

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



February 5, 2021

LIXIL Corporation

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Notification Regarding the Result of Voluntary Retirement Program “New Life”

LIXIL Corporation (herein after “LIXIL”) today announces the results of its Voluntary Retirement Program “New Life”, which was announced on October 30, 2020.

1. Outline of the implementation of “New Life”

LIXIL is transforming its Japan operations, accelerating the shift to meritocracy and building a more agile and entrepreneurial culture. To achieve this aim, Kawanaito LIXIL (“LIXIL, We Must Change”) was launched in Japan in the fall of 2019. Building on the steps already taken under Kawanaito LIXIL, the company introduced the New Life voluntary retirement program to accelerate its transformation and at the same time provide strong support to employees who choose to seek new opportunities externally.

(1) Eligibility	Permanent employees of LIXIL Corporation aged 40 and over, who have worked as an employee of LIXIL Corporation for ten consecutive years or more as of the effective date. This excludes employees working at factories (other than working in HR, Administration and Accounting Departments), Distribution Centers and the Digital Division.
(2) Effective Date of Retirement	March 25, 2021
(3) Anticipated Applicants	1,200
(4) Application Period	From January 12, 2021 to January 22, 2021
(5) Preferential Conditions	- A premium will be added on to the normal retirement allowance of eligible applicants - In addition, eligible applicants will also have the option to

	receive outplacement services
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2. Number of voluntary retirement applicants

965 employees

3. Financial impact for fiscal year ending March 31, 2021

The number of applicants to the program were less than the anticipated figure. However, the progress of other initiatives announced in the second quarter of the Fiscal Year Ending March 2021 exceeds original expectations. Therefore, LIXIL expects to meet its target of JPY23.0 billion in SG&A reductions in the fiscal year ending March 2022 compared to fiscal year ending March 2020.

LIXIL plans to record costs to be incurred in association with implementation of the program such as a premium retirement allowance and the outplacement services of JPY 13.6 billion as other expenses in the fourth quarter of the fiscal year ending March 31, 2021. Regarding the full year forecast for the fiscal year ending March 31, 2021 factoring the estimated cost for the program, please see "Announcement of Upward Revision of Consolidated Financial Forecast for the Fiscal Year Ending March 2021" separately released today (February 5, 2021).

We expect that the result decreases in labor costs approximately JPY 8.2 billion on annual basis.

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