

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



March 27, 2023

LIXIL Corporation
Kinya Seto
Representative Executive Officer, President, and CEO
(TSE Prime market and NSE Premier market, code 5938)

(Contact):

Kayo Hirano
Senior Vice President, Leader, Investor Relations Office and
Leader, Finance & Treasury Corporate Accounting & Treasury/Tax

Notification Regarding Change of Representative Executive Officer (Increase in the Number of Representative Executive Officers), Determination of Director Candidates, and Proposal of Executive Officers

LIXIL Corporation (hereinafter “LIXIL”) hereby gives notice that the Board of Directors has today determined candidates to serve as Representative Executive Officers and Executive Officers, which is scheduled to be resolved and become effective on April 1, 2023. Also, the Nomination Committee has today determined candidates for the position of Director, as indicated below, to be proposed at the 81st Annual General Meeting of Shareholders, which is scheduled to be held in June 2023.

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 2023, and reported to the subsequent meeting of the Board of Directors. The proposal is outlined below.

1. Change of Representative Executive Officer (increase in the number of Representative Executive Officers)

(1) Reason for the change:

Ms. Montesano has expanded her responsibilities at LIXIL by utilizing her wealth of experience and knowledge. By newly appointing Ms. Montesano as Representative Executive Officer with responsibilities for oversight and management of the overall business execution of LIXIL and its group companies, the LIXIL group aims to achieve sustainable growth and enhance its corporate value.

(2) Details of the change in Representative Executive Officer (effective April 1, 2023):

Name	New Positions	Current Positions
Hwa Jin Song Montesano	Director, Representative Executive Officer, Executive Vice President, Human Resources, Communications, External Affairs, and Impact Strategy, and Chief People Officer, LIXIL Corporation	Director, Executive Officer, Executive Vice President, Human Resources, General Affairs, Public Affairs, External Affairs, and Corporate Responsibility, and Chief People Officer, LIXIL Corporation

As a result of this change, Mr. Kinya Seto, Mr. Sachio Matsumoto, and Ms. Hwa Jin Song Montesano will serve as Representative Executive Officers as of April 1, 2023.

(3) Bio of newly appointed Representative Executive Officer

Date of Birth	Bio
April 24, 1971	<p>Sep. 1995 Congressional Affairs Director, Korea Economic Institute of America</p> <p>Jul. 2001 Corporate & Government Affairs Director, Asia Pacific, GlaxoSmithKline plc.</p> <p>Jul. 2005 Vice President, Communications, Asia Region, GE Money</p> <p>Mar. 2009 Vice President, Corporate & Government Affairs, Asia Pacific, Kraft Foods, Inc. (currently Mondelez International, Inc.)</p> <p>Jul. 2012 Vice President, Global Public Affairs, GSK Vaccines</p> <p>Nov. 2014 Executive Officer and Managing Director, in charge of Public Affairs, CSR, Environmental Strategy, the Company</p> <p>Nov. 2014 Senior Managing Executive Officer and Chief Public Affairs Officer, LIXIL Corporation (*)</p> <p>Feb. 2015 Director, Senior Managing Executive Officer and Chief Public Affairs Officer, LIXIL Corporation (*)</p> <p>Nov. 2015 Executive Officer and Managing Director, in charge of Public Affairs, Corporate Responsibility, the Company</p> <p>Jun. 2016 Executive Officer and Managing Director, in charge of Public Affairs, Investor Relations, External Affairs, Corporate Responsibility, the Company</p> <p>Sep. 2017 Director, Senior Managing Director, Chief Public Affairs Officer and Social Sanitation Initiative Supervisor, and Supervisor, Headquarters for the Promotion of the Tokyo 2020 Olympic and Paralympic Games, LIXIL Corporation (*)</p>

	<p>Jun. 2018 Executive Officer and Managing Director, in charge of Public Affairs, Investor Relations, External Affairs, Corporate Responsibility and Chief Public Affairs Officer, the Company</p> <p>Jun. 2019 Executive Officer and Managing Director, in charge of Public Affairs, Investor Relations, External Affairs, Corporate Responsibility, Personnel and Chief Public Affairs Officer and Chief Human Resource Officer, the Company</p> <p>Apr. 2020 Executive Officer and Managing Director, in charge of Human Resources, General Affairs, Public Affairs, Investor Relations, External Affairs, Corporate Responsibility and Chief People Officer, the Company</p> <p>Apr. 2020 Director, Senior Managing Director, Chief People Officer and SATO Business Supervisor, and Supervisor, Headquarters for the Promotion of the Tokyo 2020 Olympic and Paralympic Games, LIXIL Corporation (*)</p> <p>Jun. 2020 Director, Executive Vice President in charge of Human Resources, General Affairs, Public Affairs, Investor Relations, External Affairs, Corporate Responsibility and Chief People Officer, the Company</p> <p>Mar. 2022 Outside Director, Yamaha Motor Co., Ltd. (incumbent)</p> <p>Oct. 2022 Director, Executive Vice President in charge of Human Resources, General Affairs, Public Affairs, External Affairs, and Corporate Responsibility, and Chief People Officer, the Company (incumbent)</p>
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*The Company (surviving company) merged its 100% subsidiary LIXIL Corporation (absorbed company) on December 1, 2020. The "LIXIL Corporation" shown in the chart is the absorbed company.

Number of shares of the Company owned: 49,558 shares (as of March 27, 2023)

2. Regarding Director Candidates

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

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

	Name	Current position (as of March 27, 2023)
* ◎	Jun Aoki	Representative Director, Junpumanpan Inc.
* ◎	Shigeki Ishizuka	Vice Chairman, Sony Group Corporation and Outside Director, Marubeni Corporation
*	<u>Shiho Konno</u>	Director, Member of Nomination Committee, Member of Audit Committee, and Member of Governance Committee, LIXIL Corporation
*	<u>Mayumi Tamura</u>	Director, Member of Audit Committee, and Member of Governance Committee, LIXIL Corporation
*	Yuji Nishiura	Director, Chairperson of Nomination Committee, Member of Compensation Committee, and Member of Governance Committee, LIXIL Corporation
*	Daisuke Hamaguchi	Director, Chairperson of Compensation Committee, Member of Nomination Committee, and Member of Governance Committee, LIXIL Corporation
*	Masatoshi Matsuzaki	Director, Chairperson of the Board of Directors, Chairperson of Governance Committee, and Member of Nomination Committee, LIXIL Corporation
*	<u>Mariko Watahiki</u>	Director, Member of Nomination Committee, Member of Compensation Committee, and Member of Governance Committee, LIXIL Corporation
	Kinya Seto	Director, Representative Executive Officer, President, and Chief Executive Officer, LIXIL Corporation
	Sachio Matsumoto	Director, Representative Executive Officer, Executive Vice President, Finance, Treasury, M&A, and Investor Relations, and Chief Financial Officer, LIXIL Corporation
	<u>Hwa Jin Song</u> <u>Montesano</u>	Director, Executive Officer, Executive Vice President, Human Resources, General Affairs, Public Affairs, External Affairs, and Corporate Responsibility, and Chief People Officer, LIXIL Corporation

(2) Outside directors to retire

Tamio Uchibori

Teruo Suzuki

(3) Bio of newly appointed outside director candidates

Name	Bio
<p>Jun Aoki (Date of Birth: April 30, 1957)</p>	<p>Apr. 1980 Joined Maki and Associates Apr. 1991 Associate Consultant, McKinsey & Company Inc. Japan Office Jul. 1993 Engagement Manager, McKinsey & Company Inc. Japan Office Jul. 1995 Senior Engagement Manager, McKinsey & Company Inc. Japan Office Feb. 1999 CEO, BNP Paribas Cardif Japan Nov. 2011 Head of International Human Resources, BNP Paribas Cardif (France) Nov. 2014 Corporate Advisor, Shiseido Co., Ltd. Apr. 2015 Corporate Officer, Chief People Officer, Department Director, Human Resources Department, Shiseido Co., Ltd. Jan. 2016 Responsible for China Business Innovation Project, Executive and External Relations, Shiseido Co., Ltd. Chairman, Shiseido Liyuan Cosmetics Co., Ltd. Jan. 2017 Corporate Executive Officer, Chief Creative Officer, Responsible for Advertising and Design, Shiseido Co., Ltd. Mar. 2017 Director, Shiseido Co., Ltd. Jan. 2018 Representative Director, Responsible for Human Resources, Executive and External Relations, and Corporate Culture, Shiseido Co., Ltd. Jan. 2019 Director, Chief People Officer, Chief Social Value Creation Officer, Assisting the CEO in general corporate management, Responsible for Human Resources, Social Value Creation, Facility Management, Shiseido Co., Ltd. Jan. 2020 Corporate Executive Officer, Chief Social Value Creation Officer, Shiseido Co., Ltd. Responsible for Facility Management, Global Professional Business, Shiseido Parlour Co., Ltd., Shiseido Beauty Salon Co., Ltd., Shiseido Child Foundation, KODOMOLOGY CO., LTD. Jan. 2022 Representative Director, Junpumanpan Inc. (incumbent)</p>

Name	Bio
<p>Shigeki Ishizuka (Date of Birth: November 14, 1958)</p>	<p>Apr. 1981 Joined Sony Corporation (currently, Sony Group Corporation) Aug. 2004 Managing Director, Corporate Executive, Sony EMCS Corporation (currently, Sony Global Manufacturing & Operations Corporation) Jun. 2007 SVP, Corporate Executive, Sony Corporation (currently, Sony Group Corporation) Apr. 2015 EVP, Corporate Executive Officer, Sony Corporation (currently, Sony Group Corporation) Apr. 2017 Representative Director and President, Sony Imaging Products & Solutions Inc. (currently, Sony Corporation) Jun. 2018 Senior EVP, Sony Corporation (currently, Sony Group Corporation) Apr. 2020 Representative Director and President, CEO, Sony Electronics Corporation (Currently, Sony Corporation) Jun. 2020 Vice Chairman, Representative Corporate Executive Officer, Sony Corporation (currently, Sony Group Corporation) Apr. 2021 Director, Sony Corporation Jun. 2021 Outside Director, Marubeni Corporation (incumbent) Jun. 2022 Vice Chairman, Sony Group Corporation (incumbent) * To retire on March 31, 2023</p>

3. Scheduled Composition of the Committees (to be discussed at the meeting of the Board of Directors following the Annual General Meeting of Shareholders to be held in June 2023)

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

Chairperson	Yuji Nishiura	(Independent outside director)
Member	Jun Aoki	(Independent outside director)
Member	Masatoshi Matsuzaki	(Independent outside director)
Member	Mariko Watahiki	(Independent outside director)

Audit Committee

Chairperson	Daisuke Hamaguchi	(Independent outside director)
Member	Shigeki Ishizuka	(Independent outside director)
Member	Shiho Konno	(Independent outside director)
Member	Mayumi Tamura	(Independent outside director)

Compensation Committee

Chairperson	Mariko Watahiki	(Independent outside director)
Member	Jun Aoki	(Independent outside director)
Member	Yuji Nishiura	(Independent outside director)

Governance Committee

Chairperson	Masatoshi Matsuzaki	(Independent outside director)
Member	Jun Aoki	(Independent outside director)
Member	Shigeki Ishizuka	(Independent outside director)
Member	Shiho Konno	(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)

4. Regarding Executive Officers

List of executive officers (effective April 1, 2023)

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

	Name	Title	Roles and responsibilities
*	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, M&A, and Investor Relations, and Chief Financial Officer
*	<u>Hwa Jin Song</u> <u>Montesano</u>	Representative Executive Officer, Executive Officer and Executive Vice President	Human Resources, Communications, External Affairs, and Impact Strategy, and Chief People Officer
	Yugo Kanazawa	Executive Officer and Executive Vice President	Marketing and Digital, 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

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