Zero Announces Personnel Change

December 22, 2016

Company name: ZERO CO., LTD.

Code No: 9028 (Tokyo Stock Exchange Second Section)

Representative: President & CEO Takeo Kitamura

Contact for Inquiries: Corporate Officer, General Manager of Group Strategy Division

Toshihiro Takahashi Telephone: (044)520-0106

Personnel change has been decided as below at the Board of Directors' Meeting held today, December 22, 2016.

1. Newly-Appointed Corporate Officer (Effective as of January 1, 2017)

New position	Name	Current position
Corporate Officer	Hideo Niwa	General Manager of CS &
Deputy general manager of		Marketing Department,
Customer Service Division		Planning & Control Division
		VANTEC CORPORATION

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