



May 20, 2026

Company: ZIGExN Co., Ltd.
Representative: Joe Hirao, Representative Director, Operating Officer and CEO
(Securities code: 3679; Prime Market of the Tokyo Stock Exchange)
Contact: Sachiko Hatano, Director and Operating Officer
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Notice of Change of Directors and New Management Structure

ZIGExN Co., Ltd. (hereinafter referred to as “the Company”) hereby announces that the Board of Directors has resolved on the new management structure at a meeting held today, as detailed below. The election of directors will be formally resolved at the Company's General Meeting of Shareholders to be held on June 24, 2026.

1. Management structure effective from June 24, 2026 (scheduled)

(1) Directors, Operating Officers and Related Personnel

Name	Title
Joe Hirao	Representative Director, Operating Officer and CEO
Ryosuke Imai	Director and Operating Officer
Sachiko Hatano	Director and Operating Officer
Yasuo Usuba	Outside Director
Jun Sakaki	Outside Director
Shinji Sato	Operating Officer
Takeshi Fukada	Operating Officer
Yosuke Honma	Operating Officer

(2) Corporate Auditors

Name	Title
Mari Yajima	Outside Full-time Corporate Auditor
Takashi Miyazaki	Outside Auditor
Kengo Wada	Outside Auditor

Note: There have been no changes to the appointment of auditors.

[Reference Material]

Brief Biographies of Newly Appointed and Operating Officers

Yosuke Honma

New Title: Operating Officer

Brief Biography:

Feb. 2015: Joined Robust Design Co., Ltd.

Apr. 2016: Joined Recruit Holdings Co., Ltd.

Oct. 2018: Founded StayList Co., Ltd.

May 2024: Joined ZIGExN Co., Ltd.

Operating Officer, Beyond Borders Co., Ltd.

Operating Officer, Upbase Inc. (Current)

Apr. 2025: President and Representative Director, Beyond Borders Co., Ltd. (Current)