

[This is an English translation of the original text written in Japanese]



March 28, 2022

LIXIL Corporation

Kinya Seto

Representative Executive Officer, President, and CEO

(First Section of TSE/NSE, code 5938)

(Contact):

Kayo Hirano

Senior Vice President, Leader, Investor Relations Office

### **Notification Regarding Determination of Director Candidates and Proposal of Executive Officers**

LIXIL Corporation (hereinafter "LIXIL") hereby gives notice that its Nomination Committee has today determined candidates for the position of Director, as indicated below, to be proposed at the 80th Annual General Meeting of Shareholders, which is scheduled to be held in June 2022.

The Nomination Committee proposes to increase the number of director candidates by one in line with the expected transition of the role of the Board of Directors (from the "phase of governance restructuring" to the "phase of further contribution to the growth strategy") and from the perspective of a smooth structural transition based on the Outside Directors' Succession Plan.

In addition, LIXIL hereby announces that its Nomination Committee today resolved its proposal for the Chairperson of the Board of Directors and composition of each committee member following the Annual General Meeting of Shareholders to be held in June 2022, and reported to the subsequent meeting of the Board of Directors. The proposal is outlined below. Furthermore, the Board of Directors determined candidates to serve as Executive Officers, which is scheduled to be resolved and become effective on April 1, 2022. Details are indicated below.

1. Regarding Director Candidates

(1) List of candidates for the position of director:

(\*: independent outside directors, ◎: newly appointed candidate, underline: female candidate)

	Name	Current position
*	Tamio Uchibori	Current Director, Member of Audit Committee, Member of Compensation Committee, and Member of Governance Committee, LIXIL Corporation
*	<u>Shiho Konno</u>	Current Director, Member of Audit Committee and Member of Governance Committee, LIXIL Corporation
*	Teruo Suzuki	Current Director, Chairperson of Audit Committee and Member of Governance Committee, LIXIL Corporation
* ◎	<u>Mayumi Tamura</u>	Current Outside Director of Shimizu Corporation and Outside Audit & Supervisory Board Member of Kyowa Kirin Co., Ltd.
*	Yuji Nishiura	Current Director, Chairperson of Nomination Committee, Member of Compensation Committee, and Member of Governance Committee, LIXIL Corporation
*	Daisuke Hamaguchi	Current Director, Chairperson of Compensation Committee, Member of Nomination Committee, and Member of Governance Committee, LIXIL Corporation
*	Masatoshi Matsuzaki	Current Director, Chairperson of the Board of Directors, Chairperson of Governance Committee, and Member of Nomination Committee, LIXIL Corporation
*	<u>Mariko Watahiki</u>	Current Director, Member of Nomination Committee and Member of Governance Committee, LIXIL Corporation
	Kinya Seto	Current Director, Representative Executive Officer, President, and Chief Executive Officer, LIXIL Corporation
	Sachio Matsumoto	Current Director, Representative Executive Officer, Executive Vice President, Finance, Treasury, and M&A, and Chief Financial Officer, LIXIL Corporation
	<u>Hwa Jin Song</u> <u>Montesano</u>	Current Director, Executive Officer, Executive Vice President, Human Resources and General Affairs, Public Affairs, Investor Relations, External Affairs, and Corporate Responsibility, and Chief People Officer, LIXIL Corporation

(2) Bio of newly appointed independent outside director candidate

Name	Bio
Mayumi Tamura (Date of Birth: May 22, 1960)	Apr. 1983 Joined Sony Corporation (currently Sony Group Corporation) Sep. 1991 Joined Johnson Company, Limited Jul. 2002 Executive Officer of JohnsonDiversey Co., Ltd. (currently CxS Corporation) Dec. 2004 CFO of adidas Japan K.K. Jun. 2007 Executive Officer, Senior Vice President and CFO of THE SEIYU, LTD. May 2010 Executive Officer, Senior Vice President and CFO of Walmart Japan Holdings GK. (currently Seiyu Holdings Co., Ltd.) Executive Officer, Senior Vice President and CFO of Seiyu GK (currently Seiyu Co., Ltd.) Jun. 2015 Outside Auditor of Honda Motor Co., Ltd. Jun. 2017 Outside Director, Audit and Supervisory Committee Member of Honda Motor Co., Ltd. Jun. 2017 Outside Director of Hitachi High-Technologies Corporation (currently Hitachi High-Tech Corporation) Jun. 2019 Outside Director of Shimizu Corporation (incumbent) Mar. 2022 Outside Audit & Supervisory Board Member of Kyowa Kirin Co., Ltd. (incumbent)

2. Scheduled Composition of the Committees (to be discussed at the Board of Directors' meeting following the Annual General Meeting of Shareholders to be held in June 2022)

Chairperson of the Board of Directors	Masatoshi Matsuzaki	(Independent outside director)
---------------------------------------	---------------------	--------------------------------

Nomination Committee

Chairperson	Yuji Nishiura	(Independent outside director)
Member	Shiho Konno	(Independent outside director)
Member	Daisuke Hamaguchi	(Independent outside director)
Member	Masatoshi Matsuzaki	(Independent outside director)
Member	Mariko Watahiki	(Independent outside director)

Audit Committee

Chairperson	Teruo Suzuki	(Independent outside director)
Member	Tamio Uchibori	(Independent outside director)
Member	Shiho Konno	(Independent outside director)
Member	Mayumi Tamura	(Independent outside director)

Compensation Committee

Chairperson	Daisuke Hamaguchi	(Independent outside director)
Member	Tamio Uchibori	(Independent outside director)
Member	Yuji Nishiura	(Independent outside director)
Member	Mariko Watahiki	(Independent outside director)

Governance Committee

Chairperson	Masatoshi Matsuzaki	(Independent outside director)
Member	Tamio Uchibori	(Independent outside director)
Member	Shiho Konno	(Independent outside director)
Member	Teruo Suzuki	(Independent outside director)
Member	Mayumi Tamura	(Independent outside director)
Member	Yuji Nishiura	(Independent outside director)
Member	Daisuke Hamaguchi	(Independent outside director)
Member	Mariko Watahiki	(Independent outside director)

### 3. Regarding Executive Officers

List of executive officers (scheduled to be resolved and effective on April 1, 2022)

(\*: concurrently serves as a director, underline: female)

	Name	Title	Roles, etc.
*	Kinya Seto	Representative Executive Officer, Executive Officer and President	Chief Executive Officer
*	Sachio Matsumoto	Representative Executive Officer, Executive Officer and Executive Vice President	Finance, Treasury, and M&A, and Chief Financial Officer
*	<u>Hwa Jin Song</u> <u>Montesano</u>	Executive Officer and Executive Vice President	Human Resources and General Affairs, Public Affairs, Investor Relations, External Affairs, and Corporate Responsibility, and Chief People Officer
	Yugo Kanazawa	Executive Officer and Executive Vice President	Marketing, Digital, and IT, and Chief Digital Officer
	Bijoy Mohan	Executive Officer and Executive Vice President	LIXIL International
	Satoshi Yoshida	Executive Officer and Executive Vice President	LIXIL Housing Technology
	Hiroyuki Oonishi	Executive Officer and Executive Vice President	LIXIL Water Technology Japan
	<u>Shoko Kimijima</u>	Executive Officer and Executive Vice President	Legal, Compliance, and Corporate Audit, and Chief Legal and Compliance Officer

End