

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



March 25, 2024

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 (Decrease 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, 2024. Also, the Nomination Committee has today determined candidates for the position of Director, as indicated below, to be proposed at the 82nd Annual General Meeting of Shareholders, which is scheduled to be held in June 2024.

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 2024, and reported to the subsequent meeting of the Board of Directors. The proposal is outlined below.

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

(1) Reason for the change:

To smoothly change the structure based on the replacement plan of the Executive Officers.

(2) Details of the change in Representative Executive Officer (effective April 1, 2024):

Name	New Positions	Current Positions
Sachio Matsumoto	Director	Director, Representative Executive Officer, Executive Vice President, Finance, Treasury, M&A, IR, and CFO

As a result of this change, Mr. Kinya Seto and Ms. Hwa Jin Song Montesano will serve as Representative Executive Officers as of April 1, 2024. In addition, Sachio Matsumoto is scheduled to retire from the Board of Directors after the conclusion of the Annual General Meeting of Shareholders in June 2024.

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 25, 2024)
*	Jun Aoki	Director, Member of Nomination Committee, Member of Compensation Committee, and Member of Governance Committee, LIXIL Corporation
*	Shigeki Ishizuka	Director, Member of Audit Committee, and Member of Governance Committee, LIXIL Corporation
* ◎	Ryusuke Ohori	Director, Institutional Investors Collective Engagement Forum Outside Director, Maeda Road Construction Co., Ltd
*	<u>Shiho Konno</u>	Director, 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 Audit Committee, and Member of Governance Committee, LIXIL Corporation
*	<u>Mariko Watahiki</u>	Director, Chairperson of Compensation Committee, Member of Nomination Committee, and Member of Governance Committee, LIXIL Corporation
	Kinya Seto	Director, Representative Executive Officer, President, and Chief Executive Officer, LIXIL Corporation
	<u>Hwa Jin Song</u> <u>Montesano</u>	Director, Representative Executive Officer, Executive Vice President, Human Resources, Communications, External Affairs, and Impact Strategy, and Chief People Officer, LIXIL Corporation

(2) Directors to retire

Masatoshi Matsuzaki (Independent outside director)

Sachio Matsumoto

(3) Bio of newly appointed outside director candidate

Name	Bio
Ryusuke Ohori (Date of Birth: October 31, 1964)	Apr. 1987 Joined Nomura Securities Co.,Ltd. May. 1996 Joined JP Morgan's Investment Management Division (currently JP Morgan Asset Management (Japan) Limited) Jan. 2001 Head of Research, JP Morgan Jan. 2009 Head of JPM Investment Department and Chief Investment Officer for Japanese Equities, JP Morgan Oct. 2017 Director, Institutional Investors Collective Engagement Forum (incumbent) Jun. 2020 Outside Director, Maeda Road Construction Co., Ltd (incumbent)

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 2024)

Chairperson of the Board of Directors	Yuji Nishiura	(Independent outside director)
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Nomination Committee

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

Audit Committee

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

Compensation Committee

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

Governance Committee

Chairperson	Daisuke Hamaguchi	(Independent outside director)
Member	Jun Aoki	(Independent outside director)
Member	Shigeki Ishizuka	(Independent outside director)
Member	Ryusuke Ohori	(Independent outside director)
Member	Shiho Konno	(Independent outside director)
Member	Mayumi Tamura	(Independent outside director)
Member	Yuji Nishiura	(Independent outside director)
Member	Mariko Watahiki	(Independent outside director)

4. Regarding Executive Officers

(1) List of executive officers (effective April 1, 2024)

(*: concurrently serves as a director, ©: newly appointed candidate, underline: female)

	Name	Title	Roles and responsibilities
*	Kinya Seto	Representative Executive Officer, Executive Officer and President	CEO
*	<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
©	<u>Mariko Fujita</u>	Executive Officer and Executive Vice President	Finance, Treasury, M&A, IR, and CFO

(2) Bio of newly appointed executive officer

Name	Bio
Mariko Fujita (Date of Birth: April 20, 1971)	Apr. 1996 Joined Andersen Consulting Japan (currently Accenture Japan Ltd) Oct. 1999 Finance Specialist, Government Business unit, Andersen Consulting Japan (currently Accenture Japan Ltd) Sep. 2001 Corporate Planning Manager, RS Components Japan Apr. 2004 eCommerce Business Manager, RS Components Japan Feb. 2006 Japan HQ FP&A Manager, GE Money Japan Jan. 2012 FP&A Productivity Leader/ RHQ Senior Finance Manager, Asia Pacific regional HQ, GE Capital Mar. 2014 Finance Manager for Softlines business, Amazon Japan Jul. 2015 Head of Finance, Volvo Financial Services Japan May. 2019 Vice President, Financial Control and Planning, UD Trucks Sep. 2022 Leader, LWT-J Business Accounting, LIXIL Corporation (incumbent) Jan. 2024 Senior Vice President, Deputy CFO, LIXIL Corporation (incumbent)

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