professional and personal life. The company also supports employees at different life stages in managing personal priorities such as childcare or nursing with work by expanding its policies and adopting new systems.

Fostering a Culture Welcoming Employee's Participation by Celebrating Diversity

LIXIL believes that maximizing the capabilities of all employees will lead to organizational growth and enhanced competitiveness and is fostering a culture that embraces differences. LIXIL conducted its first internal D&I survey this year, that marked an employee engagement score of 67% in Japan, and 69% worldwide. The company will conduct regular D&I surveys in advancing its commitment by incorporating employees' feedback to refine its global D&I targets, regional strategies and action plans.

Celebrating International Women's Day on March 8, LIXIL launched an internal campaign, "LIXIL #ChoosetoChange" expressing its support for women and its commitment to transform for a world where all are treated equally and fairly. The campaign requested employees to participate by voicing their support for women and gender equality by sharing their goals and aspirations, empowering employees who play a central role in embracing differences.



Employee photos and messages showing "#ChoosetoChange" were shared internally through Workplace¹.

LIXIL will continue to provide equal opportunities for employees to pursue their careers regardless of gender, nationality, race, or age, with the aim of making the most of individual characteristics and strengths to serve society.

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¹ Social networking service for businesses provided by Facebook

References

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.

LIXIL's Corporate Responsibility

LIXIL is committed to making better homes a reality for everyone, everywhere, and to pursuing the growth of its business through responsible and sustainable innovations. Aligning its business and CR strategies, "Global Sanitation and Hygiene," "Water Conservation & Environmental Sustainability," and "Diversity & Inclusion" form what it calls its three strategic CR pillars. These are the fields in which LIXIL strives to make its biggest positive impact on society, while

contributing to global efforts to achieve the United Nations Sustainable Goals (SDGs).

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. With approximately 60,000 colleagues operating in more than 150 countries, we are proud to make products that touch the lives of more than a billion people every day.

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