

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



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### **Notification Regarding the Result of “Career Option Program”**

LIXIL Group Corporation (herein after “LGC”) today announces the results of its Career Option Program, which was announced on November 25, 2019. The Career Option Program is part of broader efforts to shift to a meritocratic system and provide multigenerational career planning opportunities as well as to tackle the challenges regarding the age structure of the workforce that many companies in Japan are facing. The program offers permanent employees in Japan of a certain age and with certain duration of service the option of pursuing opportunities outside the company before the usual statutory retirement age.

Details of the Career Option Program are as follows:

#### 1. Program Outline:

(1) Eligibility	Permanent employees 50 or older, who have worked at Group companies for ten consecutive years or more as of the effective date
(2) Effective Date of Retirement	June 25, 2020 * Different dates are set for some subsidiaries.
(3) Number of Eligible Applicants	No target
(4) Application Period	From February 17, 2020 to February 28, 2020
(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

## 2. Number of voluntary retirement applicants

497 employees

## 3. Impact on forecast for fiscal year ending March 31, 2020

LGC 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 5.5 billion as selling, general and administrative expenses in the fourth quarter of the fiscal year ending March 31, 2020. LGC is reviewing its consolidated results for the fiscal year ending March 31, 2020 (including the impact of this plan) and will announce a revision of the forecast promptly if it is necessary.

## 4. Dividend

LGC doesn't change the policy of an annual payout of JPY70.0 per share regarding dividend payouts for the fiscal year ending March 31, 2020, in keeping with the plan put forth at the beginning of the fiscal year.

End