

CSR-Related Non-Financial Data

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- 03 Employee Composition
- 04 Diversity Composition and Occupational Safety

■ LIXIL Group Environmental Impact Data

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【Reporting Period】

Fiscal year ended March 31, 2015 (April 1, 2014 to March 31, 2015)

【Independent Practitioner's Assurance】

The LIXIL Group Corporation has received independent assurance from Deloitte Tohmatsu Evaluation and Certification Organization in order to ensure the reliability of “Annual Report 2015, Supplementary Data Book: CSR-Related Non-Financial Data.” Independent Practitioner's Assurance Report by Deloitte Tohmatsu Evaluation and Certification Organization is available on the corporate websites of LIXIL Group Corporation and LIXIL Corporation.

- ・ LIXIL Group Corporation CSR Information :

<http://www.lixil-group.co.jp/e/sustainability/>

- ・ LIXIL Corporation CSR Information :

<http://www.lixil.co.jp/corporate/csr/> (Japanese Only)

Data on LIXIL Group Employees

Scope of Data Collection

The organization being reported includes a total of groups / companies of the LIXIL Group: LIXIL Group Corporation and 5*¹ of its subsidiaries and LIXIL Corporation's major subsidiaries (12*² companies in Japan and 25*³ groups / companies outside Japan). The number of groups and companies is 43 in total. The scope of the current report covers the majority of the LIXIL Group Corporation's consolidated subsidiaries as of March 31, 2015, but is not equivalent to the scope of consolidation.

■ Affiliates of the LIXIL Group *¹

LIXIL Corporation, LIXIL VIVA CORPORATION, LIXIL Housing Research Institute, Ltd.,
LIXIL REALTY, Corp., JIO Corporation,

■ LIXIL Corporation's Major subsidiaries

• Major subsidiaries and affiliates in Japan *²

Kawashima Selkon Textiles Co., Ltd., HIVIC CO., LTD., LIXIL Total Hanbai Corporation,
Asahi Tostem Exterior Building Materials Co., Ltd., G TERIOR Corporation,
LIXIL SUZUKI SHUTTER CORPORATION, JAPAN HOME SHIELD CORPORATION
LIXIL Toyo Sash Shoji Co., Ltd., Dinaone Corporation, TM.S Corporation,
LIXIL RENEWAL Corporation, LIXIL Total Service Corporation

• Major subsidiaries and affiliates outside Japan *³

Permasteelisa Group, ASD Americas Holding Corp., TOSTEM THAI Co., Ltd.,
LIXIL Manufacturing (Dalian) Corporation, A-S CHINA PLUMBING PRODUCTS Ltd.,
LIXIL Vietnam Corporation, LIXIL GLOBAL MANUFACTURING VIETNAM Co., Ltd.,
LIXIL (Thailand) Public Co., Ltd., LIXIL-Haier Housing Products (Qingdao) Co., Ltd.,
PT AMERICAN STANDARD INDONESIA, AMERICAN STANDARD VIETNAM Co., Ltd.,
and 14 other companies consolidated subsidiaries

Note: GROHE Group S.à r.l. is not included.

Data Collection Method and Period

Data collection on numbers of employees is done on an original registration basis for each company. Lost time injuries frequency rate and severity rate use data that is only collected for directly employed staff including employees seconded to another Group companies.

Employee Composition

In recruiting and employing human resources, the LIXIL Group respects their rights as individuals and strives to be fair in selecting personnel and to build a diverse workforce nondiscriminatory in nature.

Number of employees by category

				Persons	%
In Japan	Directly employed	Regular staff *1	Male	17,988	25.4
			Female	5,484	7.7
			Total	23,472	33.1
		Non-Regular staff *2	Male	2,876	4.1
			Female	7,661	10.8
			Total	10,537	14.9
		Male Total		20,864	29.5
		Female Total		13,145	18.5
		Subtotal		34,009	48.0
	Indirectly employed *3			2,345	3.3
Total			36,354	51.3	
Outside Japan		Regular staff *1		27,703	39.1
		Non-Regular staff *2		1,157	1.7
		Indirectly employed *3		5,598	7.9
		Subtotal		34,458	48.7
Total				70,812	100.0

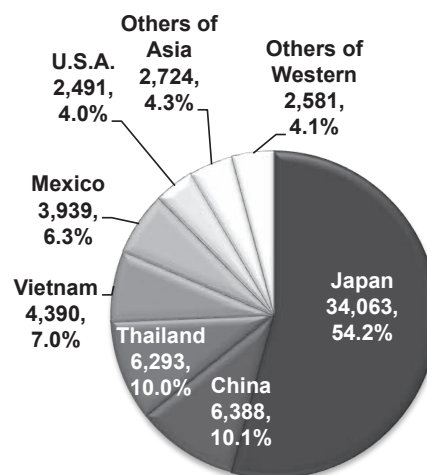
*1 Regular staff : Employees under a labor contract without the period of employment

*2 Non-Regular staff : Employees under a labor contract with the period of employment

*3 Indirectly employed : Temporary and subcontracted staff

Number of employees by country : Directly employed

Country	Persons	Country	Persons
Japan	34,063	India	536
China	6,388	Hong Kong	490
Thailand	6,293	Netherlands	345
Vietnam	4,390	Canada	283
Mexico	3,939	United Arab Emirates	274
U.S.A	2,491	Singapore	201
Germany	879	Others of Asia	661
Italy	839	Others of Western	235
Indonesia	562	Total	62,869



Notes : 1. Data collected according to location of employment or base region.

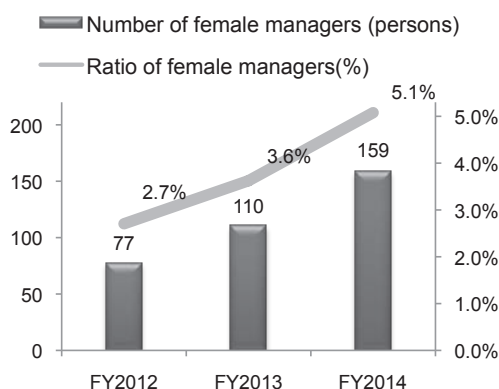
2. Others of Asia cover Australia.

3. Others of Western cover Russia.

Diversity Composition and Occupational Safety (in Japan)

The LIXIL Group proactively promotes diversity in its workforce. It does so in the belief that, to increase the Group's corporate power, it is essential to build a corporate culture that generates high levels of innovation and energy. We respect the individuality of its workers, and also assures a safe and comfortable working environment in order to ensure the mental and physical well-being of all workers.

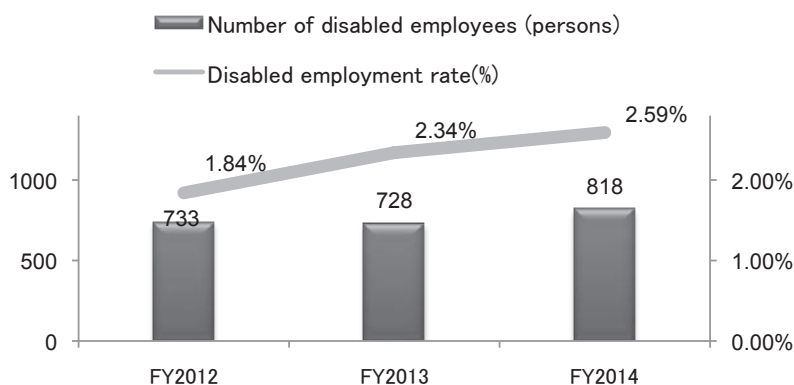
Number and Composition ratio of managers



FY2014		Persons	%
Gender	Male	2,972	94.9
	Female	159	5.1
Age	30~39	59	1.9
	40~49	1,417	45.2
	50 or older	1,655	52.9
Total		3,131	100.0

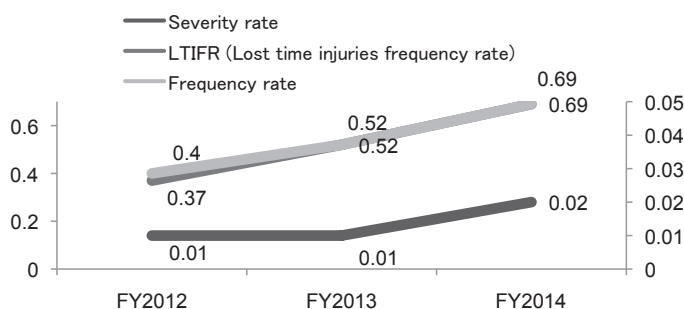
Note : Data collected based on the qualification system of individual operating companies.

Number and rate of disabled employees



- Notes : 1. For employees at March 31 of the fiscal year
 2. Calculated based on the Employment Rate System for Persons with Disabilities under guidance of the Ministry of Health, Labour and Welfare.

Lost time injuries frequency rate and severity rate



- Notes : 1. Only directly employed
 2. Frequency rate, Severity rate: Calculated based on the method used in the Survey on Industrial Accidents of the Ministry of Health, Labour and Welfare
 3. LTIFR: Lost time injuries frequency rate is the number of deaths and injuries due to industrial accidents divided by the cumulative hours worked multiplied by one million (lost time is defined as any period of one day or more)

LIXIL Group Environmental Impact Data

Scope of Data Collection

In principle, with the exclusion of some consolidated subsidiaries in consideration of their business size and content, the scope of the organization for which environmental impact data is reported comprises all operating companies and their consolidated subsidiaries as of April 2014. Among non-consolidated companies, only a few of the manufacturing and logistics companies have been included in the scope of reporting (LIXIL Logistics Corporation, LIXIL BUILDING MATERIALS MANUFACTURING (SHANGHAI) CORPORATION and Wuxi moritec Special Door Co., Ltd.); when their buildings are either owned or managed by operating companies of the LIXIL Group, non-consolidated subsidiaries are considered to be under management by the LIXIL Group. Please note that the scope differs from the group of companies that are consolidated for financial reporting purposes. Items outside the scope stated above are reported on in separate notes on an individual basis.

■ Affiliates of the LIXIL Group

LIXIL Corporation, LIXIL VIVA CORPORATION, LIXIL Housing Research Institute, Ltd., LIXIL REALTY, Corp., CLASSIS Corporation, JIO Corporation, LIXIL Group Finance Corporation

■ LIXIL Corporation's Major subsidiaries

• Major subsidiaries and affiliates in Japan

Kawashima Selkon Textiles Co., Ltd., HIVIC CO., LTD., SUN WAVE CORPORATION, LIXIL Total Hanbai Corporation, Asahi Tostem Exterior Building Materials Co., Ltd., G TERIOR Corporation, LIXIL SUZUKI SHUTTER CORPORATION, JAPAN HOME SHIELD CORPORATION, LIXIL Toyo Sash Shoji Co., Ltd., Dinaone Corporation, T.M.S Corporation, Kuwata Co., Ltd., Oita Tostem Co., Ltd., Nishi Kyushu Tostem Co., Ltd., Tostem Management Systems Co., Ltd., LIXIL Total Service Corporation, LIXIL ENERGY Co., Ltd., LIXIL RENEWAL Corporation, LIXIL INFORMATION SYSTEMS CORPORATION

• Non-consolidated subsidiaries in Japan

LIXIL Logistics Corporation

• Major subsidiaries and affiliates outside Japan

TOSTEM THAI Co., Ltd., LIXIL Manufacturing (Dalian) Corporation, LIXIL AS Sanitary Manufacturing (Shanghai) Co., Ltd, LIXIL AS Sanitary Manufacturing (Tianjin) Co., Ltd., Jiangmen LIXIL AS Sanitary Fitting Manufacturing Co., Ltd, HUA MEI SANITARY WARE Co., Ltd., LIXIL Vietnam Corporation, LIXIL-Haier Housing Products (Qingdao) Co., Ltd., LIXIL BUILDING MATERIALS MANUFACTURING (SUZHOU) CORPORATION, LIXIL Sanitary Fitting Manufacturing (Suzhou) Corporation,

Four consolidated companies and two non-consolidated company outside Japan

Note: The data for Permasteelisa Group, American Standard Brands and GROHE Group S.à r.l. are not included in the data for fiscal 2014.

Procurement and Logistics Data

■ **Procurement:** The scope of data calculation includes all bases and companies manufacturing products under the environmental management systems of the LIXIL Group. All raw materials, parts, and packaging materials used in the products are included in the calculations. However, manufacturing facilities and office consumables are excluded. The data covers 41 bases in Japan and 13 companies overseas.

■ **Logistics:** The scope of data calculation covers 17 bases in Japan of LIXIL Logistics Corporation designated by the Law Concerning the Rational Use of Energy (Specified Shipper).

Material Balance (INPUT)

■ Procurement

The amount used		FY 2013		FY 2014			
Raw materials	Aluminum raw materials	148,882	t	164,461	t		
	Other metals	86,567	t	80,417	t		
	Plastics raw materials	39,620	t	37,090	t		
	Wood raw materials	268,735	t	238,259	t		
	Ceramics raw materials	531,006	t	379,384	t		
	Others	153	t	168	t		
Parts/ materials	Metal parts	117,407	t	104,018	t		
	Plastic parts	127,658	t	134,744	t		
	Wood parts	99,999	t	86,936	t		
	Ceramic parts	262,207	t	249,026	t		
	Packaging materials	17,892	t	17,298	t		
	Others	253,272	t	147,395	t		
Total		1,953,398	t	1,639,198	t	Quantity of reduction	Compared with previous year
Energy consumption		38,046	thousand GJ	38,108	thousand GJ	—62 thousand GJ	0.2 % increase

Notes : 1. The weight of parts / materials is calculated based on purchase costs.

2. Data covers the manufacturing bases of LIXIL Corporation and its subsidiaries overseas, Kawashima Selkon Textiles Co., Ltd., and HIVIC CO., LTD.

3. We have corrected some of the number of 2013.

■ Manufacture/sales

The amount used		FY 2013		FY 2014			
Electricity		969,360	thousand kWh	925,966	thousand kWh		
City gas		100,084	thousand m ³	93,388	thousand m ³		
LNG		16,645	t	14,931	t		
LPG		14,758	t	13,364	t		
Kerosene		3,766	kL	3,232	kL		
Fuel oil		11,928	kL	6,548	kL		
Diesel		2,528	kL	2,925	kL		
Gasoline		9,655	kL	8,773	kL		
Steam		167,590	GJ	142,673	GJ		
Photovoltaic power generation *		26	thousand kWh	24	thousand kWh	Quantity of reduction	Compared with previous year
Energy consumption		16,808	thousand GJ	15,649	thousand GJ	1,159 thousand GJ	6.9 % decrease

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

Water intake		FY 2013		FY 2014			
Potable water		1,552	thousand m ³	1,547	thousand m ³		
Industrial water		6,484	thousand m ³	4,808	thousand m ³		
Ground water		5,040	thousand m ³	4,233	thousand m ³		
Total		13,076	thousand m ³	10,588	thousand m ³	Quantity of reduction	Compared with previous year
Energy consumption		19.0	thousand GJ	16.1	thousand GJ	2.9 thousand GJ	15.3 % decrease

Note : Data excludes a portion of LIXIL Corporation's head office, branches, and sales-related consolidated companies, LIXIL Housing Institute, Ltd., HIVIC CO., LTD., JIO Corporation, and CLASSIS Corporation.

Volume handled		FY 2013		FY 2014		Quantity of reduction	Compared with previous year
Chemicals		6,650	t	5,908	t	742 t	11.2 % decrease

Notes : 1. Data covers LIXIL Corporation, Asahi Tostem Exterior Building Materials Co., Ltd., LIXIL SUZUKI SHUTTER CORPORATION, and LIXIL VIVA CORPORATION.

2. We have corrected the number of 2013.

■ Logistics

The amount used		FY 2013		FY 2014			
Fuel (Crude oil equivalent)		52,631	kL	46,886	kL	Quantity of reduction	Compared with previous year
Energy consumption		2,040	thousand GJ	1,817	thousand GJ	223 thousand GJ	10.9 % decrease

Note : Data covers LIXIL Logistics Corporation.

Material Balance (OUTPUT)

■ Procurement (Scope 3)

CO ₂ emissions		FY 2013		FY 2014		Quantity of reduction	Compared with previous year
Raw materials	Aluminum raw materials	788	thousand t-CO ₂	951	thousand t-CO ₂		
	Other metals	162	thousand t-CO ₂	153	thousand t-CO ₂		
	Plastics raw materials	85	thousand t-CO ₂	84	thousand t-CO ₂		
	Wood raw materials	215	thousand t-CO ₂	195	thousand t-CO ₂		
	Ceramics raw materials	97	thousand t-CO ₂	76	thousand t-CO ₂		
	Others	1.5	thousand t-CO ₂	1.7	thousand t-CO ₂		
Parts/ materials	Metal parts	501	thousand t-CO ₂	495	thousand t-CO ₂		
	Plastic parts	302	thousand t-CO ₂	303	thousand t-CO ₂		
	Wood parts	82	thousand t-CO ₂	72	thousand t-CO ₂		
	Ceramic parts	47	thousand t-CO ₂	48	thousand t-CO ₂		
	Packaging materials	40	thousand t-CO ₂	37	thousand t-CO ₂		
	Others	329	thousand t-CO ₂	243	thousand t-CO ₂		
Total		2,649	thousand t-CO ₂	2,657	thousand t-CO ₂	— 8 thousand t-CO ₂	0.3 % increase

Notes : 1. Data covers the manufacturing bases of LIXIL Corporation and its subsidiaries overseas, Kawashima Selkon Textiles Co.,Ltd., and HIVIC CO., LTD.
2. We have corrected some of the number of 2013.

■ Manufacture/sales (Scope 1 and 2)

CO ₂ emissions		FY 2013		FY 2014		Quantity of reduction	Compared with previous year
Electricity		439	thousand t-CO ₂	420	thousand t-CO ₂		
City gas		211	thousand t-CO ₂	197	thousand t-CO ₂		
LNG		45	thousand t-CO ₂	40	thousand t-CO ₂		
LPG		44	thousand t-CO ₂	40	thousand t-CO ₂		
Kerosene		9	thousand t-CO ₂	8	thousand t-CO ₂		
Fuel oil		32	thousand t-CO ₂	18	thousand t-CO ₂		
Diesel		7	thousand t-CO ₂	8	thousand t-CO ₂		
Gasoline		22	thousand t-CO ₂	20	thousand t-CO ₂		
Steam		10	thousand t-CO ₂	9	thousand t-CO ₂		
Total		820	thousand t-CO ₂	759	thousand t-CO ₂	61 thousand t-CO ₂	7.5 % decrease

Waste products emissions		FY 2013		FY 2014		Quantity of reduction	Compared with previous year
Recycled		111,566	t	103,946	t		
Land filled		49,981	t	54,553	t		
Total		161,548	t	158,499	t	3,048 t	1.9 % decrease

Notes : 1. Data excludes JIO Corporation, and CLASSIS Corporation.
2. We have corrected the number of 2013.

Wastewater volume		FY 2013		FY 2014		Quantity of reduction	Compared with previous year
Wastewater		10,851	thousand m ³	9,729	thousand m ³	1,122 thousand m ³	10.3 % decrease

Note : Data excludes a portion of LIXIL Corporation's head office, branches, and sales-related consolidated companies, LIXIL Housing Institute, Ltd., HIVIC CO., LTD., JIO Corporation, and CLASSIS Corporation.

Amount of chemicals moved		FY 2013		FY 2014		Quantity of reduction	Compared with previous year
Chemicals		340	t	321	t	19 t	5.6 % decrease

Notes : 1. Data covers LIXIL Corporation, Asahi Tostem Exterior Building Materials Co., Ltd., LIXIL SUZUKI SHUTTER CORPORATION, and LIXIL VIVA CORPORATION.
2. We have corrected the number of 2013.

■ Logistics (Scope 3)

CO ₂ emissions		FY 2013		FY 2014		Quantity of reduction	Compared with previous year
Fuel (Crude oil equivalent)		140	thousand t-CO ₂	125	thousand t-CO ₂	15 thousand t-CO ₂	10.9 % decrease

Note : Data covers LIXIL Logistics Corporation.

[Total Energy Consumption Calculation Method]

Energy consumption (procurement)*1 = (Amount of purchased raw materials)×(Energy conversion coefficient*2)+(Cost of purchasing parts/materials)×(Energy conversion coefficient*3)

Energy consumption (manufacture/sales)*4 = (Electricity/Fuel consumption, water intake)×(Energy conversion coefficient*5)

Energy consumption (disposal)=(Land filled/incinerated quantity when products are disposed)×(Energy conversion coefficient*2)

Energy consumption (transport)=(Transported weight)×(Transportation distance)×(Energy conversion coefficient*6)

*1: Energy consumption in procuring raw materials includes energy consumed in mining, sorting, blending, refining and other raw material processing including transport to Japan. Energy consumption in manufacturing parts/materials includes energy consumed in mining, refining and other raw material processing including transport to Japan and assembly/processing in Japan.

*2: Conversion coefficient calculated from Japan Environmental Management Association for Industry (JEMAI) Carbon Footprint Database Ver.1

*3: Architectural Institute of Japan (AIJ) LCA Database (2005 Input-Output Table)

*4: Manufacture/sales energy consumption includes energy calculated by multiplying quantity of waste products processed during manufacture/sales by energy conversion coefficient*2

*5: Electricity, fuel: heat value per unit per energy source as specified in the Law Concerning the Rational Use of Energy, 2010

Water: conversion coefficient calculated from Japan Environmental Management Association for Industry (JEMAI) Carbon Footprint Database Version 1

*6: Conversion coefficient calculated from unit fuel consumption and unit calorific value using improved tons × distance method as specified in the Law Concerning the Rational Use of Energy (Measures Pertaining to Consigners)

[CO₂ Conversion Coefficients Used to Convert CO₂ Emissions]

Purchased electricity: Japan 0.378, China 0.764, Korea 0.489, Thailand 0.567, Vietnam 0.427, and Indonesia 0.653(kg-CO₂/kWh)

Natural gas: 2.108 (kg-CO₂/m³), LPG: 3.002 (kg-CO₂/kg), Kerosene: 2.492 (kg-CO₂/L), Fuel oil: 2.71 (kg-CO₂/L), Diesel: 2.624 (kg-CO₂/L)

Gasoline: 2.322 (kg-CO₂/L), Purchased steam: 0.06 (kg-CO₂/MJ)

Sources: *Guidelines for Calculating Greenhouse Gas Emissions for Businesses* (Ministry of the Environment), 2005, *GHG-emissions from purchased-electricity* (Version 4_4_Aug-2012)

(TRANSLATION)

Independent Practitioner's Assurance Report

October 7, 2015

Mr. Yoshiaki Fujimori,
President & CEO,
LIXIL Group Corporation

Hiroshi Inanaga
Chief Executive Officer
Deloitte Tohmatsu Evaluation and Certification Organization Co., Ltd.
3-3-1, Marunouchi, Chiyoda-ku, Tokyo

We have undertaken a limited assurance engagement of the CSR-Related Non-Financial Data (LIXIL Group Employee-Related Data, LIXIL Group Environmental Impact Data) for the year ended March 31, 2015 included in the "Annual Report 2015 Supplementary Data Book CSR-Related Non-Financial Data", and the CSR-Related Non-Financial Data ("In Partnership with Our Employees", "Environmental Activities") indicated with the verification logo (★) for the year ended March 31, 2015 included in the "LIXIL Webpage CSR Management" created for the Company's webpage (hereinafter collectively referred to as the "sustainability information") 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 on pages 02, 05, 08 and indicated with the sustainability information of "Annual Report 2015 Supplementary Data Book CSR-Related Non-Financial Data", and indicated with the sustainability information of "LIXIL Webpage CSR Management"). CO₂ quantification is subject to inherent uncertainty for reasons such as incomplete scientific knowledge used to determine emissions factors and numerical data.

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 *Proposed Environmental Report Review Standard*, issued by the Japanese Ministry of Environment.

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.
- Undertaking site visits 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 Company's 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.



LIXIL Group Corporation

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