



February 6, 2026

Company name:	Zeon Corporation
Representative:	Tetsuya Toyoshima Representative Director, President
Code number:	4205 TSE Prime Market
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Notice concerning the introduction of a CXO system

Zeon Corporation (the “Company”) hereby announces the introduction of a CXO system and related changes to directors’ positions and responsibilities, as resolved at its Board of Directors meeting held on February 6, 2026.

1. Purpose of introducing the CXO system

The Company will abolish the current headquarters system and implement a CXO system to create a framework that enables the management team to deliberate and make decisions from a medium- to long-term, Company-wide perspective and to enhance the agility of decision-making and execution. This will promote the delegation of operational authority to divisions and allow the management team, composed of CXOs, to focus on top-down policy decisions regarding Company-wide strategy and the allocation of management resources, thereby maximizing corporate value.

2. Changes to directors’ positions and responsibilities following the introduction of the CXO system (effective April 1, 2026)

Former position and responsibilities	New position and responsibilities	Name
Representative Director President	Representative Director President & CEO	Tetsuya Toyoshima
Director & Senior Corporate Officer Elastomers and Chemicals Business Division Manager - Energy Materials	Director, Senior Corporate Officer & CFO	Kazuyoshi Matsuura
Director & Senior Corporate Officer Administration	Director, Senior Corporate Officer for Special Assignment	Yoshiyuki Sone
Director & Senior Corporate Officer Specialty Business Division Manager - Specialty Plastics	Director, Senior Corporate Officer & CTO	Yuichiro Konishi

- CEO: chief executive officer, CFO: chief financial officer, CTO: chief technology officer
- The positions and responsibilities of directors not listed above remain unchanged.

3. Effective date of the new management framework

April 1, 2026