

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



December 22, 2025

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

(Contact):
Aya Kawai
Senior Vice President, Leader, Investor Relations Office

Notification Regarding Change of Representative Executive Officer and Appointment of New Executive Officer

LIXIL Corporation (hereinafter "LIXIL") hereby gives notice that the Board of Directors has today determined change of representative executive officer and appointment of related executive officer which is scheduled to become effective on April 1, 2026.

1. Change of Representative Executive Officer

(1) Reason for the change:

To further strengthen strategic execution to support LIXIL's transformation, in accordance with the transition plan for the Executive Officers.

(2) Details of the change in Representative Executive Officer (effective April 1, 2026):

Name	New Positions	Current Positions
Hwa Jin Song Montesano	Director	Director, Representative Executive Officer, Executive Vice President, Chief People Officer, Human Resources, Communications, External Affairs, and Impact Strategy
Yugo Kanazawa	Representative Executive Officer, Executive Vice President, COO	Executive Officer, Executive Vice President, Chief Digital Officer, Digital and CX

As a result of this change, Mr. Kinya Seto and Mr. Yugo Kanazawa will serve as Representative Executive Officers as of April 1, 2026.

【Reference Information】

For details regarding this matter, please refer to the news release "LIXIL Announces Executive Changes to Enable Next Phase of Growth and Impact" posted on our company website.

URL: <https://newsroom.lixil.com/2025122201>

(3) Bio of newly appointed Representative Executive Officer

Name	Bio	
Yugo Kanazawa June 20, 1976	April 1999	Joined Sumitomo Corporation
	March 2010	Executive Officer, General Manager of Planning and Development Department, MonotaRO Co., Ltd.
	November 2010	President, Zoro Tools, Inc. (currently Zoro Inc., USA)
	March 2013	Executive Vice President, General Manager of Overseas Business Division, MonotaRO Co., Ltd.
	January 2014	Vice President, W.W. Grainger, Inc. (USA)
	August 2016	Executive Vice President, Chief Digital Officer of the company
	September 2016	Executive Vice President, Digital and Business Strategy, and Chief Digital Officer of the company
	June 2017	Executive Officer, Executive Vice President, Marketing, Digital, and Chief Digital Officer of the company
	October 2018	Executive Officer, Executive Vice President, Marketing, Digital, and IT, Chief Digital Officer, Chief Information Officer of the company
	April 2020	Executive Officer, Executive Vice President, Marketing, Digital, and IT, and Chief Digital Officer of the company
	April 2023	Executive Officer, Executive Vice President, Marketing and Digital, and Chief Digital Officer of the company
	April 2025	Executive Officer, Executive Vice President, Chief Digital Officer, Digital and CX of the company (incumbent)

Number of shares of the Company owned: 46,518 shares (as of December 22, 2025)

2. Personnel change concerning Executive Officer related to above matter

(1) New executive officer (Effective April 1, 2026)

Name	New Positions	Current Positions
Erin McCusker	Executive Officer, Executive Vice President, Chief Impact Officer	Senior Vice President, Leader, SATO and LIXIL Public Partners

(2) Bio of newly appointed executive officer

Name	Bio	
Erin McCusker April 29, 1984	May 2006	Joined Wrightsoft Corporation (USA)
	June 2008	Boston Consulting Group (USA)
	December 2014	Senior Manager, Business Development, One Acre Fund (Kenya)
	July 2016	External Communications Manager, The Boston Consulting Group, Inc. (USA)
	November 2016	Senior Program Officer, Global Growth & Opportunity (GGO), Bill & Melinda Gates Foundation (USA)
	December 2018	Chief Strategy Officer (CSO), SATO of the Company
	April 2020	Leader, SATO of the Company
	June 2022	Senior Vice President, Leader, SATO and LIXIL Public Partners of the Company (incumbent)

The executive officer appointments and composition effective April 1, 2026, as well as the director candidates (to be elected at the 84th Annual General Meeting of Shareholders) and other related matters, will be disclosed separately upon final determination in March 2026.

End