



**LIXIL**

**Corporate Responsibility Report 2021**

**Supplementary Publication: Databook**

**ESG data (human resources, environment, other)**

# Contents

---

<b>Human Resource Performance Data</b>	<b>3</b>	<b>Environmental Performance Data</b>	<b>9</b>
1. Number of Employees by Type of Employment	3	1. Procurement	9
2. Number of Employees by Country	3	2. Manufacture / Sales	9
3. Number of New Hires	4	3. Logistics	11
4. Number of Retirees and Turnover Rate	4	4. Use of Products	12
5. Number and Composition Ratio of Female Managers	4	5. CO <sub>2</sub> Emissions by Scope	13
6. Number of Maternity Leave Users	5	6. Scope1, 2 emission intensity per unit of output	14
7. Number of Childcare Leave Users	5	7. Preventing Pollution through Strict Control of Chemical Substances	14
8. Number of Nursing-Care Leave Users	5		
9. Number and Composition Ratio of Employees with Disabilities	6		
10. Average Monthly Overtime Hours per Employee	6	<b>Other</b>	<b>17</b>
11. Paid Leave Days Taken per Employee	6	Contributions and Other Expenditures	17
12. Annual Training Hours and Costs per Employee	7		
13. Occurrence of Work-Related Accidents	7	<b>Independent Practitioner's Assurance Report</b>	<b>18</b>

---

## About the data

LIXIL Corporation has received the independent practitioner's assurance from Deloitte Tohmatsu Sustainability Co., Ltd. for FYE2021 human resource and environmental performance data marked with a ★ icon.

For details, please refer to human resource performance data and scope (pp 3-8) and environmental performance data and scope (pp9-16). Items with restricted scope are displayed on a case-by-case basis.

## Human Resource Performance Data

### 1. Number of Employees by Type of Employment ★

			Number (people)	Ratio (%)		
Japan	Directly employed	Permanent staff	Male	15,272	25.8%	
			Female	5,421	9.2%	
			Total	20,693	35.0%	
		Non-permanent staff	Male	869	1.5%	
			Female	2,571	4.4%	
			Total	3,440	5.8%	
		Male total			16,141	27.3%
		Female total			7,992	13.5%
		Directly employed total			24,133	40.8%
		Indirectly employed			3,004	5.1%
Japan total			27,137	45.9%		
Outside Japan	Directly employed	Permanent staff	Male	21,339	36.1%	
			Female	8,982	15.2%	
			Total	30,321	51.3%	
		Non-permanent staff	Male	1,208	2.0%	
			Female	435	0.7%	
			Total	1,643	2.8%	
		Male total			22,547	38.1%
		Female total			9,417	15.9%
Directly employed total			31,964	54.1%		
Group grand total			59,101	100%		

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

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

\* Indirectly employed: Temporary sub-contract staff

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

### 2. Number of Employees by Country ★

Country	Number (people)
Japan	24,133
Thailand	8,395
Mexico	5,167
China	5,016
Vietnam	4,641
Germany	3,157
US	1,662
South Africa	925
Portugal	767
India	759
Indonesia	169
Singapore	142
France	139
Denmark	112
Poland	105
Other European countries	568
Other Asian countries	155
Other Near and Middle Eastern & African countries	85
<b>Total</b>	<b>56,097</b>

\* Covers directly hired employees only. Data collected according to location of employment or base region.

\* Other Asian countries include Australia. Other European countries include Russia.

**3. Number of New Hires ★**

	FYE2018		FYE2019		FYE2020		FYE2021	
		LIXIL Corp.		LIXIL Corp.		LIXIL Corp.		LIXIL Corp.
Permanent staff	879	349	966	476	971	397	609	401
(new graduates)	(374)	(245)	(499)	(359)	(528)	(320)	(440)	(323)
Non-permanent staff	1,887	385	2,899	444	3,138	384	388	267
Total	2,766	734	3,865	920	4,109	781	997	668

\* Directly hired employees in Japan only (Data from FYE2020 exclude those working at consolidated subsidiaries with 100 or fewer employees).

**4. Number of Retirees and Turnover Rate ★**

	FYE2018		FYE2019		FYE2020		FYE2021	
		LIXIL Corp.		LIXIL Corp.		LIXIL Corp.		LIXIL Corp.
Permanent staff	687	259	694	281	651	300	1,834	1,631
Turnover rate <sup>*1</sup>	2.86%	1.55%	2.87%	1.66%	2.68%	1.75%	8.53%	9.81%
Non-permanent staff	1,730	270	1,536	159	1,920	356	488	346
Total	2,417	529	2,230	440	2,571	656	2,322	1,977

\* Covers directly hired employees in Japan only (Data from FYE2020 exclude those working at consolidated subsidiaries with 100 or fewer employees).

\*1 Turnover rate calculation: Uses the number of employees as of April 1 of the fiscal year as a basis for comparison with the number of retirees through March 31 of the same fiscal year.

**5. Number and Composition Ratio of Female Managers ★**

	FYE2018		FYE2019		FYE2020		FYE2021	
	Number	Ratio	Number	Ratio	Number	Ratio	Number	Ratio
Entire group	780	13.9%	819	14.1%	813	14.0%	756	15.0%
(LIXIL Corp. only)	168	6.1%	168	5.7%	171	5.7%	168	6.0%

\* Covers directly hired employees only. Data collected based on the qualification system used at each operating company.

\* FYE2020 data exclude Permasteelisa Group.

**6. Number of Maternity Leave Users ★**

	FYE2018		FYE2019		FYE2020		FYE2021	
	Number	Ratio	Number	Ratio	Number	Ratio	Number	Ratio
Entire group	300	103.5%	249	96.0%	257	91.8%	175	101.7%
(LIXIL Corp. only)	198	93.0%	169	99.4%	176	97.2%	140	107.9%

\* Covers directly hired employees in Japan only (Data from FYE2020 exclude those working at consolidated subsidiaries with 100 or fewer employees).

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

**7. Number of Childcare Leave Users ★**

	FYE2018		FYE2019		FYE2020		FYE2021	
	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	7	100.0%	11	100.0%	11	100.0%	28	100.0%
Female, entire group	304	95.7%	252	92.4%	238	98.2%	186	97.9%
Total	311	—	263	—	249	—	214	—

\* Covers directly hired employees in Japan only (Data from FYE2020 exclude those working at consolidated subsidiaries with 100 or fewer employees).

**8. Number of Nursing-Care Leave Users ★**

	FYE2018		FYE2019		FYE2020		FYE2021	
	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	—	6	—	7	—	4	—
Female, entire group	13	—	15	—	10	—	2	—
Total	17	100.0%	21	106.3%	17	100.0%	6	90.0%

\* Covers directly hired employees in Japan only (Data from FYE2020 exclude those working at consolidated subsidiaries with 100 or fewer employees).

**9. Number and Composition Ratio of Employees with Disabilities ★**

	FYE2018		FYE2019		FYE2020		FYE2021	
	Number	Ratio	Number	Ratio	Number	Ratio	Number	Ratio
Group total	762	2.39%	784	2.43%	823	2.54%	559	2.25%
(LIXIL Corp. only)	437	2.29%	438	2.26%	458.5	2.33%	453.5	2.32%

\* Covers directly hired employees in Japan only (Data from FYE2020 exclude those working at consolidated subsidiaries with 100 or fewer employees).

\* LIXIL Corporation data for FYE2019 include Senior Life Company Ltd.

\* Employee numbers on June 1 of each fiscal year. However, the number of employees with disabilities for FYE2019 is the number recorded on March 31 of the year.

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

\* The decline in the data for LIXIL and its group companies for FYE2021 is due to the disposal of our shares in LIXIL VIVA CORPORATION, etc.

**10. Average Monthly Overtime Hours per Employee ★**

	FYE2018	FYE2019	FYE2020	FYE2021
	Hours	Hours	Hours	Hours
Entire group	17.1	18.3	17.5	17.0
(LIXIL Corp. only)	21.8	23.6	22.9	16.5

\* Covers directly hired employees in Japan only (Data from FYE2020 exclude those working at consolidated subsidiaries with 100 or fewer employees).

**11. Paid Leave Days Taken per Employee ★**

	FYE2018	FYE2019	FYE2020	FYE2021
	Days	Days	Days	Days
Entire group	8.1	9.5	9.7	9.0
(LIXIL Corp. only)	10.5	10.4	10.9	9.1

\* Covers directly hired employees in Japan only (Data from FYE2020 exclude those working at consolidated subsidiaries with 100 or fewer employees).

## 12. Annual Training Hours and Costs per Employee

	FYE2018		FYE2019		FYE2020		FYE2021	
	Hours	Costs	Hours	Costs	Hours	Costs	Hours	Costs
Entire group	58.1	130,226	11.2	156,556	11.27	22,223	12.3	21,725
(LIXIL Corp. only) ★	23.1	91,395	23.1	80,218	22.9	66,474	21.4	53,331

\* Covers directly hired employees only (Data from FYE2020 exclude those working at Japanese consolidated subsidiaries with 100 or fewer employees).

\* Training hours in FYE2018 do not include online training such as e-learning.

\* Training hours from FYE2019 include online training such as e-learning.

\* FYE2020 data exclude Permasteelisa Group.

## 13. Occurrence of Work-Related Accidents

LTIFR <sup>*1</sup>	FYE2018	FYE2019	FYE2020	FYE2021
Directly and indirectly employed staff ★	0.46	0.54	0.44	0.42
Contractors ★	0.26	0.33	0.25	0.44
Manufacturing industry average <sup>*2</sup>	1.02	1.20	1.20	1.21
Severity rate <sup>*3</sup>	FYE2018	FYE2019	FYE2020	FYE2021
Directly and indirectly employed staff ★	0.013	0.019	0.012	0.013
Contractors ★	0.014	0.007	0.004	0.025
Manufacturing industry average <sup>*2</sup>	0.080	0.100	0.100	0.070
OIFR <sup>*4</sup>	FYE2018	FYE2019	FYE2020	FYE2021
Directly and indirectly employed staff ★	0	0	0	0
Contractors ★	0	0	0	0
Number of work-related fatalities	FYE2018	FYE2019	FYE2020	FYE2021
Directly and indirectly employed staff ★	0	1	0	0
Contractors ★	0	0	0	0

Scope: Covers 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 and its group companies.

\* Excludes GHS Corporation, LIXIL ERA Japan, Corp., and other companies divested during the period covered by the above data.

\*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

## **Scope of Data Collection**

The data covers LIXIL Corporation and its 67 major consolidated subsidiaries (31 in Japan, 36 outside Japan). While the majority of our major consolidated subsidiaries as of March 31, 2021 are covered, the scope of coverage for this data book differs from that for the consolidated financial report. In addition, the scope below does not exactly match that of the data on work-related accidents.

When the number of companies covered is different from any of those numbers mentioned above, the details are displayed on a case-by-case basis.

### Major consolidated subsidiaries in Japan:

LIXIL Logistics Corporation, Maruki Unyu Corporation, Kuwata Co., Ltd., Asahi Tostem Exterior Building Materials Co., Ltd., Fukuyama TOSTEM Corporation, LIXIL TEPCO Smart Partners Inc., G TERIOR Corporation, LIXIL Total Hanbai Corporation, Nishi Kyushu Tostem Co., Ltd., Oita Tostem Co., Ltd., LIXIL Toyo Sash Shoji Co., Ltd., Sonitech Corporation, HANDY TECHNO Co., Ltd., Sobue Industry Corporation, TM.S Corporation, Dinaone Corporation, NITTOCERA Corporation, blisspa japan Inc., Omi Chemical Pottery Corporation, LIXIL Total Service Corporation, LIXIL Renewal Corporation, LIXIL Sales Okinawa Co.,Ltd, Permasteelisa Japan K.K., LIXIL Living Solution Corporation, LIXIL Housing Research Institute, Ltd., GHS Corporation, LIXIL REALTY, Corp., LIXIL ERA Japan ,Corp., Safety Partners Corporation, K-engine Corporation, and LIXIL Home Finance Corporation

### Major consolidated subsidiaries outside Japan:

LIXIL Trading (Shanghai) Corporation, LIXIL TAIWAN CORPORATION, LIXIL INTERNATIONAL Pte. Ltd., LIXIL WINDOW SYSTEMS PRIVATE LIMITED, PT LIXIL ALUMINIUM INDONESIA, TOSTEM THAI Co., Ltd., LIXIL Manufacturing (Dalian) Corporation, LIXIL GLOBAL MANUFACTURING VIETNAM Co., Ltd., Taiwan INAX Corporation, LIXIL Europe S.à r.l., Grohe Group, AS America, Inc., Safety Tubs Company, LLC, AS Logistics, Inc., Decorative Panels International, Inc., LIXIL Canada Inc., AS Maquila Mexico, S. de R.L. de C.V., ASB Ceramica Dominicana, S.A.S, LIXIL Building Materials Manufacturing (Suzhou) Corporation, LIXIL Sanitary Fitting Manufacturing (Suzhou) Corporation, LIXIL Vietnam Corporation, LIXIL (China) Investment Co., Ltd., A-S (China) Co., Ltd., Jiangmen LIXIL AS Sanitary Fitting Manufacturing Co., Ltd, LIXIL AS Sanitary Manufacturing(Shanghai) Co., Ltd, HUA MEI SANITARY WARE Co., Ltd., LIXIL AS Sanitary Manufacturing (Tianjin) Co., Ltd., LIXIL (Thailand) Public Co., Ltd., LIXIL Australia Pty. Ltd., PT AMERICAN STANDARD INDONESIA, LIXIL Philippines Ltd. Co., LIXIL India Private Limited, PT LIXIL TRADING INDONESIA, LIXIL India Sanitaryware Private Limited, LIXIL Philippines Inc., and LIXIL Group (Shanghai) Management Corporation

### **Data collection method and period**

The number of employees is calculated on an original registration basis for each company, mostly as of March 31, 2021.



## Environmental Performance Data

### 1. Procurement

Amount purchased ★		FYE2016		FYE2017		FYE2018		FYE2019		FYE2020		FYE2021	
Raw materials	Metals	258,584	t	266,003	t	289,108	t	297,826	t	283,427	t	249,077	t
	Resins	54,165	t	57,608	t	62,344	t	62,180	t	60,058	t	53,157	t
	Wood	146,779	t	146,478	t	150,413	t	153,563	t	163,347	t	162,535	t
	Ceramics	462,663	t	521,212	t	447,548	t	421,751	t	530,088	t	478,251	t
Total		922,191	t	991,301	t	949,414	t	935,321	t	1,036,921	t	943,021	t
CO <sub>2</sub> emissions from procurement ★		FYE2016		FYE2017		FYE2018		FYE2019		FYE2020		FYE2021	
Scope 3 Category 1 *		3,886	thousand t-CO <sub>2</sub>	3,874	thousand t-CO <sub>2</sub>	4,103	thousand t-CO <sub>2</sub>	4,041	thousand t-CO <sub>2</sub>	3,756	thousand t-CO <sub>2</sub>	3,399	thousand t-CO <sub>2</sub>

\* Past data updated during the process of aggregating data for FYE2021.

### 2. Manufacture / Sales

Energy usage ★		FYE2016		FYE2017		FYE2018		FYE2019		FYE2020		FYE2021	
Purchased electricity		1,187,683	thousand kWh	1,109,943	thousand kWh	1,128,157	thousand kWh	1,127,012	thousand kWh	1,142,354	thousand kWh	1,091,942	thousand kWh
Renewable energy		0	thousand kWh	0	thousand kWh	332	thousand kWh	1,362	thousand kWh	89,113	thousand kWh	139,955	thousand kWh
Internally generated electricity *		94,541	thousand kWh	106,281	thousand kWh	102,885	thousand kWh	94,157	thousand kWh	53,346	thousand kWh	12,790	thousand kWh
Renewable energy		24.0	thousand kWh	23.9	thousand kWh	24.0	thousand kWh	23.3	thousand kWh	23.2	thousand kWh	23.1	thousand kWh
Steam		144	thousand GJ	161	thousand GJ	168	thousand GJ	163	thousand GJ	179	thousand GJ	136	thousand GJ
City gas		175,476	thousand m <sup>3</sup>	201,022	thousand m <sup>3</sup>	204,334	thousand m <sup>3</sup>	197,807	thousand m <sup>3</sup>	191,689	thousand m <sup>3</sup>	161,695	thousand m <sup>3</sup>
Fuel oil		7,140	thousand L	5,924	thousand L	5,240	thousand L	4,974	thousand L	4,856	thousand L	3,925	thousand L
LPG		14,246	thousand kg	16,215	thousand kg	18,835	thousand kg	19,544	thousand kg	17,383	thousand kg	16,388	thousand kg
LNG		13,257	thousand kg	13,435	thousand kg	14,263	thousand kg	14,463	thousand kg	13,639	thousand kg	12,413	thousand kg
Kerosene		2,800	thousand L	2,228	thousand L	2,222	thousand L	2,069	thousand L	1,971	thousand L	1,659	thousand L
Gasoline		8,441	thousand L	8,111	thousand L	7,814	thousand L	7,627	thousand L	6,782	thousand L	4,608	thousand L
Diesel		3,195	thousand L	3,138	thousand L	3,053	thousand L	2,868	thousand L	2,727	thousand L	2,454	thousand L
Coal		15	thousand t	0	thousand t	0	thousand t	0	thousand t	0	thousand t	0	thousand t
Energy consumption total		20,654	thousand GJ	21,968	thousand GJ	22,465	thousand GJ	22,182	thousand GJ	22,396	thousand GJ	19,912	thousand GJ

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

Scope 1, 2 emissions ★	FYE2016		FYE2017		FYE2018		FYE2019		FYE2020		FYE2021	
Purchased electricity *	591.8	thousand t-CO <sub>2</sub>	600.0	thousand t-CO <sub>2</sub>	607.8	thousand t-CO <sub>2</sub>	606.2	thousand t-CO <sub>2</sub>	517.8	thousand t-CO <sub>2</sub>	448.7	thousand t-CO <sub>2</sub>
Steam	8.6	thousand t-CO <sub>2</sub>	9.7	thousand t-CO <sub>2</sub>	10.1	thousand t-CO <sub>2</sub>	9.8	thousand t-CO <sub>2</sub>	10.7	thousand t-CO <sub>2</sub>	8.2	thousand t-CO <sub>2</sub>
Scope 2 total	600.4	thousand t-CO <sub>2</sub>	609.7	thousand t-CO <sub>2</sub>	617.8	thousand t-CO <sub>2</sub>	616.0	thousand t-CO <sub>2</sub>	528.5	thousand t-CO <sub>2</sub>	456.9	thousand t-CO <sub>2</sub>
City gas	379.0	thousand t-CO <sub>2</sub>	433.5	thousand t-CO <sub>2</sub>	440.1	thousand t-CO <sub>2</sub>	427.9	thousand t-CO <sub>2</sub>	415.6	thousand t-CO <sub>2</sub>	351.1	thousand t-CO <sub>2</sub>
Fuel oil	19.3	thousand t-CO <sub>2</sub>	16.1	thousand t-CO <sub>2</sub>	14.2	thousand t-CO <sub>2</sub>	13.5	thousand t-CO <sub>2</sub>	13.2	thousand t-CO <sub>2</sub>	10.6	thousand t-CO <sub>2</sub>
LPG	42.7	thousand t-CO <sub>2</sub>	48.6	thousand t-CO <sub>2</sub>	56.5	thousand t-CO <sub>2</sub>	58.6	thousand t-CO <sub>2</sub>	52.1	thousand t-CO <sub>2</sub>	49.2	thousand t-CO <sub>2</sub>
LNG	35.8	thousand t-CO <sub>2</sub>	36.3	thousand t-CO <sub>2</sub>	38.5	thousand t-CO <sub>2</sub>	39.0	thousand t-CO <sub>2</sub>	36.8	thousand t-CO <sub>2</sub>	33.5	thousand t-CO <sub>2</sub>
Kerosene	7.0	thousand t-CO <sub>2</sub>	5.5	thousand t-CO <sub>2</sub>	5.5	thousand t-CO <sub>2</sub>	5.2	thousand t-CO <sub>2</sub>	4.9	thousand t-CO <sub>2</sub>	4.1	thousand t-CO <sub>2</sub>
Gasoline	19.6	thousand t-CO <sub>2</sub>	18.8	thousand t-CO <sub>2</sub>	18.1	thousand t-CO <sub>2</sub>	17.7	thousand t-CO <sub>2</sub>	15.7	thousand t-CO <sub>2</sub>	10.7	thousand t-CO <sub>2</sub>
Diesel	8.2	thousand t-CO <sub>2</sub>	8.1	thousand t-CO <sub>2</sub>	7.9	thousand t-CO <sub>2</sub>	7.4	thousand t-CO <sub>2</sub>	7.0	thousand t-CO <sub>2</sub>	6.3	thousand t-CO <sub>2</sub>
Coal	34.2	thousand t-CO <sub>2</sub>	0	thousand t-CO <sub>2</sub>	0	thousand t-CO <sub>2</sub>	0	thousand t-CO <sub>2</sub>	0	thousand t-CO <sub>2</sub>	0	thousand t-CO <sub>2</sub>
Scope 1 total	545.8	thousand t-CO <sub>2</sub>	566.9	thousand t-CO <sub>2</sub>	580.9	thousand t-CO <sub>2</sub>	569.3	thousand t-CO <sub>2</sub>	569.3	thousand t-CO <sub>2</sub>	465.6	thousand t-CO <sub>2</sub>
Scope 1, 2 total	1,146.2	thousand t-CO <sub>2</sub>	1,176.6	thousand t-CO <sub>2</sub>	1,198.7	thousand t-CO <sub>2</sub>	1,185.3	thousand t-CO <sub>2</sub>	1,074.0	thousand t-CO <sub>2</sub>	922.5	thousand t-CO <sub>2</sub>

\* Based on emission factors determined by each power utility.

Water intake ★	FYE2016		FYE2017		FYE2018		FYE2019		FYE2020		FYE2021	
Potable water (incl. water intake from other companies)	2,174	thousand m <sup>3</sup>	2,386	thousand m <sup>3</sup>	2,423	thousand m <sup>3</sup>	2,453	thousand m <sup>3</sup>	2,345	thousand m <sup>3</sup>	2,055	thousand m <sup>3</sup>
Industrial water	3,966	thousand m <sup>3</sup>	3,621	thousand m <sup>3</sup>	3,322	thousand m <sup>3</sup>	3,635	thousand m <sup>3</sup>	3,729	thousand m <sup>3</sup>	3,095	thousand m <sup>3</sup>
Ground water	5,593	thousand m <sup>3</sup>	5,307	thousand m <sup>3</sup>	6,387	thousand m <sup>3</sup>	5,753	thousand m <sup>3</sup>	5,394	thousand m <sup>3</sup>	4,494	thousand m <sup>3</sup>
River water	6,050	thousand m <sup>3</sup>	6,713	thousand m <sup>3</sup>	5,932	thousand m <sup>3</sup>	4,835	thousand m <sup>3</sup>	4,657	thousand m <sup>3</sup>	3,640	thousand m <sup>3</sup>
Recycled water (partly includes circulated water)	777	thousand m <sup>3</sup>	864	thousand m <sup>3</sup>	923	thousand m <sup>3</sup>	937	thousand m <sup>3</sup>	875	thousand m <sup>3</sup>	790	thousand m <sup>3</sup>
Water intake total	17,783	thousand m <sup>3</sup>	18,027	thousand m <sup>3</sup>	18,064	thousand m <sup>3</sup>	16,676	thousand m <sup>3</sup>	16,126	thousand m <sup>3</sup>	13,283	thousand m <sup>3</sup>
Water discharge ★	FYE2016		FYE2017		FYE2018		FYE2019		FYE2020		FYE2021	
Water discharge	16,715	thousand m <sup>3</sup>	16,788	thousand m <sup>3</sup>	16,859	thousand m <sup>3</sup>	13,910	thousand m <sup>3</sup>	13,217	thousand m <sup>3</sup>	12,318	thousand m <sup>3</sup>

\* Excluding tenanted properties, etc. that we can't access to assess the water discharge. FYE2016 data also exclude LIXIL Total Service Corporation.

Waste emissions ★	FYE2016		FYE2017		FYE2018		FYE2019		FYE2020		FYE2021	
Sold as valuables	103,330	t	140,041	t	125,373	t	127,410	t	123,216	t	114,107	t
Recycled	123,504	t	136,348	t	141,695	t	161,784	t	184,779	t	167,655	t
Landfilled or incinerated	140,345	t	147,288	t	139,475	t	118,161	t	103,430	t	89,227	t
Hazardous waste emissions ★	FYE2016		FYE2017		FYE2018		FYE2019		FYE2020		FYE2021	
Hazardous waste *	-	t	16,896	t	18,048	t	16,441	t	13,789	t	12,544	t

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

Waste recycling ratio	FYE2016		FYE2017		FYE2018		FYE2019		FYE2020		FYE2021	
Japan and Europe	93.2	%	95.4	%	96.4	%	96.8	%	97.5	%	97.1	%
(Japan)	93.2	%	95.8	%	96.9	%	96.6	%	97.4	%	96.9	%
(Europe)	93.1	%	93.4	%	93.9	%	98.1	%	98.0	%	98.2	%
Asia (excluding Japan)	58.3	%	62.7	%	61.0	%	62.0	%	90.6	%	91.5	%
North America	17.3	%	25.0	%	19.1	%	33.7	%	26.9	%	39.3	%

Air pollutant emissions ★	FYE2017		FYE2018		FYE2019		FYE2020		FYE2021	
NOx	405	t	455	t	553	t	565	t	463	t
SOx	37	t	54	t	63	t	115	t	60	t
Soot and dust *1	523	t	592	t	426	t	588	t	567	t

\* Data covers production sites subject to regulatory monitoring for NOx, SOx, soot and dust emissions.

\*1 Past data updated during the process of aggregating data for FYE2021.

### 3. Logistics

Amount of energy used ★	FYE2016		FYE2017		FYE2018		FYE2019		FYE2020		FYE2021	
Crude oil equivalent basis	44.9	thousand kL	43.8	thousand kL	45.9	thousand kL	45.9	thousand kL	45.9	thousand kL	40.7	thousand kL
Energy consumption	1,740	thousand GJ	1,698	thousand GJ	1,778	thousand GJ	1,778	thousand GJ	1,780	thousand GJ	1,577	thousand GJ
CO <sub>2</sub> emissions from transportation ★	FYE2016		FYE2017		FYE2018		FYE2019		FYE2020		FYE2021	
Scope 3 Category 4 (Crude oil equivalent basis)	119	thousand t-CO <sub>2</sub>	117	thousand t-CO <sub>2</sub>	122	thousand t-CO <sub>2</sub>	122	thousand t-CO <sub>2</sub>	122	thousand t-CO <sub>2</sub>	108	thousand t-CO <sub>2</sub>

\* Data covers the services in Japan which LIXIL Corporation was identified as the consigner.

**4. Use of Products**

CO <sub>2</sub> emissions from product use ★	FYE2016		FYE2017		FYE2018		FYE2019		FYE2020		FYE2021	
Scope 3 Category 11	105,574	thousand t-CO <sub>2</sub>	115,844	thousand t-CO <sub>2</sub>	111,547	thousand t-CO <sub>2</sub>	109,025	thousand t-CO <sub>2</sub>	112,318	thousand t-CO <sub>2</sub>	102,351	thousand t-CO <sub>2</sub>

\* Past data updated during the process of aggregating data for FYE2021.

CO <sub>2</sub> emissions reduction attributable to products and services	FYE2016		FYE2017		FYE2018		FYE2019		FYE2020		FYE2021	
CO <sub>2</sub> emissions reduced	50,952	thousand t-CO <sub>2</sub>	59,634	thousand t-CO <sub>2</sub>	60,186	thousand t-CO <sub>2</sub>	63,086	thousand t-CO <sub>2</sub>	66,020	thousand t-CO <sub>2</sub>	65,565	thousand t-CO <sub>2</sub>
vs. base year	1.00	times	1.17	times	1.18	times	1.24	times	1.30	times	1.29	times

\* An estimated cumulative amount of CO<sub>2</sub> emissions reduced by using LIXIL's eco-conscious products and services, in comparison to the reduction achievable by its conventional products.

\* Past data updated during the process of aggregating data for FYE2021.

5. CO<sub>2</sub> Emissions by Scope

		FYE2016		FYE2017		FYE2018		FYE2019		FYE2020		FYE2021	
Scope 1 ★		546	thousand t-CO <sub>2</sub>	567	thousand t-CO <sub>2</sub>	581	thousand t-CO <sub>2</sub>	569	thousand t-CO <sub>2</sub>	545	thousand t-CO <sub>2</sub>	466	thousand t-CO <sub>2</sub>
Scope 2 ★		600	thousand t-CO <sub>2</sub>	610	thousand t-CO <sub>2</sub>	618	thousand t-CO <sub>2</sub>	616	thousand t-CO <sub>2</sub>	529	thousand t-CO <sub>2</sub>	457	thousand t-CO <sub>2</sub>
Scope 3		FYE2016		FYE2017		FYE2018		FYE2019		FYE2020		FYE2021	
1	Purchased goods & services ★	3,886	thousand t-CO <sub>2</sub>	3,874	thousand t-CO <sub>2</sub>	4,103	thousand t-CO <sub>2</sub>	4,041	thousand t-CO <sub>2</sub>	3,756	thousand t-CO <sub>2</sub>	3,399	thousand t-CO <sub>2</sub>
2	Capital goods	298	thousand t-CO <sub>2</sub>	196	thousand t-CO <sub>2</sub>	216	thousand t-CO <sub>2</sub>	201	thousand t-CO <sub>2</sub>	235	thousand t-CO <sub>2</sub>	213	thousand t-CO <sub>2</sub>
3	Fuel- and energy-related activities (not included in Scope 1 or 2)	150	thousand t-CO <sub>2</sub>	161	thousand t-CO <sub>2</sub>	165	thousand t-CO <sub>2</sub>	165	thousand t-CO <sub>2</sub>	158	thousand t-CO <sub>2</sub>	190	thousand t-CO <sub>2</sub>
4	Upstream transportation & distribution ★	119	thousand t-CO <sub>2</sub>	117	thousand t-CO <sub>2</sub>	122	thousand t-CO <sub>2</sub>	122	thousand t-CO <sub>2</sub>	122	thousand t-CO <sub>2</sub>	108	thousand t-CO <sub>2</sub>
5	Waste generated operations	387	thousand t-CO <sub>2</sub>	407	thousand t-CO <sub>2</sub>	386	thousand t-CO <sub>2</sub>	308	thousand t-CO <sub>2</sub>	298	thousand t-CO <sub>2</sub>	257	thousand t-CO <sub>2</sub>
6	Business travel	8	thousand t-CO <sub>2</sub>	7	thousand t-CO <sub>2</sub>	7	thousand t-CO <sub>2</sub>	8	thousand t-CO <sub>2</sub>	8	thousand t-CO <sub>2</sub>	8	thousand t-CO <sub>2</sub>
7	Employee commuting	28	thousand t-CO <sub>2</sub>	23	thousand t-CO <sub>2</sub>	26	thousand t-CO <sub>2</sub>	29	thousand t-CO <sub>2</sub>	29	thousand t-CO <sub>2</sub>	27	thousand t-CO <sub>2</sub>
8	Upstream leased assets *1	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>
9	Downstream transportation & distribution *2	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>
10	Processing of sold products *2	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>
11	Use of sold products ★ *3	105,574	thousand t-CO <sub>2</sub>	115,844	thousand t-CO <sub>2</sub>	111,547	thousand t-CO <sub>2</sub>	109,025	thousand t-CO <sub>2</sub>	112,318	thousand t-CO <sub>2</sub>	102,351	thousand t-CO <sub>2</sub>
12	End of life treatment of sold products	485	thousand t-CO <sub>2</sub>	496	thousand t-CO <sub>2</sub>	470	thousand t-CO <sub>2</sub>	522	thousand t-CO <sub>2</sub>	446	thousand t-CO <sub>2</sub>	464	thousand t-CO <sub>2</sub>
13	Downstream leased assets *2	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>
14	Franchises *2	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>
15	Investments *2	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>	—	thousand t-CO <sub>2</sub>
Scope 3 total		110,936	thousand t-CO <sub>2</sub>	121,123	thousand t-CO <sub>2</sub>	117,043	thousand t-CO <sub>2</sub>	114,420	thousand t-CO <sub>2</sub>	117,370	thousand t-CO <sub>2</sub>	107,017	thousand t-CO <sub>2</sub>
Scope 1, 2, 3 total		112,082	thousand t-CO <sub>2</sub>	122,300	thousand t-CO <sub>2</sub>	118,242	thousand t-CO <sub>2</sub>	115,606	thousand t-CO <sub>2</sub>	118,444	thousand t-CO <sub>2</sub>	107,940	thousand t-CO <sub>2</sub>

\*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 Past data updated during the process of aggregating data for FYE2021.

**6. Scope1, 2 emission intensity per unit of output**

	FYE2016		FYE2017		FYE2018		FYE2019		FYE2020		FYE2021	
Emission intensity per unit of output	1,593	t-CO <sub>2</sub> /million yen	1,610	t-CO <sub>2</sub> /million yen	1,555	t-CO <sub>2</sub> /million yen	1,477	t-CO <sub>2</sub> /million yen	1,358	t-CO <sub>2</sub> /million yen	1,296	t-CO <sub>2</sub> /million yen

**7. 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.

**Environmental Law Violations**

	FYE2016	FYE2017	FYE2018	FYE2019	FYE2020	FYE2021
Number of environmental law violations	0	0	0	0	0	0
Total amount of fines/penalties from the above	0	0	0	0	0	0
Environmental liability	0	0	0	0	0	0

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

### [ Total Energy Consumption Calculation Method ]

- Energy consumption (manufacture & sales) = (Electricity, fuel & water consumption) × (Energy conversion coefficient)<sup>\*1</sup>
- Energy consumption (logistics) = (Transported weight) × (Transportation distance) × (Energy conversion coefficient)<sup>\*2</sup>

\*1 Electricity, fuel: Heat value per unit per energy source as specified in the Act on Rational Use of Energy

Water: Conversion coefficient calculated from CFP (Carbon Footprint of Products) Communication Program, Basic Database Version 1.01

\*2 Unit fuel consumption and unit calorific value using improved tons × distance method as specified in the Act of Rational Use of Energy (Measures Pertaining to Consigners)

### [ CO<sub>2</sub> Conversion Coefficients Used to Convert CO<sub>2</sub> Emissions ]

- CO<sub>2</sub> emissions (procurement) = (Amount of purchased raw materials) × (CO<sub>2</sub> conversion coefficient<sup>\*3</sup>) + (Cost of purchasing parts & materials) × (CO<sub>2</sub> conversion coefficient<sup>\*4</sup>)
- CO<sub>2</sub> emissions (manufacture & sales) = (Electricity & Fuel consumption) × (CO<sub>2</sub> conversion coefficient<sup>\*5</sup>)
- CO<sub>2</sub> emissions (logistics) = (Transported weight) × (Transportation distance) × (CO<sub>2</sub> conversion coefficient<sup>\*6</sup>)
- CO<sub>2</sub> emissions (product usage) = (Electricity, Fuel & Water consumption per each product) × (Amount of sales) × (CO<sub>2</sub> conversion coefficient<sup>\*7</sup>)

\*3 Conversion coefficient calculated from LCI database IDEA v2

\*4 Emissions intensity from Basic Guidelines on Accounting for Greenhouse Gas Emissions Throughout the Supply Chain Version 2.4

\*5 Purchased electricity: Emissions intensity of each country from CO<sub>2</sub> EMISSIONS FROM FUEL COMBUSTION 2015 EDITION (IEA)

Fuel: Coefficient of fuel usage as specified in the Act of Rational Use of Energy

\*6 Emissions intensity from unit fuel consumption and unit calorific value using improved tons × distance method as specified in the Act of Rational Use of Energy (Measures Pertaining to Consigners)

\*7 Coefficients for LIXIL brand's products are as below

Electricity: 0.447 kg CO<sub>2</sub>/kWh (Japan Electrical Manufacturers' Association)

City gas: 2.23 kg CO<sub>2</sub>/m<sup>3</sup> (Japan Valve Manufacturers' Association)

Water: 0.23 kg CO<sub>2</sub>/m<sup>3</sup> (Assumed using an industry matrix)

Coefficients for other brands' products are set by each brand or region of sales

### [ Value Chain CO<sub>2</sub> Emissions Calculation Method ]

- Calculated based on 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 2.2 (Japan's Ministry of the Environment and Ministry of Economy, Trade and Industry).

### **Scope of Data Collection**

In principle, environmental performance data covers LIXIL Corporation and its consolidated subsidiaries as of March 31, 2021, 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 an LIXIL's operating company are treated as being part of the LIXIL. Major production plants of non-consolidated companies are also included in the scope. Please note that the scope of environmental performance data differs from the scope of subsidiaries for the consolidated financial report. Where scope of data is different to those stated above, details are specified in the footnotes.

Major consolidated subsidiaries in Japan:

LIXIL Logistics Corporation, Maruki Unyu Corporation, Kuwata Co., Ltd., Asahi Tostem Exterior Building Materials Co., Ltd., Fukuyama TOSTEM Corporation, LIXIL TEPCO Smart Partners Inc., G TERIOR Corporation, LIXIL Total Hanbai Corporation, Nishi Kyushu Tostem Co., Ltd., Oita Tostem Co., Ltd., LIXIL Toyo Sash Shoji Co., Ltd., Sonitech Corporation, HANDY TECHNO Co., Ltd., Sobue Industry Corporation, TM.S Corporation, Dinaone Corporation, NITTOCERA Corporation, blisspa japan Inc., LIXIL Window Products Inc., Omi Chemical Pottery Corporation, LIXIL Total Service Corporation, LIXIL Renewal Corporation, LIXIL Sales Okinawa Co., LIXIL Living Solution Corporation, LIXIL Housing Research Institute, Ltd., LIXIL REALTY, Corp., Safety Partners Corporation, LIXIL Group Finance Corporation, LIXIL Home Finance Corporation, and LIXIL Travel Corporation

Major consolidated subsidiaries outside Japan:

PT LIXIL ALUMINIUM INDONESIA, TOSTEM THAI Co., Ltd., LIXIL Manufacturing (Dalian) Corporation, LIXIL GLOBAL MANUFACTURING VIETNAM Co., Ltd., AS America, Inc., Safety Tubs Company, LLC, Decorative Panels International, Inc., LIXIL Canada Inc., AS Maquila Mexico, S. de R.L. de C.V., LIXIL Building Materials Manufacturing (Suzhou) Corporation, LIXIL Sanitary Fitting Manufacturing (Suzhou) Corporation, LIXIL Vietnam Corporation, Jiangmen LIXIL AS Sanitary Fitting Manufacturing Co., Ltd, LIXIL AS Sanitary Manufacturing(Shanghai) Co., Ltd, HUA MEI SANITARY WARE Co., Ltd., LIXIL AS Sanitary Manufacturing (Tianjin) Co., Ltd., LIXIL (Thailand) Public Co., PT AMERICAN STANDARD INDONESIA, LIXIL India Sanitaryware Private Limited, American Standard Brands production sites, and GROHE Group production sites

\* Scope of Past Data Collection

LIXIL VIVA CORPORATION and Permasteelisa Group are not covered by FYE2016–FYE2020 data due to divestment.

### **Procurement, Logistics, and Product Usage Data**

Procurement:

All raw materials, parts, and packaging materials used for products, which are managed by each procurement department in LIXIL Water Technology and LIXIL Housing Technology are included in the calculations. Manufacturing equipment and office supplies are excluded from the calculations.

Logistics:

The scope of data calculation covers only the LIXIL transports which are designated as the specified consigner by the Act on the Rational Use of 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.



## Other

### Contributions and Other Expenditures

LIXIL's CR 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 10 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 FYE2021, approximately 98% 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 FYE2021, 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), and the Japan Business Federation (an economic organization comprising leading Japanese companies and major industry associations).

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.

	FYE2018	FYE2019	FYE2020	FYE2021
Lobbying, stakeholder representation, and similar activities	*1 9,393,180円	0円	0円	0円
District, regional, and national political activities/candidates	1,035,540円	731,000円	250,432円	539,096円
Business associations, taxdeductible organizations (think tanks, etc.)	88,161,012円	86,171,596円	64,487,187円	47,156,838円
Other (expenditures relating to local and national referenda)	0円	0円	0円	0円
Total (Yen)	98,607,535	86,902,596	64,737,619	47,695,934

Scope of Data Collection : LIXIL and its group companies

\*Data for Permasteelisa Group cover FYE2019 and FYE2020, and data for China and Asia Pacific cover FYE2021.

\*1 The significant increase in the total for FYE2018 is due to our business in the US being engaged in consultations and services in regards to NAFTA and water regulation in California (as indicated in the lobbying fees in FYE2018).

**Deloitte.**

デロイト トーマツ

(TRANSLATION)

Independent Practitioner's Assurance Report

August 30, 2021

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

Masahiko Sugiyama  
 Representative Director  
 Deloitte Tohmatsu Sustainability Co., Ltd.  
 3-2-3, Manunouchi, Chiyoda-ku, Tokyo

We have undertaken a limited assurance engagement of the ESG data indicated with ★ for the year ended March 31, 2021 (the "ESG Information") included in the "LIXIL Corporate Responsibility Report 2021 Supplementary Publication: Databook" (the "Report") of LIXIL Corporation (the "Company").

The Company's Responsibility

The Company is responsible for the preparation of the ESG Information in accordance with the calculation and reporting standard adopted by the Company (as described in Scope of Data Collection 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 Control

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 Control 1, *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements*, and accordingly maintain a comprehensive system of quality control 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 Information 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 Guidance 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.
- Performing interviews of responsible persons and inspecting documentary evidence 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 Information 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