



## SKILLS (R)EVOLUTION

Empowering the future with  
skills development and TVET

14 October 2025 - Dubrovnik, Croatia

# *Skills for a circular and green economy: Leading the sustainable transition*

**Troy Benavidez, Leader Strategic  
Partnerships LIXIL**  
20/10/2025





# ABOUT LIXIL

LIXIL was born in 2011 through the merger of five of Japan's most successful building materials and housing companies, **TOSTEM**, **INAX**, **Shin Nikkei**, **Sunwave**, and **TOEX**.

Today, we're a global enterprise that has expanded internationally by acquiring some of the most trusted names in our industry, including **GROHE** and **American Standard**.

**LIXIL** makes pioneering water and housing products that solve everyday, real-life challenges, **making better homes a reality for everyone, everywhere**



TOUCHING THE LIVES OF OVER **1 BILLION PEOPLE**



PRESENT IN **150+ COUNTRIES**



OVER **100 YEARS** BRAND LEGACY





# Water Conservation and Environmental Sustainability

To maximize the impact we create throughout our business, we focus on **Our Operations, Our Value Chain and**  
how we are **Expanding Our Impact**

The LIXIL Environmental vision 2050



ZERO CARBON  
AND  
CIRCULAR  
LIVING

By 2050, LIXIL aims to reduce CO<sub>2</sub> emissions from our business processes, products, and services to net zero to preserve water and limited resources for future generations



## Climate Change Mitigation and Adaptation



Further Enhancing Housing Window and Door Insulation Performance

## Water Sustainability



Fostering innovation to support sustainable living without compromising on comfort of water experience

## Circular Economy



Promote use of recycled and renewable materials



# INVESTING IN THE FUTURE OF THE INDUSTRY

Through our GIVE and Trade UP Programs and Partnerships we are building skills and addressing the shortage of skilled workers while also developing the next generation of plumbers.





# PROGRAMS - GROHE GIVE/TRADEUP

## SUPPORTS THE NEXT GENERATION OF INSTALLERS AND HELPS CLOSE THE GAP OF SKILLED LABOR

**TRADE UP**  
American Standard



American Standard

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PART OF LIXIL

BUILDING A COMMUNITY OF TEACHERS



>70 SCHOOL COLLABORATIONS  
IN 26 COUNTRIES



**ABOUT GIVE:** GROHE's Installer Vocational Training and Education (GIVE) Program already collaborates with over 70 institutions offering plumbing training across Europe. GIVE supports schools in creating a uniform approach with modern equipment, training material and a written examination that will enable the students to experience a hands-on education – for a good start into a prosperous future.

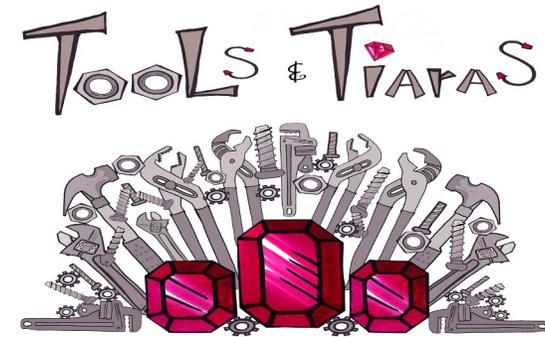
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PART OF LIXIL



# PARTNERSHIPS – SUPPORTING THE FUTURE OF TRADE





# Why Skills Matter to the Circular and Green Economy – A Manufacturer's View

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1. Circularity in manufacturing isn't just about products—it's about **processes, people, and performance**.
2. At LIXIL, our plumbing and building products—like water-saving toilets and fixtures—support sustainability. But without **skilled installers, maintainers, and technicians**, their impact is limited.
3. The shift to low-carbon, resource-efficient manufacturing (Innovation) requires **new competencies across the value chain**—from design engineers to field technicians.



Conference



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Agencija za  
strukovno obrazovanje  
i obrazovanje odraslih



PODRŠKA IZVEDIVOSTI,  
INOVATIVNOSTI I VIDLJIVOSTI  
STRUKOVNOG OBRAZOVANJA  
I OSPOSABLJAVANJA



ESF+  
Učinkoviti ljudski  
potencijali



Sufinancira  
Europska unija

