

Zero Announces Personnel Change

February 12, 2009

Company name: ZERO CO., LTD.

Code No: 9028

Tokyo Stock Exchange (Second Section)

(URL <http://www.zero-group.co.jp/>)

Representative: CEO & President

Yoshi Iwashita

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Personnel change has been resolved as follows at the Board of Directors' Meeting held today.

1. Personnel Change (Effective as of March 1, 2009)

New position	Name	Current position
Director, Divisional General Manager of Customer Service Division	Takashi Kageyama	Director, Divisional General Manager of Logistics Division
Director, Divisional General Manager of Service Division, General Manager of Service Center Support Dept. of Service Division	Naoyuki Fujii	Director, Divisional General Manager of Sales Division, General Manager of Sales Operation Dept. of Sales Division, Regional General Manager of South Region of Sales Division
Corporate Officer, Deputy Divisional General Manager of Customer Service Division, General Manager of Compound Operation Dept. of Customer Service Division	Yasuhisa Fujiwara	Corporate Officer, General Manager of Logistics Operation Dept. of Logistics Division, General Manager of ZP Promotion Dept.
Corporate Officer, Deputy Divisional General Manager of Sales Division (In charge of Eastern Region)	Chiharu Tanaka	Corporate Officer, Regional General Manager of Metropolitan Region of Sales Division
Corporate Officer, Deputy Divisional General Manager of Sales Division (In charge of Western Region)	Torao Tsuchiya	Corporate Officer, Regional General Manager of Western Region of Sales Division

New position	Name	Current position
Divisional General Manager of Sales Division	Jyunji Sakuma	Advisor, Sales Division
Divisional General Manager of General Cargo Division, General Manager of Distribution Center Support Dept. of General Cargo Division	Haruhiko Kaneko	Advisor, General Cargo Division

(Note) Logistics Division shall be changed to Customer Service Division in accordance with the organization restructuring as of March 1, 2009.

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