



June 1, 2022

Dear All,

Notice Concerning Appointment of an Executive Officer

ZOZO, Inc. (hereinafter, referred to as the “Company”) announces the appointment of a new executive officer effective June 1, 2022. Details are as follows:

1. Newly appointed executive officer’s profile (Effective June 1, 2022)

| Name (Date of Birth) | Biographies | |
|----------------------------------------|-------------|--------------------------------------------------------------|
| Masahiro Tashiro (February 7, 1975) | June 2008 | Joined Start Today Co., Ltd. (Currently ZOZO, Inc.) |
| | April 2011 | VP of System Department, Fulfillment Division of the Company |
| | April 2014 | General Manager of Fulfillment Division of the Company |
| | June 2022 | Executive Officer of the Company (present) |

2. Purpose of this appointment

We are planning to start operations at our new distribution center, "ZOZOBASE TSUKUBA 3," in August 2023. This distribution center will be able to handle the ever-expanding distribution volume by promoting automation and manpower saving through the Company’s largest capital investment to date, which is centered on state-of-the-art machinery.

In order to ensure the stable and efficient operation of ZOZOBASE going forward, we appointed Mr. Masahiro Tashiro (hereinafter referred to as "Mr. Tashiro") as an Executive Officer. Mr. Tashiro has been consistently involved in logistics since he joined the Company and has supported the logistics that can respond to various changes in our business environment. He is also well versed in operations, including operation and improvement of logistics systems, as a system engineer. It is essential for the Company to have a person who is well versed in IT and logistics for our further growth, and we believe that he is the right person for the position.

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