

May 28, 2024

Zeon Corporation determines the five gears that drive Zeon (materiality)

Sustainability management for achieving sustainable growth together with society

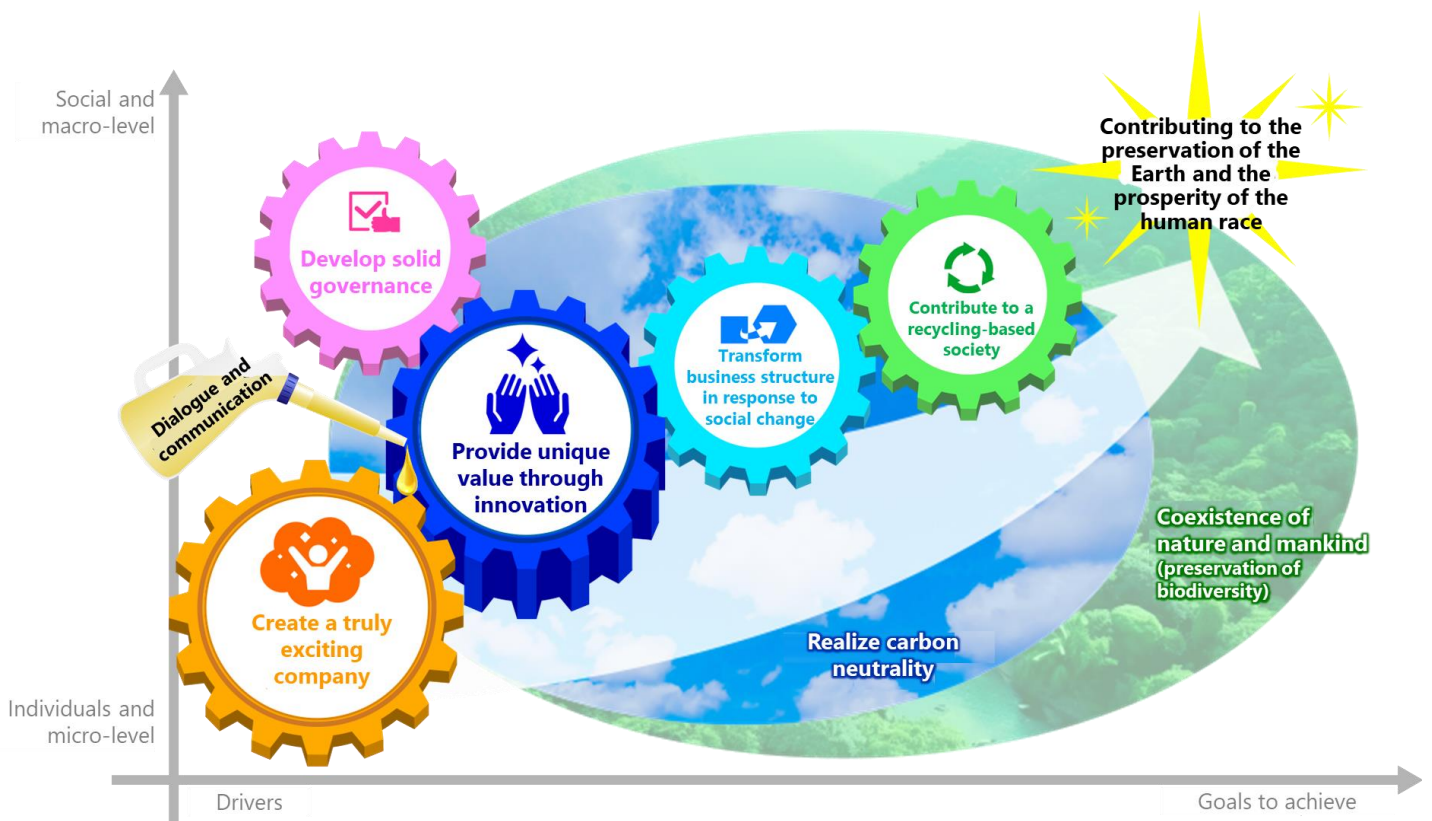
Zeon Corporation (Zeon; head office: Chiyoda-ku, Tokyo; President and CEO: Tetsuya Toyoshima) has determined its materiality, the “five gears that drive Zeon,” which represent the priority issues crucial for achieving sustainable growth together with society in alignment with its corporate philosophy of “contributing to the preservation of the Earth and the prosperity of the human race.” These five gears will guide the company’s sustainability management efforts, driving the creation of corporate value.

1. Five gears that drive Zeon (materiality)

- Create a truly exciting company
- Provide unique value through innovation
- Develop solid governance
- Transform business structure in response to social changes
- Contribute to a recycling-based society

Likened to gears because of their mutual influence or interdependence, these will enable the Zeon Group to engage in an unwavering pursuit of its corporate philosophy amid a rapidly evolving business environment. The diagram below shows how each of the gears interacts with the others, illustrating their collective momentum toward fulfilling the corporate philosophy.

Five gears that drive Zeon (Materiality)



2. Process of identifying materiality

Zeon launched the Materiality Identification Project in April 2023, assembling members from diverse positions across the company. Through a series of discussions, the project members identified the Group’s materiality, incorporating the opinions of management and the advice of consultants.

The review process focused on the following objectives.

- Determining issues that are central to Zeon’s corporate philosophy and Sustainability Policy
- Identifying issues that reflect Zeon’s values and key concerns
- Engaging in substantive discussions concerning Zeon’s future, and articulating materiality in a way that everyone understands
- Maintaining awareness of global trends and public expectations and integrating third-party perspectives

In December of the same year, the five material issues identified through the project’s deliberations were finalized with the approval of the Board of Directors.

3. Future outlook

The materiality dubbed as the “five gears that drive Zeon” has been positioned as the foundation for executing the corporate philosophy and Sustainability Policy. We will put this framework into action by incorporating it into the objectives and initiatives of each department and individual. This integration will be facilitated through the implementation of the STAGE30 Medium-Term Business Plan, which was formulated based on the identified materiality.



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