

Company name: Duskin Co., Ltd.
 Name of representative: Hiroyuki Okubo, Representative Director
 President and CEO
 (Securities code: 4665; TSE Prime Market)
 Inquiries: Keiichi Emura, Operating Officer
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Notice Concerning Changes of Responsibilities of Operating Officers and Key Personnel

Duskin Co., Ltd. hereby announces that it has resolved, at the meeting of the Board of Directors held on February 29, 2024, to make the following changes regarding the responsibilities of Operating Officers and key personnel, with effect from April 1, 2024.

1. Changes in responsibilities of Operating Officers

Name	New positions and responsibilities	Current positions and responsibilities
Teruji Yamamura	Unchanged	Chairman
Hiroyuki Okubo	Unchanged	President and CEO Auditing
Kazushi Sumimoto	Unchanged	COO Direct Selling Group ¹
Tetsuya Wada	Unchanged	COO Food Group ² General Manager, Mister Donut Business Group ³
Naoto Miyata	Unchanged	CFO Corporate Administration Group ⁴ Corporate Account
Shinichiro Ueno	Operating Officer Corporate Business Group ⁵ General Manager Production & Logistics	Operating Officer Corporate Business Group
Keiichi Emura	Operating Officer Corporate Planning Group ⁶	Operating Officer Information System, New Business Development, Continuous Process Improvement Manager, Corporate Planning
Seishi Nemoto	Unchanged	Operating Officer General Manager Franchise Support & Development, Mister Donut Business Group
Hideyuki Kanoh	Unchanged	Operating Officer General Manager Planning & Development, Mister Donut Business Group
Kazumi Mori	Unchanged	Operating Officer General Manager, Strategy Management, Direct Selling Group ⁷

Name	New positions and responsibilities	Current positions and responsibilities
Tetsuji Daikuhara	Unchanged	Operating Officer General Manager, Planning & Development, Direct Selling Group ⁸
Gou Fukushima	Operating Officer General Manager, Sales & Operations, Direct Selling Group	General Manager Hokkaido Regional Office Sales & Operations, Direct Selling Group
Kenji Iida	Unchanged	Operating Officer Shared Services Center, Human Resources, Quality Assurance & Risk Management
Koji Tsukamoto	Operating Officer Accounting, General Affairs	Operating Officer General Affairs Manager, Accounting
Takeharu Ide	Operating Officer Information System Manager, Corporate Planning	General Manager Kita Kanto Regional Office Sales & Operations, Direct Selling Group
Kazunari Yamamoto	Operating Officer Public Relations Manager, International Division	Manager, International Division

Notes:

1. Direct Selling Group consists of Strategy Management, Sales & Operations, and Planning & Development.
2. Food Group consists of Mister Donut Business Group and divisions that manage the overall matters of Food Group, such as Administration.
3. Mister Donut Business Group consists of Planning & Development and Franchise Support & Development.
4. Corporate Administration Group consists of Secretariat, Accounting, General Affairs, Legal Affairs & Corporate Compliance, Shared Services Center, Human Resources, and Quality Assurance & Risk Management.
5. Corporate Business Group consists of International Division, Public Relations, and Production & Logistics.
6. Corporate Planning Group consists of Corporate Planning, Information System, New Business Development, and Continuous Process Improvement.
7. Strategy Management under Direct Selling Group consists of divisions that manage the overall matters of Direct Selling Group, such as Strategy Management and Administration.
8. Planning & Development under Direct Selling Group consists of Clean Service Division, ServiceMaster Division, Terminix Division, Merry Maids Division, Total Green Division, Home Repair Division, Uniform Service Division, Health & Beauty Division, Rent-All Division, Health Rent Division, Life Care Division and Rescue Service Division.

2. Personnel changes

Name	New positions and responsibilities	Current positions and responsibilities
Mikako Oga	Manager, Auditing	Division Manager, Merry Maids Division, Planning & Development, Direct Selling Group
Hikaru Obana	Manager, Secretariat	Section Chief, Secretariat
Kazuhito Hayashi	Manager, Accounting	Manager, Administration, Food Group
Katsuya Yajima	Manager, Quality Assurance & Risk Management	Manager, New Product & Service Development, Planning & Development, Direct Selling Group

Name	New positions and responsibilities	Current positions and responsibilities
Takayuki Miyashita	General Manager Hokkaido Regional Office Sales & Operations, Direct Selling Group	Division Manager, Rent-All Division Planning & Development, Direct Selling Group
Toshifumi Takeuchi	General Manager Tokyo Regional Office Sales & Operations, Direct Selling Group	General Manager Kinki Regional Office Sales & Operations, Direct Selling Group
Daisuke Wada	General Manager Kita Kanto Regional Office Sales & Operations, Direct Selling Group	Sales Manager Sales & Operations, Direct Selling Group
Toko Kabata	General Manager Kinki Regional Office Sales & Operations, Direct Selling Group	Section Chief Home Service Planning & Operation, Clean Service Division Sales & Operations, Direct Selling Group
Osamu Nakamura	General Manager Chugoku Shikoku Regional Office Sales & Operations, Direct Selling Group	Division Manager, Health & Beauty Division Planning & Development, Direct Selling Group
Eiji Hirano	Division Manager, Clean Service Division Planning & Development, Direct Selling Group	General Manager Sales & Operations, Direct Selling Group
Reiko Yoshikawa	Division Manager, Merry Maids Division Planning & Development, Direct Selling Group	Section Chief Planning & Operation, Merry Maids Division Planning & Development, Direct Selling Group
Junko Oishi	Division Manager, Health & Beauty Division Planning & Development, Direct Selling Group	Section Chief Organization Development, ServiceMaster Division Planning & Development, Direct Selling Group
Hiroshi Nishitomi	Division Manager, Rent-All Division Planning & Development, Direct Selling Group	Section Chief Sales Promotion, Rent-All Division Planning & Development, Direct Selling Group

For media inquiries on this matter, please contact:

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Public Relations

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(Reference) Organization Chart effective from April 1, 2024

