

Zero Announces Restructuring of Organization and Personnel Change

June 09, 2016

Company name: ZERO CO., LTD.
Code No: 9028 (Tokyo Stock Exchange Second Section)
Representative: COO & President Takeo Kitamura
Contact for: Corporate Officer, General Manager of Corporate Planning Department
Inquiries: Toshihiro Takahashi
Telephone: (044)520-0106

Restructuring of the Company and personnel change have been resolved as follows at the Board of Directors' Meeting held today, June 09, 2016.

1. Create New Division (Effective as of July 1, 2016)

- (1) We create "Group Strategy Division" to strengthen the stability of management foundation and promote growth strategy by predicting trends of market changes. We integrate Corporate Planning Department, Accounting and Finance Department and Affiliated Companies Department under Group Strategy Division to promote quick decision-making for management.
- (2) We create "TQM Promotion Department" directly under the COO & President to consolidate objectives management as a whole group utilizing the method of TQM (Total Quality Management) which will be able to establish operating processes from customers' view points.

2. Organizational Revision (Effective as of July 1, 2016)

The office function of Export Sales Department is integrated into World Windows Co., Ltd., one of our consolidated subsidiaries, to streamline operations by unifying the operation of export business of our group.

3. Major Personnel Change (Date of appointment : July 1, 2016)

New position	Name	Current position
Corporate Officer General Manager of Group Strategy Division, Corporate Planning Department and Affiliated Companies Department	Toshihiro Takahashi	Corporate Officer General Manager of Corporate Planning Department and Affiliated Companies Department

Corporate Officer General Manager of General Affairs and Personnel Department and Audit Department	Tomoyuki Shioya	Corporate Officer General Manager of General Affairs and Personnel Department
General Manager of Safety and Quality Control Division and TQM Promotion Department	Yasuo Shibasaki	Executive Assistant to the President (Concurrently in Charge of Administrative Division)

End of document