

› LIXIL GROUP CORPORATE RESPONSIBILITY REPORT 2020

SUPPLEMENTARY PUBLICATION: DATABOOK



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● About the Data

LIXIL Group Corporation has received the independent practitioner's assurance from Deloitte Tohmatsu Sustainability Co., Ltd. for FYE 2020 human resource performance and environmental performance data marked with a ★ icon.

Past data have been revised to reflect changes in FYE 2020 scope.

See human resource performance data and aggregate coverage (page 3 to 5) and environmental performance data and aggregate coverage (page 6 to 11) for more details.

Items with restricted scope are displayed on a case-by-case basis.

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HUMAN RESOURCE PERFORMANCE DATA

1. Number of Employees by Type of Employment ★

				Number of employees (Persons)	Ratio (%)	
Japan	Directly employed	Permanent staff*1	Male	18,212	23.3%	
			Female	6,034	7.7%	
			Total	24,246	31.0%	
		Non-permanent staff*2	Male	3,507	4.5%	
			Female	9,091	11.6%	
			Total	12,598	16.1%	
		Male total			21,719	27.8%
		Female total			15,125	19.3%
		Directly employed total			36,844	47.1%
	Indirectly employed*3			3,537	4.5%	
Japan total				40,381	51.6%	
Outside Japan	Directly employed	Permanent staff*1	Male	25,329	32.4%	
			Female	9,878	12.6%	
			Total	35,207	45.0%	
		Non-permanent staff*2	Male	2,058	2.6%	
			Female	536	0.7%	
			Total	2,594	3.3%	
		Male total			27,387	35.0%
		Female total			10,414	13.3%
		Outside Japan total			37,801	48.4%
LIXIL Group Grand total				78,182	100%	

*1 Permanent staff: Employees under a labor contract without a fixed period of employment
 *2 Non-permanent staff: Employees under a labor contract with a fixed period of employment
 *3 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	Employees
Japan	36,885
Thailand	8,500
China	5,904
Mexico	4,881
Vietnam	4,770
Germany	4,015
USA	2,548
South Africa	1,295
Italy	791
Portugal	754
Indonesia	231
Hong Kong	277
India	963
Netherlands	386
Singapore	192
Other European region	1,177
Other Middle Eastern & African region	498
Other Asian region	234
Other American region	344
	74,645

* Covers directly hired employees only. Data collected according to location of employment or base region.
 * Other Asian region covers Australia. Other European region covers Russia.

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3. Number of New Hires ★

	FYE 2017		FYE 2018		FYE 2019		FYE 2020	
		LIXIL Corp.		LIXIL Corp.		LIXIL Corp.		LIXIL Corp.
Permanent staff	638	261	879	349	966	476	971	397
(new graduates)	(329)	(155)	(374)	(245)	499	359	528	320
Non-permanent staff	1,911	286	1,887	385	2,899	444	3,138	384
Total	2,549	547	2,766	734	3,865	920	4,109	781

* Directly hired employees in Japan only (FYE 2020 data excludes those working at consolidated subsidiaries with 100 or less employees)

4. Number of Retirees and Turnover Rate ★

	FYE 2017		FYE 2018		FYE 2019		FYE 2020	
		LIXIL Corp.		LIXIL Corp.		LIXIL Corp.		LIXIL Corp.
Permanent staff	679	250	687	259	694	281	651	300
Turnover rate*	2.80%	1.50%	2.86%	1.55%	2.87%	1.66%	2.68%	1.75%
Non-permanent staff	1,854	248	1,730	270	1,536	159	1,920	356
Total	2,533	498	2,417	529	2,230	440	2,571	656

* Directly hired employees in Japan only (FYE 2020 data excludes those working at consolidated subsidiaries with 100 or less employees)

* Turnover rate calculation method: The turnover rate 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.

› Scope of Data Collection

The LIXIL Group human resource performance data covers: LIXIL Group Corporation and its four operating companies,*¹ LIXIL Corporation's 69 major consolidated subsidiaries (32 companies in Japan*² and 37 groups/companies outside Japan*³), LIXIL Living Solution Corporation's eight subsidiaries,*⁴ and LIXIL Group Finance Corporation's one subsidiary.*⁵ Therefore the total number of groups and companies covered is 83. While the majority of LIXIL Group Corporation's major consolidated subsidiaries as of March 31, 2020 are covered, please note that the scope of human resource performance data for this report differs from that for the consolidated financial report. 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.

Operating Companies of LIXIL Group Corporation*¹

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

Major Consolidated Subsidiaries of LIXIL Corporation

Consolidated subsidiaries in Japan*²:
 LIXIL Total Service Corporation, Kawashima Selkon Textiles Co., Ltd., Kawashima Selkon Sewing Ltd., Kawashima Bunka Jigyodan Ltd., Benikoya Ltd., LIXIL Logistics Corporation, Maruki Unyu Corporation, LIXIL Window Products Inc., Handy Techno Co., Ltd., NITTO CERA Corporation, Omi Chemical Pottery Corporation, LIXIL Sales Okinawa Co., Ltd., Sobue Industry Corporation, Safety Partners Corporation, Sonitech Corporation, LIXIL Travel Corporation, LIXIL Total Hanbai Corporation, 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., LIXIL TEPCO Smart Partners Inc., Fukuyama TOSTEM Corporation, blisspa japan Inc., Tokoto Corporation, Grohe Japan KK, and K-engine Inc.

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Consolidated subsidiaries outside Japan*³:
Grohe 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, LIXIL Sanitary Fitting Manufacturing (Suzhou) Corporation, LIXIL Building Materials Manufacturing (Suzhou) Corporation, LIXIL Korea Inc., PT LIXIL ALUMINIUM INDONESIA, Taiwan INAX Corporation, LIXIL Philippines Ltd., Co., LIXIL India Private Limited, A-S (China) Co., Ltd., HUAMEI Sanitary Ware Co., Ltd., Jiangmen LIXIL AS Sanitary Fitting Manufacturing Co., Ltd., LIXIL AS Sanitary Manufacturing (Tianjin) Co., Ltd., LIXIL AS Sanitary Manufacturing (Shanghai) Co., Ltd., LIXIL Australia Pty Ltd., AS America Inc., LIXIL Canada Inc., LIXIL Housing Products Manufacturing (Shanghai) Corporation, LIXIL Taiwan Corporation, AS Maquilla Mexico, S. de R.L. de C.V., Decorative Panels International Inc., ASB Ceramica Dominicana S.A.S., LIXIL Myanmar Ltd., LIXIL Trading (Shanghai) Corporation, LIXIL WINDOW SYSTEMS PRIVATE LIMITED, LIXIL International Pte., Ltd., LIXIL (China) Investment Co., Ltd., PT LIXIL TRADING INDONESIA, LIXIL India Sanitaryware Private Limited, LIXIL Africa (Pty) Ltd, LIXIL Group (Shanghai) Management Corporation, and Permasteelisa Group

Subsidiaries of LIXIL Living Solution Corporation*⁴

Consolidated subsidiaries in Japan:
LIXIL REALTY Corp, JAPAN HOME SHIELD CORPORATION, and LIXIL Housing Research Institute Ltd., LIXIL ERA Japan, Corp., JHS Engineering CORPORATION, Jyuseikatu SSI Co., Ltd., First Inspection Service Inc., and GHS Corporation

Subsidiary of LIXIL Group Finance Corporation*⁵

Consolidated subsidiary 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, 2020.

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ENVIRONMENTAL PERFORMANCE DATA

1. Procurement ★

Amount purchased		FYE 2016		FYE 2017		FYE 2018		FYE 2019		FYE 2020	
Materials	Metals raw materials	258,584	t	266,003	t	289,108	t	297,826	t	283,427	t
	Plastics raw materials	54,165	t	57,608	t	62,344	t	62,180	t	60,058	t
	Wood raw materials	146,779	t	146,478	t	150,413	t	153,563	t	163,347	t
	Ceramics raw materials	462,300	t	520,679	t	446,750	t	420,691	t	415,142	t
Total		921,828	t	990,768	t	948,616	t	934,261	t	921,975	t
CO ₂ emissions from procurement		FYE 2016		FYE 2017		FYE 2018		FYE 2019		FYE 2020	
Scope 3 Category 1*		3,866	thousand t - CO ₂	3,849	thousand t - CO ₂	4,073	thousand t - CO ₂	4,009	thousand t - CO ₂	3,721	thousand t - CO ₂

* FYE 2016, FYE 2017, FYE 2018, FYE 2019 data updated following revision in calculation method

2. Manufacture / Sales ★

Energy usage		FYE 2016		FYE 2017		FYE 2018		FYE 2019		FYE 2020	
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
	Renewable energy	0	thousand kWh	0	thousand kWh	332	thousand kWh	1,362	thousand kWh	89,113	thousand kWh
Generation of electricity*		94,541	thousand kWh	106,281	thousand kWh	102,885	thousand kWh	94,157	thousand kWh	53,346	thousand kWh
	Renewable energy	24.0	thousand kWh	23.9	thousand kWh	24.0	thousand kWh	23.3	thousand kWh	23.2	thousand kWh
Steam		144	thousand GJ	161	thousand GJ	168	thousand GJ	163	thousand GJ	179	thousand GJ
City gas		175,476	thousand m ³	201,022	thousand m ³	204,334	thousand m ³	197,807	thousand m ³	191,689	thousand m ³
Fuel oil		7,140	thousand L	5,924	thousand L	5,240	thousand L	4,974	thousand L	4,856	thousand L
LPG		14,246	thousand kg	16,215	thousand kg	18,835	thousand kg	19,544	thousand kg	17,383	thousand kg
LNG		13,257	thousand kg	13,435	thousand kg	14,263	thousand kg	14,463	thousand kg	13,639	thousand kg
Kerosene		2,800	thousand L	2,228	thousand L	2,222	thousand L	2,069	thousand L	1,971	thousand L
Gasoline		8,441	thousand L	8,111	thousand L	7,814	thousand L	7,627	thousand L	6,782	thousand L
Diesel		3,195	thousand L	3,138	thousand L	3,053	thousand L	2,868	thousand L	2,727	thousand L
Coal		15	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

* Data only covers facilities within the premises of our factories (in-house use only)

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CO ₂ emissions from production and sales activities	FYE 2016		FYE 2017		FYE 2018		FYE 2019		FYE 2020	
Purchased electricity	591.8	thousand t - CO ₂	600.0	thousand t - CO ₂	607.8	thousand t - CO ₂	606.2	thousand t - CO ₂	517.8	thousand t - CO ₂
Steam	8.6	thousand t - CO ₂	9.7	thousand t - CO ₂	10.1	thousand t - CO ₂	9.8	thousand t - CO ₂	10.7	thousand t - CO ₂
Scope 2 total	600.4	thousand t - CO ₂	609.7	thousand t - CO ₂	617.8	thousand t - CO ₂	616.0	thousand t - CO ₂	528.5	thousand t - CO ₂
City gas	379.0	thousand t - CO ₂	433.5	thousand t - CO ₂	440.1	thousand t - CO ₂	427.9	thousand t - CO ₂	415.6	thousand t - CO ₂
Fuel oil	19.3	thousand t - CO ₂	16.1	thousand t - CO ₂	14.2	thousand t - CO ₂	13.5	thousand t - CO ₂	13.2	thousand t - CO ₂
LPG	42.7	thousand t - CO ₂	48.6	thousand t - CO ₂	56.5	thousand t - CO ₂	58.6	thousand t - CO ₂	52.1	thousand t - CO ₂
LNG	35.8	thousand t - CO ₂	36.3	thousand t - CO ₂	38.5	thousand t - CO ₂	39.0	thousand t - CO ₂	36.8	thousand t - CO ₂
Kerosene	7.0	thousand t - CO ₂	5.5	thousand t - CO ₂	5.5	thousand t - CO ₂	5.2	thousand t - CO ₂	4.9	thousand t - CO ₂
Gasoline	19.6	thousand t - CO ₂	18.8	thousand t - CO ₂	18.1	thousand t - CO ₂	17.7	thousand t - CO ₂	15.7	thousand t - CO ₂
Diesel	8.2	thousand t - CO ₂	8.1	thousand t - CO ₂	7.9	thousand t - CO ₂	7.4	thousand t - CO ₂	7.0	thousand t - CO ₂
Coal	34.2	thousand t - CO ₂	0	thousand t - CO ₂	0	thousand t - CO ₂	0	thousand t - CO ₂	0	thousand t - CO ₂
Scope 1 total	545.8	thousand t - CO ₂	566.9	thousand t - CO ₂	580.9	thousand t - CO ₂	569.3	thousand t - CO ₂	545.4	thousand t - CO ₂
Scope 1, 2 total	1,146.2	thousand t - CO ₂	1,176.6	thousand t - CO ₂	1,198.7	thousand t - CO ₂	1,185.3	thousand t - CO ₂	1,074.0	thousand t - CO ₂

* Please note that the figures in the above table differ from those in graphs on page 50 of our CR report, as the scope of coverage here is more extensive than the scope we defined to manage our targets.

Water intake	FYE 2016		FYE 2017		FYE 2018		FYE 2019		FYE 2020	
Potable water (Includes water intake from other companies)	2,174	thousand m ³	2,386	thousand m ³	2,423	thousand m ³	2,453	thousand m ³	2,345	thousand m ³
Industrial water	3,966	thousand m ³	3,621	thousand m ³	3,322	thousand m ³	3,635	thousand m ³	3,729	thousand m ³
Ground water	5,593	thousand m ³	5,307	thousand m ³	6,387	thousand m ³	5,753	thousand m ³	5,394	thousand m ³
River water	6,050	thousand m ³	6,713	thousand m ³	5,932	thousand m ³	4,835	thousand m ³	4,657	thousand m ³
Recycled water	777	thousand m ³	864	thousand m ³	923	thousand m ³	937	thousand m ³	875	thousand m ³
Water intake total	17,783	thousand m ³	18,027	thousand m ³	18,064	thousand m ³	16,676	thousand m ³	16,126	thousand m ³
Water discharge	FYE 2016		FYE 2017		FYE 2018		FYE 2019		FYE 2020	
Water discharge	16,715	thousand m ³	16,788	thousand m ³	16,859	thousand m ³	13,910	thousand m ³	13,217	thousand m ³

* Excludes tenanted properties, etc. that we can't access to assess the water discharge. In FYE 2016, LIXIL Total Service Corporation is excluded.

Waste emissions	FYE 2016		FYE 2017		FYE 2018		FYE 2019		FYE 2020	
Sold as valuables	103,330	t	140,041	t	125,373	t	127,410	t	123,216	t
Recycled	123,504	t	136,348	t	141,695	t	161,784	t	184,779	t
Landfilled or incinerated	140,345	t	147,288	t	139,475	t	118,161	t	103,430	t
Hazardous waste*	-	t	16,896	t	18,048	t	16,441	t	13,789	t

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

Air pollutant emissions	FYE 2017		FYE 2018		FYE 2019		FYE 2020	
NOx	405	t	455	t	553	t	565	t
SOx	37	t	54	t	63	t	115	t
Soot and dust	523	t	592	t	426	t	366	t

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

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3. Logistics ★

Amount of energy used	FYE 2016		FYE 2017		FYE 2018		FYE 2019		FYE 2020	
Crude oil equivalent basis	44.9	thousand kL	43.8	thousand kL	45.9	thousand kL	45.9	thousand kL	45.9	thousand kL
Energy consumption	1,740	thousand GJ	1,698	thousand GJ	1,778	thousand GJ	1,778	thousand GJ	1,780	thousand GJ
CO ₂ emissions from transportation	FYE2016		FYE2017		FYE2018		FYE2019		FYE2020	
Scope 3 Category 4 (Crude oil equivalent basis)	119	thousand t - CO ₂	117	thousand t - CO ₂	122	thousand t - CO ₂	122	thousand t - CO ₂	122	thousand t - CO ₂

* Data covers the services which LIXIL Corporation was identified as the consigner

4. Use of Products ★

CO ₂ emissions from product use	FYE 2016		FYE 2017		FYE 2018		FYE 2019		FYE 2020	
Scope 3 Category 11	105,526	thousand t - CO ₂	115,650	thousand t - CO ₂	111,627	thousand t - CO ₂	109,109	thousand t - CO ₂	111,921	thousand t - CO ₂

[Total Energy Consumption Calculation Method]

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

*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)

[CO₂ Conversion Coefficients Used to Convert CO₂ Emissions]

- CO₂ emissions (procurement) = (Amount of purchased raw materials) × (CO₂ conversion coefficient)*³+ (Cost of purchasing parts & materials) × (CO₂ conversion coefficient)*⁴
- CO₂ emissions (manufacture & sales) = (Electricity & Fuel consumption) × (CO₂ conversion coefficient)*⁵
- CO₂ emissions (logistics) = (Transported weight) × (Transportation distance) × (CO₂ conversion coefficient)*⁶
- CO₂ emissions (product usage) = (Electricity, Fuel & Water consumption per each product) × (Amount of sales) × (CO₂ conversion coefficient)*⁷

*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 CO₂ 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 CO₂ /kWh (The Japan Electrical Manufacturers' Association)
City gas: 2.23 kg CO₂ /m³ (Japan Valve Manufacturers' Association)
Water: 0.23 kg CO₂ /m³ (Japan Sanitary Equipment Industry Association)
Coefficients for other brands' products are set by each brand or region of sales

[Value Chain CO₂ 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)

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5. CO₂ Emissions by Scope

		FYE 2016		FYE 2017		FYE 2018		FYE 2019		FYE 2020	
Scope 1 ★		546	thousand t - CO ₂	567	thousand t - CO ₂	581	thousand t - CO ₂	569	thousand t - CO ₂	545	thousand t - CO ₂
Scope 2 ★		600	thousand t - CO ₂	610	thousand t - CO ₂	618	thousand t - CO ₂	616	thousand t - CO ₂	529	thousand t - CO ₂
Scope 3		FYE 2016		FYE 2017		FYE 2018		FYE 2019		FYE 2020	
1	Purchased goods & services ★	3,866	thousand t - CO ₂	3,849	thousand t - CO ₂	4,073	thousand t - CO ₂	4,009	thousand t - CO ₂	3,721	thousand t - CO ₂
2	Capital goods	298	thousand t - CO ₂	196	thousand t - CO ₂	216	thousand t - CO ₂	201	thousand t - CO ₂	235	thousand t - CO ₂
3	Fuel- and energy-related activities (not included in Scope 1 or 2)	150	thousand t - CO ₂	161	thousand t - CO ₂	165	thousand t - CO ₂	165	thousand t - CO ₂	158	thousand t - CO ₂
4	Upstream transportation & distribution ★	119	thousand t - CO ₂	117	thousand t - CO ₂	122	thousand t - CO ₂	122	thousand t - CO ₂	122	thousand t - CO ₂
5	Waste generated operations	387	thousand t - CO ₂	407	thousand t - CO ₂	386	thousand t - CO ₂	308	thousand t - CO ₂	298	thousand t - CO ₂
6	Business travel	8	thousand t - CO ₂	7	thousand t - CO ₂	7	thousand t - CO ₂	8	thousand t - CO ₂	8	thousand t - CO ₂
7	Employee commuting	28	thousand t - CO ₂	23	thousand t - CO ₂	26	thousand t - CO ₂	29	thousand t - CO ₂	29	thousand t - CO ₂
8	Upstream leased assets* ¹	-	thousand t - CO ₂	-	thousand t - CO ₂	-	thousand t - CO ₂	-	thousand t - CO ₂	-	thousand t - CO ₂
9	Downstream transportation & distribution* ²	-	thousand t - CO ₂	-	thousand t - CO ₂	-	thousand t - CO ₂	-	thousand t - CO ₂	-	thousand t - CO ₂
10	Processing of sold products* ²	-	thousand t - CO ₂	-	thousand t - CO ₂	-	thousand t - CO ₂	-	thousand t - CO ₂	-	thousand t - CO ₂
11	Use of sold products ★	105,526	thousand t - CO ₂	115,650	thousand t - CO ₂	111,627	thousand t - CO ₂	109,109	thousand t - CO ₂	111,921	thousand t - CO ₂
12	End of life treatment of sold products	485	thousand t - CO ₂	496	thousand t - CO ₂	470	thousand t - CO ₂	522	thousand t - CO ₂	446	thousand t - CO ₂
13	Downstream leased assets* ²	-	thousand t - CO ₂	-	thousand t - CO ₂	-	thousand t - CO ₂	-	thousand t - CO ₂	-	thousand t - CO ₂
14	Franchises* ²	-	thousand t - CO ₂	-	thousand t - CO ₂	-	thousand t - CO ₂	-	thousand t - CO ₂	-	thousand t - CO ₂
15	Investments* ²	-	thousand t - CO ₂	-	thousand t - CO ₂	-	thousand t - CO ₂	-	thousand t - CO ₂	-	thousand t - CO ₂
Scope 3 total		110,868	thousand t - CO ₂	120,905	thousand t - CO ₂	117,094	thousand t - CO ₂	114,473	thousand t - CO ₂	116,938	thousand t - CO ₂
Scope 1, 2, 3 total		112,014	thousand t - CO ₂	122,082	thousand t - CO ₂	118,293	thousand t - CO ₂	115,658	thousand t - CO ₂	118,012	thousand t - CO ₂

*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 Please note that the figures in the above table differ from those in graphs on page 50 of our CR report, as the scope of coverage here is more extensive than the scope we defined to manage our targets.

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6. 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

	FYE 2017	FYE 2018	FYE 2019	FYE 2020
Number of environmental law violations	0	0	0	0
Total amount of fines/penalties from the above	0	0	0	0
Environmental liability	0	0	0	0

*Scope: Serious violations with fines of USD 10,000 or more

> Scope of Data Collection

In principle, environmental performance data covers all operating companies and their consolidated subsidiaries as of March 31, 2020, with the exclusion of some consolidated subsidiaries considering their business size and content (Excluding Permasteelisa Group and LIXIL VIVA CORPORATION). With regard to non-consolidated subsidiaries, subsidiaries operating in buildings owned and managed by an operating company of the LIXIL Group are treated as being part of the LIXIL Group. 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.

Operating Companies of the LIXIL Group

LIXIL Corporation, LIXIL Living Solution Corporation, and LIXIL Group Finance Corporation

Major Consolidated Subsidiaries of LIXIL Corporation

Consolidated subsidiaries in Japan:
Kawashima Selkon Textiles Co., Ltd., BENIKOYA Ltd., Asahi Tostem Exterior Building Materials Co., Ltd., LIXIL Window Products Inc., G TERIOR Corporation, HANDY TECHNO Co., Ltd., Dinaone Corporation, NITTO CERA Corporation, blisspa japan Inc., Grohe Japan KK, Omi Chemical Pottery Corporation, LIXIL Total Hanbai Corporation, LIXIL Toyo Sash Shoji Co., Ltd., TM.S Corporation, LIXIL Total Service Corporation, LIXIL RENEWAL Corporation, Kuwata Corporation, Oita Tostem Corporation, Nishi Kyushu Tostem Corporation, LIXIL Sales Okinawa Co., Ltd., Fukuyama TOSTEM Corporation, Sobue Industry Corporation, Safety Partners Corporation, Sonitech Corporation, LIXIL Logistics Corporation, Maruki Unyu Corporation, LIXIL Business Service Corporation, and LIXIL Travel Corporation

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Consolidated subsidiaries outside Japan:
HUA MEI Sanitary ware Co., Ltd., Jiangmen LIXIL AS Sanitary Fitting Manufacturing Co., Ltd.,
LIXIL AS Sanitary Manufacturing (Tianjin) Co., Ltd., LIXIL AS Sanitary Manufacturing (Shanghai)
Co., Ltd., PT AMERICAN STANDARD INDONESIA, LIXIL Building Materials Manufacturing
(Suzhou) Corporation, LIXIL Sanitary Fitting Manufacturing (Suzhou) Corporation, LIXIL Vietnam
Corporation, LIXIL (Thailand) Public Co., Ltd., LIXIL Korea Inc., LIXIL India Sanitaryware Private
Limited, ASB Ceramica Dominicana, S.A.S., PT LIXIL ALUMINIUM INDONESIA, LIXIL GLOBAL
MANUFACTURING VIETNAM Co., Ltd., TOSTEM THAI Co., Ltd., LIXIL Manufacturing (Dalian)
Corporation, American Standard Brands production sites, and GROHE Group production sites

Consolidated Subsidiaries of LIXIL Living Solution Corporation

Consolidated subsidiaries in Japan: LIXIL Housing Research Institute, Ltd., LIXIL REALTY, Corp.,
and JAPAN HOME SHIELD CORPORATION

Consolidated Subsidiary of LIXIL Group Finance Corporation

Consolidated subsidiary in Japan: LIXIL HOME FINANCE, Corp.

Corporation 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 equipments and office supplies are excluded from
the calculations.

Logistics:

The scope of data calculation covers only the LIXIL transports which are designated as specified
consignor 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.

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October 27, 2020

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

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

We have undertaken a limited assurance engagement of the sustainability information indicated with ★ for the year ended March 31, 2020 (the “Sustainability Information”) included in the “LIXIL Group Corporate Responsibility Report 2020 Supplementary Publication: Databook” (the “Report”) of LIXIL Group Corporation (the “Company”).

The Company’s Responsibility
The Company is responsible for the preparation of the Sustainability Information in accordance with the calculation and reporting standard adopted by the Company (as described in Scope of Data Collection and indicated with the Sustainability Information 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 Sustainability 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 Guideline 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 Sustainability 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

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This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option.

GRI 102: General Disclosures

Indicator			Report page
Number	Title	Disclosure items	2020
1: Organizational Profile			
102-1	Name of the organization	a. Name of the organization.	· Integrated Report 2020: P88 Corporate Data
102-2	Activities, brands, products, and services	a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	· Integrated Report 2020: P4-5 LIXIL at a Glance
102-3	Location of headquarters	a. Location of the organization's headquarters.	· Integrated Report 2020: P88 Corporate Data
102-4	Location of operations	a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	· Website: Group Companies https://www.lixil.com/en/about/structure.html
102-5	Ownership and legal form	a. Nature of ownership and legal form.	· Integrated Report 2020: P88 Corporate Data
102-6	Markets served	a. Markets served, including: i. geographic locations where products and services are offered; ii. sectors served; iii. types of customers and beneficiaries.	· Integrated Report 2020: P24-29 LIXIL's Businesses P83 Global Manufacturing and Sales Sites
102-7	Scale of the organization	a. Scale of the organization, including: i. total number of employees; ii. total number of operations; iii. net sales (for private sector organizations) or net revenues (for public sector organizations); iv. total capitalization (for private sector organizations) broken down in terms of debt and equity; v. quantity of products or services provided.	· Integrated Report 2020: P76-77 Consolidated 11-Year Summary P83 Global Manufacturing and Sales Sites P84-85 Principal Group Companies P88 Corporate Data · Annual Securities Report for the 78th term (Available in Japanese) > Key Management Indicators, Consolidated Financial Statements

102-8	Information on employees and other workers	a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made.	· CR Report 2020 Supplementary Publication: Databook P3 Human Resource Performance > Number of Employees by Type of Employment
102-9	Supply chain	a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	· CR Report 2020: P66 Responsible Supply Chain Management > Promoting Responsible Procurement That Upholds the Environment and Labor Safety
102-10	Significant changes to the organization and its supply chain	a. Significant changes to the organization's size, structure, ownership, or supply chain, including: i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions; ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.	· Annual Securities Report for the 78th term (Available in Japanese) > Business Overview, Subsidiaries Overview
102-11	Precautionary Principle or approach	a. Whether and how the organization applies the Precautionary Principle or approach.	· CR Report 2020: P51-54 Environmental Management System P60 Improving Water Efficiency and Protecting Water Quality in Business Activities P63 Management of Chemical Substances · CDP Climate Change Questionnaire 2020: https://www.cdp.net/en/guidance
102-12	External initiatives	a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	· CR Report 2020: P10-11 Supporting International Initiatives

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102-13	Membership of associations	a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	- CR Report 2020: P11 Supporting International Initiatives > Endorsing the Task Force on Climate-Related Financial Disclosures - P22 Global Sanitation & Hygiene > Partnerships - P46 Occupational Health & Safety > Driving Health Management - P84 Key Stakeholder Engagement
2: Strategy			
102-14	Statement from senior decision-maker	a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	- CR Report 2020: P4 Message from the CEO - P6 Message from CR Committee Chairperson - Integrated Report 2020: P44-45 CR Chairperson's Message
102-15	Key impacts, risks, and opportunities	a. A description of key impacts, risks, and opportunities.	- Integrated Report 2020: P30-31 Principal Risks and Countermeasures - P46-47 Corporate Responsibility Strategy - P48-49 LIXIL's Material Issues - Annual Securities Report for the 78th term (Available in Japanese) > Business-Related Risks - CR Report 2020: P15 Material Issues - P54 Reponse to the TCFD
3: Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	a. A description of the organization's values, principles, standards, and norms of behavior.	CR Report 2020: P12 LIXIL CORE and Behaviors
102-17	Mechanisms for advice and concerns about ethics	a. A description of internal and external mechanisms for: - seeking advice about ethical and lawful behavior, and organizational integrity; - reporting concerns about unethical or unlawful behavior, and organizational integrity.	- Integrated Report 2020: P73 Internal Control Systems and Compliance - CR Report 2020: P81 Human Rights > Corrective Action
4: Governance			
102-18	Governance structure	a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social topics.	- Integrated Report 2020: P64 Corporate Governance at LIXIL Group - CR Report 2020: P14 CR Management Structure
102-19	Delegating authority	a. Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.	- Integrated Report 2020: P64 Corporate Governance at LIXIL Group - CR Report 2020: P14 CR Management Structure

102-20	Executive-level responsibility for economic, environmental, and social topics	a. Whether the organization has appointed an executive level position or positions with responsibility for economic, environmental, and social topics. b. Whether post holders report directly to the highest governance body.	- Integrated Report 2020: P64 Corporate Governance at LIXIL Group - CR Report 2020: P14 CR Management Structure
102-21	Consulting stakeholders on economic, environmental, and social topics	a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics. b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.	- Integrated Report 2020: P64 Corporate Governance at LIXIL Group - CR Report 2020: P14 CR Management Structure - P83 Stakeholder Engagement > Relationship with Stakeholders
102-22	Composition of the highest governance body and its committees	a. Composition of the highest governance body and its committees by: - executive or non-executive; - independence; - tenure on the governance body; - number of each individual's other significant positions and commitments, and the nature of the commitments; - gender; - membership of under-represented social groups; - competencies relating to economic, environmental, and social topics; - stakeholder representation.	- Integrated Report 2020: P63 LIXIL Group Board of Directors - P65 Corporate Governance at LIXIL Group - Annual Securities Report for the 78th term (Available in Japanese) > Corporate Officers
102-23	Chair of the highest governance body	a. Whether the chair of the highest governance body is also an executive officer in the organization. b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement.	- Integrated Report 2020: P63 LIXIL Group Board of Directors - Website: About Us > Governance Framework https://www.lixil.com/en/about/governance/framework.html

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102-24	Nominating and selecting the highest governance body	a. Nomination and selection processes for the highest governance body and its committees. b. Criteria used for nominating and selecting highest governance body members, including whether and how: i. stakeholders (including shareholders) are involved; ii. diversity is considered; iii. independence is considered; iv. expertise and experience relating to economic, environmental, and social topics are considered.	· Integrated Report 2020: P62 Selection Process of Director Candidates and Formulation of Draft Reports to the Board of Directors on the System for Executive Officers · LIXIL Group Corporate Governance Guidelines: P8 Article 20 Composition of the Board of Directors, Article 22 Composition of Nomination Committee, Compensation Committee, and Audit Committee P9 Article 24 Policy for Nomination of Director Candidates and Removal of Directors, Article 25 Policy for Appointment, Election, Removal and Dismissal of Executive Officers and Representative Executive Officer (CEO) P12 Article 29 Independence Criteria · Website: About Us > Governance Framework https://www.lxil.com/en/about/governance/framework.html
102-25	Conflicts of interest	a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed. b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: i. Cross-board membership; ii. Cross-shareholding with suppliers and other stakeholders; iii. Existence of controlling shareholder; iv. Related party disclosures.	· LIXIL Group Corporate Governance Guidelines: P7 Article 19 Role and Duties of the Board of Directors P11 Article 27 Duties of Independent Outside Directors · Annual Securities Report for the 78th term (Available in Japanese) > Corporate Officers
102-26	Role of highest governance body in setting purpose, values, and strategy	a. Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.	· Integrated Report 2020: P64-65 Corporate Governance at LIXIL Group · CR Report 2020: P14 CR Management Structure P15 Material Issues · LIXIL Group Corporate Governance Guidelines: P7 Article 19 Role and Duties of the Board of Directors P11 Article 27 Duties of Independent Outside Directors
102-27	Collective knowledge of highest governance body	a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.	· CR Report 2020: P83 Stakeholder Engagement > Relationship with Stakeholders

102-28	Evaluating the highest governance body's performance	a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics. b. Whether such evaluation is independent or not, and its frequency. c. Whether such evaluation is a self-assessment. d. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice.	· Integrated Report 2020: P71 Governance Committee Report · LIXIL Group Corporate Governance Guidelines: P14 Article 33 Board of Directors Self-Evaluation
102-29	Identifying and managing economic, environmental, and social impacts	a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes. b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities.	· Integrated Report 2020: P47 Corporate Responsibility Strategy P64-65 Corporate Governance at LIXIL Group · CR Report 2020: P14 CR Management Structure P15 Material Issues P79 Human Rights > Our System
102-30	Effectiveness of risk management processes	a. Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics.	· Integrated Report 2020: P72 Internal Control Systems and Compliance
102-31	Review of economic, environmental, and social topics	a. Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities.	· Integrated Report 2020: P65 Corporate Governance at LIXIL Group · CR Report 2020: P14 CR Management Structure
102-32	Highest governance body's role in sustainability reporting	a. The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.	Our CR Report 2020 has been approved by the CR Committee chairperson before its publication.
102-33	Communicating critical concerns	a. Process for communicating critical concerns to the highest governance body.	· Integrated Report 2020: P72 Internal Control Systems and Compliance · CR Report 2020: P79 Human Rights > Our System
102-34	Nature and total number of critical concerns	a. Total number and nature of critical concerns that were communicated to the highest governance body. b. Mechanism(s) used to address and resolve critical concerns.	-

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102-35	Remuneration policies	a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration: - Fixed pay and variable pay, including performance based pay, equity-based pay, bonuses, and deferred or vested shares; - Sign-on bonuses or recruitment incentive payments; - Termination payments; - Clawbacks; - Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees. b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.	- Integrated Report 2020: P68-69 Executive Compensation - Annual Securities Report for the 78th term (Available in Japanese) > Corporate Officer Compensation - CR Report 2020: P52 Environmental Management System > Environmental Education and Internal Evaluation
102-36	Process for determining remuneration	a. Process for determining remuneration. b. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management. c. Any other relationships that the remuneration consultants have with the organization.	- Integrated Report 2020: P68-69 Executive Compensation - Annual Securities Report for the 78th term (Available in Japanese) > Corporate Officer Compensation
102-37	Stakeholders' involvement in remuneration	a. How stakeholders' views are sought and taken into account regarding remuneration. b. If applicable, the results of votes on remuneration policies and proposals.	-
102-38	Annual total compensation ratio	a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest paid individual) in the same country.	-
102-39	Percentage increase in annual total compensation ratio	a. Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest paid individual) in the same country.	-
5: Stakeholder Engagement			
102-40	List of stakeholder groups	a. A list of stakeholder groups engaged by the organization.	- CR Report 2020: P84 Stakeholder Engagement > Key Stakeholder Engagement
102-41	Collective bargaining agreements	a. Percentage of total employees covered by collective bargaining agreements.	- CR Report 2020: P41 Rewarding Workplaces > Labor-Management Relationship
102-42	Identifying and selecting stakeholders	a. The basis for identifying and selecting stakeholders with whom to engage.	- CR Report 2020: P83 Stakeholder Engagement > Our Approach

102-43	Approach to stakeholder engagement	a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	- CR Report 2020: P40 Rewarding Workplaces > Employee Engagement Surveys P79,81 Human Rights > Our System, Analysis & Evaluation P84 Stakeholder Engagement > Key Stakeholder Engagement
102-44	Key topics and concerns raised	a. Key topics and concerns that have been raised through stakeholder engagement, including: - how the organization has responded to those key topics and concerns, including through its reporting; - the stakeholder groups that raised each of the key topics and concerns.	- CR Report 2020: P40 Rewarding Workplaces > Employee Engagement Surveys P81 Human Rights > Corrective Action
6: Reporting Practice			
102-45	Entities included in the consolidated financial statements	a. A list of all entities included in the organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	- Annual Securities Report for the 78th term (Available in Japanese) > Business Overview, Subsidiaries Overview - Integrated Report 2020: P84-85 Principal Group Companies
102-46	Defining report content and topic Boundaries	a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the organization has implemented the Reporting Principles for defining report content.	- CR Report 2020: P15 Material Issues
102-47	List of material topics	a. A list of the material topics identified in the process for defining report content.	- CR Report 2020: P15 Material Issues
102-48	Restatements of information	a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.	- CR Report 2020 Supplementary Publication: Databook: P6 Environmental Performance > Procurement
102-49	Changes in reporting	a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	N/A
102-50	Reporting period	a. Reporting period for the information provided.	- CR Report 2020: P2 Index P105 Scope of Reporting > Reporting Period
102-51	Date of most recent report	a. If applicable, the date of the most recent previous report.	Published on October 30, 2019
102-52	Reporting cycle	a. Reporting cycle.	- CR Report 2020: P105 Scope of Reporting > Reporting Period
102-53	Contact point for questions regarding the report	a. The contact point for questions regarding the report or its contents.	- CR Report 2020: P105 Scope of Reporting > Please direct queries on this report to

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102-54	Claims of reporting in accordance with the GRI Standards	a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: i. 'This report has been prepared in accordance with the GRI Standards: Core option'; ii. 'This report has been prepared in accordance with the GRI Standards: Comprehensive option'.	This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option.
102-55	GRI content index	a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	This table
102-56	External assurance	a. A description of the organization's policy and current practice with regard to seeking external assurance for the report. b. If the report has been externally assured: i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. The relationship between the organization and the assurance provider; iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.	· CR Report 2020: · P106 Independent Practitioner's Assurance Report · CR Report 2020 Supplementary Publication: Databook P12 Independent Practitioner's Assurance Report

GRI103 :Management Approach

Indicator			Report page
Number	Title	Disclosure items	2020
103 : Management Approach			
103-1	Explanation of the material topic and its Boundary	a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	· CR Report 2020: P15 Material Issues

103-2	The management approach and its components	a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies; ii. Commitments; iii. Goals and targets; iv. Responsibilities; v. Resources; vi. Grievance mechanisms; vii. Specific actions, such as processes, projects, programs and initiatives.	· CR Report 2020: P14 CR Management Structure P15 Material Issues P16 Corporate Responsibility Strategy P17-31 Three Strategic Pillars P34 Diversity & Equal Opportunity > Our Approach, Our System P39 Rewarding Workplaces > Our Approach, Our System P42 Talent Development > Our Approach, Our System P45 Occupational Health & Safety > Our Approach, Our System P51 Environmental Management System > Our Approach, Our System P63 Management of Chemical Substances > Our Approach, Our System P66 Responsible Supply Chain Management > Our Approach & System P69 Product Safety & Quality > Our Approach, Our System P74 Customer Satisfaction > Our Approach & System, Implementing the Six Sigma Quality Management Method P78-82 Human Rights > Our Approach & Principles, Our System, Analysis & Evaluation, Concern-Raising System P83 Stakeholder Engagement > Our Approach P88 Community > Our Approach & System P96-104 Action Plan & KPIs
103-3	Evaluation of the management approach	a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	· CR Report 2020: P94-95 External Evaluations & Awards P96-104 Action Plan & KPIs

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GRI200 :Economic Topics

Indicator			Report page
Number	Title	Disclosure items	2020
201: Economic Performance			
201-1	Direct economic value generated and distributed	a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	· Website: Investor Relations https://www.lixil.com/en/investor/ · CR Report 2020: P83 Relationship with Stakeholders > Government Authorities and Industrial Associations (Total political contributions) P88 Community > Our Approach & System > Community Development Expenditures · Annual Securities Report for the 78th term (Available in Japanese) > Consolidated Financial Statements
201-2	Financial implications and other risks and opportunities due to climate change	a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including: i. a description of the risk or opportunity and its classification as either physical, regulatory, or other; ii. a description of the impact associated with the risk or opportunity; iii. the financial implications of the risk or opportunity before action is taken; iv. the methods used to manage the risk or opportunity; v. the costs of actions taken to manage the risk or opportunity.	· Integrated Report 2020: P20 Megatrends · CR Report 2020: P53-54 Environmental Management System > Environmental Disclosure, Reponse to the TCFD
201-3	Defined benefit plan obligations and other retirement plans	a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities. b. If a separate fund exists to pay the plan's pension liabilities: i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them; ii. the basis on which that estimate has been arrived at; iii. when that estimate was made. c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage. d. Percentage of salary contributed by employee or employer. e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.	· Annual Securities Report for the 78th term (Available in Japanese) > Consolidated Financial Statements

201-4	Financial assistance received from government	a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including: i. tax relief and tax credits; ii. subsidies; iii. investment grants, research and development grants, and other relevant types of grant; iv. awards; v. royalty holidays; vi. financial assistance from Export Credit Agencies (ECAs); vii. financial incentives; viii. other financial benefits received or receivable from any government for any operation. b. The information in 201-4-a by country. c. Whether, and the extent to which, any government is present in the shareholding structure.	Difficult to collect information: We are not able to aggregate relevant information at the moment.
202: Market Presence			
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage. b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage. c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used. d. The definition used for 'significant locations of operation'.	-
202-2	Proportion of senior management hired from the local community	a. Percentage of senior management at significant locations of operation that are hired from the local community. b. The definition used for 'senior management'. c. The organization's geographical definition of 'local'. d. The definition used for 'significant locations of operation'.	-

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203: Indirect Economic Impacts			
203-1	Infrastructure investments and services supported	a. Extent of development of significant infrastructure investments and services supported. b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant. c. Whether these investments and services are commercial, in-kind, or pro bono engagements.	- CR Report 2020: P18-23 Global Sanitation & Hygiene P88-92 Community
203-2	Significant indirect economic impacts	a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts. b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	- CR Report 2020: P18-23 Global Sanitation & Hygiene P88-92 Community
204: Procurement Practices			
204-1	Proportion of spending on local suppliers	a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally). b. The organization's geographical definition of 'local'. c. The definition used for 'significant locations of operation'.	- CR Report 2020: P66 Responsible Supply Chain Management > Promoting Responsible Procurement That Upholds the Environment and Labor Safety > Procurement Transaction Amount Breakdown by Country
205: Anti-Corruption			
205-1	Operations assessed for risks related to corruption	a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment.	- Website: Compliance https://www.lixil.com/en/about/governance/compliance.html
205-2	Communication and training about anti-corruption policies and procedures	a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations. d. Total number and percentage of governance body members that have received training on anticorruption, broken down by region. e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	- CR Report 2020: P99 Action Plan & KPIs > Fair Business Practices - Website: Compliance https://www.lixil.com/en/about/governance/compliance.html

205-3	Confirmed incidents of corruption and actions taken	a. Total number and nature of confirmed incidents of corruption. b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	- CR Report 2020: P99 Action Plan & KPIs > Fair Business Practices - Website: Compliance https://www.lixil.com/en/about/governance/compliance.html
206: Anti-competitive Behavior			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. Main outcomes of completed legal actions, including any decisions or judgments.	We were not subject to any legal actions during this reporting period.

GRI300 : Environmental Topics Indicator

Indicator			Report page
Number	Title	Disclosure items	2020
301: Materials			
301-1	Materials used by weight or volume	a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: i. non-renewable materials used; ii. renewable materials used.	- CR Report 2020 Supplementary Publication: Databook P6 Environmental Performance > Procurement
301-2	Recycled input materials used	a. Percentage of recycled input materials used to manufacture the organization's primary products and services.	- CR Report 2020: P62 Sustainable Use of Resources > Recycling Resources in Operational Activities
301-3	Reclaimed products and their packaging materials	a. Percentage of reclaimed products and their packaging materials for each product category. b. How the data for this disclosure have been collected.	-

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302: Energy			
302-1	Energy consumption within the organization	a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. c. In joules, watt-hours or multiples, the total: i. electricity consumption; ii. heating consumption; iii. cooling consumption; iv. steam consumption. d. In joules, watt-hours or multiples, the total: i. electricity sold; ii. heating sold; iii. cooling sold; iv. steam sold. e. Total energy consumption within the organization, in joules or multiples. f. Standards, methodologies, assumptions, and/or calculation tools used. g. Source of the conversion factors used.	· CR Report 2020 Supplementary Publication: Databook P6-7 Environmental Performance > Manufacture / Sales
302-2	Energy consumption outside of the organization	a. Energy consumption outside of the organization, in joules or multiples. b. Standards, methodologies, assumptions, and/or calculation tools used. c. Source of the conversion factors used.	· CR Report 2020 Supplementary Publication: Databook P6-7 Environmental Performance > Manufacture / Sales
302-3	Energy intensity	a. Energy intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumption within the organization, outside of it, or both.	-
302-4	Reduction of energy consumption	a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all. c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. d. Standards, methodologies, assumptions, and/or calculation tools used.	· CR Report 2020 Supplementary Publication: Databook P6-7 Environmental Performance > Manufacture / Sales

302-5	Reductions in energy requirements of products and services	a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples. b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. c. Standards, methodologies, assumptions, and/or calculation tools used.	· CR Report 2020: P55-56 Climate Change Mitigation and Adaptation > Products & Services: Conserving Energy and Reducing Greenhouse Gas Emissions
303: Water			
303-1	Interactions with water as a shared resource	a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff). b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used. c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts. d. An explanation of the process for setting any water-related goals and targets that are part of the organization's management approach, and how they relate to public policy and the local context of each area with water stress.	· CR Report 2020: P60 Sustainable Water Use > Improving Water Efficiency and Protecting Water Quality in Business Activities > Identifying Water Risks at Production Sites
303-2	Management of water discharge-related impacts	a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: i. how standards for facilities operating in locations with no local discharge requirements were determined; ii. any internally developed water quality standards or guidelines; iii. any sector-specific standards considered; iv. whether the profile of the receiving waterbody was considered.	We properly manage water discharge in accordance with laws and regulations. Going forward, we will focus more on water quality in risk assessments.

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303-3	Water withdrawal	a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; - Seawater; iii. Produced water; iv. Third-party water. b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv. c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids). d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	· CR Report 2020 Supplementary Publication: Databook P6-7 Environmental Performance > Manufacture / Sales · CR Report 2020: P60 Sustainable Water Use > Improving Water Efficiency and Protecting Water Quality in Business Activities > Identifying Water Risks at Production Sites
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303-4	Water discharge	a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable. b. A breakdown of total water discharge to all areas in megaliters by the following categories: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids). c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids). d. Priority substances of concern for which discharges are treated, including: i. how priority substances of concern were defined, and any international standard, authoritative list, or criteria used; ii. the approach for setting discharge limits for priority substances of concern; iii. number of incidents of non-compliance with discharge limits. e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	· CR Report 2020 Supplementary Publication: Databook P6-7 Environmental Performance > Manufacture / Sales
303-5	Water consumption	a. Total water consumption from all areas in megaliters. b. Total water consumption from all areas with water stress in megaliters. c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact. d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.	CR Report 2020 Supplementary Publication: Databook P6-7 Environmental Performance > Manufacture / Sales

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304: Biodiversity			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: i. Geographic location; ii. Subsurface and underground land that may be owned, leased, or managed by the organization; iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas; iv. Type of operation (office, manufacturing or production, or extractive); v. Size of operational site in km² (or another unit, if appropriate); vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem); vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).	-
304-2	Significant impacts of activities, products, and services on biodiversity	a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following: i. Construction or use of manufacturing plants, mines, and transport infrastructure; ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and nonpoint sources); iii. Introduction of invasive species, pests, and pathogens; iv. Reduction of species; v. Habitat conversion; vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level). b. Significant direct and indirect positive and negative impacts with reference to the following: i. Species affected; ii. Extent of areas impacted; iii. Duration of impacts; iv. Reversibility or irreversibility of the impacts.	-
304-3	Habitats protected or restored	a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals. b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures. c. Status of each area based on its condition at the close of the reporting period. d. Standards, methodologies, and assumptions used.	-

304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk: i. Critically endangered; ii. Endangered; iii. Vulnerable; iv. Near threatened; v. Least concern.	-
305: Emissions			
305-1	Direct (Scope 1) GHG emissions	a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent. b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent. d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	· CR Report 2020 Supplementary Publication: Databook P8 Environmental Performance > Conversion Coefficients Used to Convert CO₂ Emissions P9 Environmental Performance > CO₂ Emissions by Scope P10 Environmental Performance > Scope of Data Collection
305-2	Energy indirect (Scope 2) GHG emissions	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent. c. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	· CR Report 2020 Supplementary Publication: Databook P8 Environmental Performance > Conversion Coefficients Used to Convert CO₂ Emissions P9 Environmental Performance > CO₂ Emissions by Scope P10 Environmental Performance > Scope of Data Collection

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305-3	Other indirect (Scope 3) GHG emissions	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent. b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used.	· CR Report 2020 Supplementary Publication: Databook P8 Environmental Performance > Conversion Coefficients Used to Convert CO₂ Emissions P9 Environmental Performance > CO₂ Emissions by Scope P10 Environmental Performance > Scope of Data Collection
305-4	GHG emissions intensity	a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.	· CR Report 2020: P102 Action Plan & KPIs > Environment > Improve environmental value our products and services can offer and reduce environmental impacts across the entire process of our business
305-5	Reduction of GHG emissions	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent. b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all. c. Base year or baseline, including the rationale for choosing it. d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used.	· CR Report 2020: P102 Action Plan & KPIs > Environment > Improve environmental value our products and services can offer and reduce environmental impacts across the entire process of our business
305-6	Emissions of ozone-depleting substances (ODS)	a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used.	N/A: We do not produce, import, or export these substances.

305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOx; ii. SOx; iii. Persistent organic pollutants (POP); iv. Volatile organic compounds (VOC); v. Hazardous air pollutants (HAP); vi. Particulate matter (PM); vii. Other standard categories of air emissions identified in relevant regulations. b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.	· CR Report 2020 Supplementary Publication: Databook P6-7 Environmental Performance > Manufacture / Sales
306: Effluents and Waste			
306-1	Water discharge by quality and destination	a. Total volume of planned and unplanned water discharges by: i. destination; ii. quality of the water, including treatment method; whether the water was reused by another organization. b. Standards, methodologies, and assumptions used.	· CR Report 2020 Supplementary Publication: Databook P6-7 Environmental Performance > Manufacture / Sales
306-2	Waste by type and disposal method	a. Total weight of hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse; ii. Recycling; iii. Composting; iv. Recovery, including energy recovery; v. Incineration (mass burn); vi. Deep well injection; vii. Landfill; viii. On-site storage; ix. Other (to be specified by the organization). b. Total weight of non-hazardous waste, with a breakdown by the following disposal methods where applicable: i. Reuse; ii. Recycling; iii. Composting; iv. Recovery, including energy recovery; v. Incineration (mass burn); vi. Deep well injection; vii. Landfill; viii. On-site storage; ix. Other (to be specified by the organization). c. How the waste disposal method has been determined: i. Disposed of directly by the organization, or otherwise directly confirmed; ii. Information provided by the waste disposal contractor; iii. Organizational defaults of the waste disposal contractor.	· CR Report 2020 Supplementary Publication: Databook P6-7 Environmental Performance > Manufacture / Sales

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306-3	Significant spills	a. Total number and total volume of recorded significant spills. b. The following additional information for each spill that was reported in the organization's financial statements: i. Location of spill; ii. Volume of spill; iii. Material of spill, categorized by: oil spills (soil or water surfaces), fuel spills (soil or water surfaces), spills of wastes (soil or water surfaces), spills of chemicals (mostly soil or water surfaces), and other (to be specified by the organization). c. Impacts of significant spills.	No significant spills occurred.
306-4	Transport of hazardous waste	a. Total weight for each of the following: i. Hazardous waste transported; ii. Hazardous waste imported; iii. Hazardous waste exported; iv. Hazardous waste treated. b. Percentage of hazardous waste shippedinternationally. c. Standards, methodologies, and assumptions used.	· CR Report 2020 Supplementary Publication: Databook P6-7 Environmental Performance > Manufacture / Sales
306-5	Water bodies affected by water discharges and/or runoff	a. Water bodies and related habitats that are significantly affected by water discharges and/or runoff, including information on: i. the size of the water body and related habitat; ii. whether the water body and related habitat is designated as a nationally or internationally protected area; iii. the biodiversity value, such as total number of protected species.	-
307: Environmental Compliance			
307-1	Non-compliance with environmental laws and regulations	a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of: i. total monetary value of significant fines; ii. total number of non-monetary sanctions; iii. cases brought through dispute resolution mechanisms. b. If the organization has not identified any non-compliance with environmental laws and/orregulations, a brief statement of this fact is sufficient.	· CR Report 2020 Supplementary Publication: Databook P10 Environmental Performance > Environmental Law Violations
308: Supplier Environmental Assessment			
308-1	New suppliers that were screened using environmental criteria	a. Percentage of new suppliers that were screened using environmental criteria.	· CR Report 2020: P66 Responsible Supply Chain Management > Promoting Responsible Procurement That Upholds the Environment and Labor Safety

308-2	Negative environmental impacts in the supply chain and actions taken	a. Number of suppliers assessed for environmental impacts. b. Number of suppliers identified as having significant actual and potential negative environmental impacts. c. Significant actual and potential negative environmental impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.	· CR Report 2020: P67 Responsible Supply Chain Management > Conducting and Following Up on Responsible Procurement Surveys
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GRI400 : Social Topics

Indicator			Report page
Number	Title	Disclosure items	2020
401: Employment			
401-1	New employee hires and employee turnover	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region. b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	· CR Report 2020 Supplementary Publication: Databook P4 Human Resource Performance > Number of New Hires, Number of Retirees and Turnover Rate
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. b. The definition used for 'significant locations of operation'.	-
401-3	Parental leave	a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender	· CR Report 2020: P35 Diversity & Equal Opportunity > Supporting a Healthy Work-Life Balance

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402: Labor/Management Relations			
402-1	Minimum notice periods regarding operational changes	a. Minimum number of weeks’ notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	· CR Report 2020: P41 Rewarding Workplaces > Labor-Management Relationship
403: Occupational Health and Safety			
403-1	Occupational health and safety management system	a. A statement of whether an occupational health and safety management system has been implemented, including whether: i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	· CR Report 2020: P45 Occupational Health & Safety > Our Approach, Our System
403-2	Hazard identification, risk assessment, and incident investigation	a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system. b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals. c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals. d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	· CR Report 2020: P40-41 Rewarding Workplaces > Preventing Overwork, Labor-Management Relationship P45 Occupational Health & Safety > Our System, Efforts to Eradicate Work-Related Accidents P79,81 Human Rights > Our System, Analysis & Evaluation, Corrective Action
403-3	Occupational health services	a. A description of the occupational health services’ functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers’ access to them.	· CR Report 2020: P46-48 Occupational Health & Safety > Driving Health Management

403-4	Worker participation, consultation, and communication on occupational health and safety	a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers. b. Where formal joint management–worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	· CR Report 2020: P41 Rewarding Workplaces > Labor-Management Relationship P45 Occupational Health & Safety > Our System
403-5	Worker training on occupational health and safety	a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	· CR Report 2020: P45-48 Occupational Health & Safety > Efforts to Eradicate Work-Related Accidents, Driving Health Management
403-6	Promotion of worker health	a. An explanation of how the organization facilitates workers’ access to non-occupational medical and healthcare services, and the scope of access provided. b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers’ access to these services and programs.	· CR Report 2020: P46-48 Occupational Health & Safety > Driving Health Management
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	a. A description of the organization’s approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.	· CR Report 2020: P67 Responsible Supply Chain Management > Conducting and Following Up on Responsible Procurement Surveys P79, 81 Human Rights > Our System, Analysis & Evaluation, Corrective Action
403-8	Workers covered by an occupational health and safety management system	a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	· CR Report 2020: P33 Our People > Highlight · CR Report 2020 Supplementary Publication: Databook P3 Human Resource Performance > Number of Employees by Type of Employment

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403-9	Work-related injuries	a. For all employees: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. c. The work-related hazards that pose a risk of high-consequence injury, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls. e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked. f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	· CR Report 2020: P46 Occupational Health & Safety > The Occurrence of Work-Related Accidents
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403-10	Work-related ill health	a. For all employees: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. c. The work-related hazards that pose a risk of ill health, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	· CR Report 2020: P46 Occupational Health & Safety > The Occurrence of Work-Related Accidents
404: Training and Education			
404-1	Average hours of training per year per employee	a. Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender; ii. employee category.	· CR Report 2020: P44 Talent Development > Offering Diverse Educational Programs > Annual Training Hours and Costs per Employee
404-2	Programs for upgrading employee skills and transition assistance programs	a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	· CR Report 2020: P43 Talent Development > Overview of Talent Development P44 Talent Development > Offering Diverse Educational Program, Career Development Support
404-3	Percentage of employees receiving regular performance and career development reviews	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	· CR Report 2020: P44 Our People > Talent Development > Evaluation Framework

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405: Diversity and Equal Opportunity			
405-1	Diversity of governance bodies and employees	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: - Gender; - Age group: under 30 years old, 30-50 years old, over 50 years old; - Other indicators of diversity where relevant (such as minority or vulnerable groups). b. Percentage of employees per employee category in each of the following diversity categories: - Gender; - Age group: under 30 years old, 30-50 years old, over 50 years old; - Other indicators of diversity where relevant (such as minority or vulnerable groups).	- Annual Securities Report for the 78th term (Available in Japanese) > Corporate Officers - CR Report 2020 Supplementary Publication: Databook P3 Human Resource Performance > Number of Employees by Type of Employment
405-2	Ratio of basic salary and remuneration of women to men	a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. The definition used for 'significant locations of operation'.	-
406: Non-discrimination			
406-1	Incidents of discrimination and corrective actions taken	a. Total number of incidents of discrimination during the reporting period. b. Status of the incidents and actions taken with reference to the following: - Incident reviewed by the organization; - Remediation plans being implemented; - Remediation plans that have been implemented, with results reviewed through routine internal management review processes; - Incident no longer subject to action.	- CR Report 2020: P81 Human Rights > Analysis & Evaluation
407: Freedom of Association and Collective Bargaining			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: - type of operation (such as manufacturing plant) and supplier; - countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	- CR Report 2020: P81 Human Rights > Analysis & Evaluation

408: Child Labor			
408-1	Operations and suppliers at significant risk for incidents of child labor	a. Operations and suppliers considered to have significant risk for incidents of: - child labor; - young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: - type of operation (such as manufacturing plant) and supplier; - countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	- CR Report 2020: P81 Human Rights > Analysis & Evaluation
409: Forced or Compulsory Labor			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: - type of operation (such as manufacturing plant) and supplier; - countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	- CR Report 2020: P81 Human Rights > Analysis & Evaluation
410: Security Practices			
410-1	Security personnel trained in human rights policies or procedures	a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security. b. Whether training requirements also apply to third party organizations providing security personnel.	-
411: Rights of Indigenous Peoples			
411-1	Incidents of violations involving rights of indigenous peoples	a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period. b. Status of the incidents and actions taken with reference to the following: - Incident reviewed by the organization; - Remediation plans being implemented; - Remediation plans that have been implemented, with results reviewed through routine internal management review processes; - Incident no longer subject to action.	No incidents reported so far. We will continue to implement human rights due diligence.
412: Human Rights Assessment			
412-1	Operations that have been subject to human rights reviews or impact assessments	a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.	- CR Report 2020: P79 Human Rights > Our system

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412-2	Employee training on human rights policies or procedures	a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations. b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.	· CR Report 2020: P81 Human Rights > Corrective Action
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. b. The definition used for 'significant investment agreements'.	N/A
413: Local Communities			
413-1	Operations with local community engagement, impact assessments, and development programs	a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: - social impact assessments, including gender impact assessments, based on participatory processes; - environmental impact assessments and ongoing monitoring; - public disclosure of results of environmental and social impact assessments; - local community development programs based on local communities' needs; - stakeholder engagement plans based on stakeholder mapping; - broad based local community consultation committees and processes that include vulnerable groups; - works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; - formal local community grievance processes.	· CR Report 2020: P18-23 Global Sanitation & Hygiene P88-92 Community
413-2	Operations with significant actual and potential negative impacts on local communities	a. Operations with significant actual and potential negative impacts on local communities, including: - the location of the operations; - the significant actual and potential negative impacts of operations.	-
414: Supplier Social Assessment			
414-1	New suppliers that were screened using social criteria	a. Percentage of new suppliers that were screened using social criteria.	· CR Report 2020: P66 Responsible Supply Chain Management > Promoting Responsible Procurement That Upholds the Environment and Labor Safety

414-2	Negative social impacts in the supply chain and actions taken	a. Number of suppliers assessed for social impacts. b. Number of suppliers identified as having significant actual and potential negative social impacts. c. Significant actual and potential negative social impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	· CR Report 2020: P67 Responsible Supply Chain Management > Conducting and Following Up on Responsible Procurement Surveys P81 Human Rights > Analysis & Evaluation
415: Public Policy			
415-1	Political contributions	a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary. b. If applicable, how the monetary value of in-kind contributions was estimated.	· CR Report 2020: P84 Key Stakeholder Engagement > Government Authorities and Industrial Associations
416: Customer Health and Safety			
416-1	Assessment of the health and safety impacts of product and service categories	a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	· CR Report 2020: P70 Product Safety & Quality > Enhancing Quality across Entire Product Lifecycle
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: - incidents of non-compliance with regulations resulting in a fine or penalty; - incidents of non-compliance with regulations resulting in a warning; - incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	· CR Report 2020: P71 Product Safety & Quality > Responding to Serious Product-Related Accidents > Number of Legal Infringements and Significant Product-Related Accidents
417: Marketing and Labeling			
417-1	Requirements for product and service information and labeling	a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling: - The sourcing of components of the product or service; - Content, particularly with regard to substances that might produce an environmental or social impact; - Safe use of the product or service; - Disposal of the product and environmental or social impacts; - Other (explain). b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.	· Website: Business Information TOP > Laws, Regulations, and Institutions > Laws and Institutions > Environmentally Conscious Design and Eco-Products (Available in Japanese) http://www.biz-lixil.com/service/law/eco_products/index.html#ixTmplSectionBlock02 · CR Report 2020: P53 Environmental Management System > Environmentally Conscious Design

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417-2	Incidents of non-compliance concerning product and service information and labeling	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	No incidents reported so far.
417-3	Incidents of non-compliance concerning marketing communications	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	No incidents reported so far.
418: Customer Privacy			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: i. complaints received from outside parties and substantiated by the organization; ii. complaints from regulatory bodies. b. Total number of identified leaks, thefts, or losses of customer data. c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.	No incidents reported so far.
419: Socioeconomic Compliance			
419-1	Non-compliance with laws and regulations in the social and economic area	a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of: i. total monetary value of significant fines; ii. total number of non-monetary sanctions; iii. cases brought through dispute resolution mechanisms. b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient. c. The context against which significant fines and non-monetary sanctions were incurred.	No incidents occurred.

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This report was created with references to TCFD-recommended disclosure items. The table below compares the report content to the recommended disclosures.

CR Response to the TCFD (P54)

Category	Detail	Report page
Governance	In order to promote Group-wide environmental activities, we established the Group Environmental Committee chaired by the Group's chief technology officer (CTO). The committee enlists the cooperation of the LIXIL Group executive officers and the Board of Directors, the Risk Management Committee, and the Corporate Responsibility (CR) Committee for its activities. These activities focus primarily on establishing a Group-wide environmental management system and sharing and expanding organizational and regional measures.	P51 Environmental Management System > Our System
Strategy	In FYE 2020, we formulated our Environmental Vision 2050. We are pursuing a strict environmental strategy because we recognize that environmental problems such as climate change are one of our most important management issues that harbor both risks and opportunities for our business. We conduct scenario analysis and impact assessments starting with the business areas judged to be exposed to the greatest environmental risk, and use the analysis results to develop countermeasures and action plans.	P25 Water Conservation & Environmental Sustainability > Background, Our Approach & Strategy P51 Environmental Management System > Our Approach P54 Environmental Management System > Response to the TCFD P15 Material Issues
Risk Management	We pinpoint issues involving climate-related risks from among global social trends, industry-specific problems, and stakeholder expectations, and analyze their potential impact from a medium- to long-term perspective. Once the validity of the selected and evaluated issues has been examined within our environmental management and companywide risk management systems, the issues are approved by the CR Committee, whose voting body is the LIXIL Group Board of Directors and executive officers, and then identified as material issues. We formulate medium-term action plans for material issues involving climate-related risks and regularly measure progress and outcomes.	P51 Environmental Management System > Our System Website: Corporate Governance > Risk Management https://www.lixil.com/en/about/governance/risk_management.html
Metrics and Targets	Approximately 32% of the world's energy is consumed in LIXIL's main area of business, namely buildings (24% residential, 8% commercial), and that total is expected to more than double by 2050. We are aware of the important role LIXIL plays in achieving the long-term goals laid out in the Paris Agreement. For that reason, we manage Scope 1-3 CO ₂ emissions through our environmental management system, and have set medium- to long-term targets to reduce Scope 1 and 2 emissions by 30% and Scope 3 emissions from product use by 15% by 2030 (v. FYE 2016 levels). We have developed an action plan to achieve these targets, which we are currently executing.	P26 Water Conservation & Environmental Sustainability > Targets for Realizing the Vision P50 Environment > Highlight P54 Environmental Management System > Response to the TCFD P55-57 Climate Change Mitigation and Adaptation

