

Human Resource Performance

Scope of Data Collection

The LIXIL Group employee-related data covers: LIXIL Group Corporation, its 5 operating companies*¹, LIXIL Corporation's 38 major subsidiaries (15 companies in Japan*² and 23 groups/companies outside Japan*³), LIXIL Living Solution Corporation's 4 major subsidiaries*⁴. LIXIL Group Finance Corporation's 1 major subsidiaries*⁵ and The number of groups and companies covered is 48 in total. While the majority of LIXIL Group Corporation's major subsidiaries as of March 31, 2016 are covered, please note that the scope of employee related data differs from the scope of subsidiaries for the consolidated financial report.

*LIXIL Group Corporation and its consolidated subsidiaries and second-tier subsidiaries (sub-subsidiaries) are covered.

Operating companies of LIXIL Group Corporation*¹

LIXIL Corporation, LIXIL VIVA CORPORATION, JIO Corporation,
LIXIL Group Finance Corporation and LIXIL Living Solution Corporation

Major subsidiaries of LIXIL Corporation

• Consolidated subsidiaries in Japan*²:

LIXIL Total Service Corporation, Kawashima Selkon Textiles Co., Ltd., LIXIL Total Hanbai Corporation, LIXIL SUZUKI SHUTTER CORPORATION, HIVIC CO., LTD., G TERIOR Corporation, Asahi Tostem Exterior Building Materials Co., Ltd., LIXIL Toyo Sash Shoji Co., Ltd., LIXIL RENEWAL Corporation, TM.S Corporation, Ltd., Kuwata Co., Ltd., Dinaone Corporation, Oita Tostem Co., Ltd., Nishi Kyushu Tostem Co., Ltd., and LIXIL ENERGY CO., Ltd.

• Consolidated subsidiaries outside Japan*³:

Grohe Group, Permasteelisa Group, TOSTEM THAI Co., Ltd., LIXIL Manufacturing (Dalian) Corporation, LIXIL Vietnam Corporation, LIXIL GLOBAL MANUFACTURING VIETNAM Co., Ltd., LIXIL (Thailand) Public Co., Ltd., PT AMERICAN STANDARD INDONESIA, AMERICAN STANDARD VIETNAM Co.Ltd., LIXIL-Haier Housing Products (Qingdao) Co., Ltd., LIXIL Sanitary Fitting Manufacturing (Suzhou) Corporation, LIXIL Building Materials Manufacturing (Suzhou) Corporation, LIXIL Korea Inc, Star Alubuild Private Limited, LIXIL SUZUKI Shutter Manufacturing Corporation, PT LIXIL ALUMINIUM INDONESIA, LG-TOSTEM BM Co., Ltd, Taiwan INAX Corporation, LIXIL Philippines Ltd., Co, LIXIL International Pte.,Ltd, LIXIL India Private Limited, ASD Americas Holding Corp., A-S CHINA PLUMBING PRODUCTS Ltd.

Subsidiaries of LIXIL Living Solution Corporation*⁴

• Consolidated subsidiaries in Japan:

LIXIL REALTY, Corp., JAPAN HOME SHIELD CORPORATION , LIXIL Housing Research Institute, Ltd., CLASSIS Corporation

Subsidiaries of LIXIL Group Finance Corporation*⁵

• Consolidated subsidiaries in Japan:

LIXIL Home Finance Corporation

Data Collection Method and Period

The number of employees is calculated on an original registration basis for each company, mainly as of March 31, 2016.