

Jin Montesano's Full bio:

Jin is EVP and Chief People Officer at LIXIL, a purpose-driven company dedicated to making better homes a reality for everyone, everywhere. Jin also serves on the Company's Board of Directors and, as of 1 April 2023, will serve as the third Representative Executive Officer of LIXIL. As a trusted advisor to CEOs and Boards, Jin is recognized for developing strategies that enable companies to define and activate purpose-driven strategies to create long-term value for employees and key stakeholders. She is an American whose 26-year global career has been built by living and working for global Fortune 500 companies across Asia and Europe.

After a series of global executive roles in public affairs and communications for companies such as GE, Kraft Foods, and GSK, Jin joined LIXIL in 2014 to build a global communications and corporate responsibility team and strategy for the company. She also stewarded the creation of SATO, LIXIL's award-winning social enterprise dedicated to tackling the challenges of global sanitation and hygiene. LIXIL expanded Jin's responsibilities in 2019 to build a strategic human capital strategy for the company, which is anchored on creating a more diverse and inclusive culture across the enterprise. She was appointed to the Corporation's Board as an Internal Director in 2020 and appointed as a Representative Executive Officer of the LIXIL Corporation from 1 April, 2023.

In addition to her executive duties at LIXIL, Jin serves as a non-executive Outside Independent Director of Yamaha Motor Company (<https://global.yamaha-motor.com/ir/governance/director/>) – its first non-Japanese Director in the history of YMC. She volunteers on the Board of two nonprofit organizations, the Page Society (<https://page.org/>) and TELL Japan (<https://telljp.com/>). She received a BA in English Literature from Columbia College of Columbia University and a Master of Public Affairs from Princeton University. Her hobbies include painting, cooking, reading, and spoiling her two dogs.