April 27, 2023

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 Manager, Corporate Planning Telephone: +81-06-6821-5071

Notice Concerning Reappointment of Board Directors, Appointment of Operating Officers and Changes in Responsibilities of Operating Officers

Duskin Co., Ltd. (the "Company") announced today that its Board of Directors held on April 27, 2023, has approved the reappointment of Board Directors to be ratified by a resolution at the 61st Ordinary General Meeting of Shareholders in late June 2023, and also announced the appointment of Operating Officers and changes in responsibilities of Operating Officers effective from May 1, 2023.

1. Board Director candidates

Teruji Yamamura	(Reappointment)
Hiroyuki Okubo	(Reappointment)
Kazushi Sumimoto	(Reappointment)
Tetsuya Wada	(Reappointment)
Naoto Miyata	(Reappointment)
Shinichiro Ueno	(Reappointment)
Nobuko Sekiguchi	(Reappointment)
Yukiko Tsujimoto	(Reappointment)
Fumi Musashi	(Reappointment)

(Notes)

1. A formal resolution on the reappointment of Board Directors is planned at the Ordinary General Meeting of Shareholders scheduled for late June 2023.
2. Ms. Nobuko Sekiguchi, Ms. Yukiko Tsujimoto and Ms. Fumi Musashi are candidates for Outside Directors in accordance with the provisions of Article 2, Item 15 of the Companies Act.
3. All of the candidates for the Outside Directors fulfill the requirements for Independent Directors in accordance with the regulations of the Tokyo Stock Exchange, and the Company plans to register them as Independent Directors with the exchange.

2. Appointment of Operating Officers and Changes in their Responsibilities (Effective from May 1, 2023)

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 General Manager, Mister Donut Business Group *2 *3
Naoto Miyata	Unchanged	CFO Corporate Administration Group Corporate Account *4
Shinichiro Ueno	Unchanged	Operating Officer Corporate Business Group *5
Seishi Nemoto	Unchanged	Operating Officer General Manager Franchise Support & Development, Mister Donut Business Group
Keiichi Emura	Unchanged	Operating Officer Information System, New Business Development, Continuous Process Improvement Manager, Corporate Planning
Keishi Morita	Unchanged	Operating Officer General Manager, Production & Logistics
Kazumi Mori	Unchanged	Operating Officer General Manager, Strategy Management, Direct Selling Group
Eiji Hirano	Unchanged	Operating Officer General Manager, Sales & Operations, Direct Selling Group
Tetsuji Daikuhara	Unchanged	Operating Officer General Manager, Planning & Development, Direct Selling Group *6
Kenji Iida	Operating Officer Human Resources, Shared Services Center, Quality Assurance & Risk Management	Operating Officer Human Resources, Accounting, Shared Services Center, Quality Assurance & Risk Management
Hideyuki Kanoh	Unchanged	Operating Officer General Manager Planning & Development, Mister Donut Business Group
Koji Tsukamoto	Operating Officer, General Affairs Manager, Accounting	Manager Accounting

(Notes)

1. The Direct Selling Group consists of Strategy Management, Sales & Operations and Planning & Development.
2. The Food Group consists of Mister Donut Business Group and Food Business Development.
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. Planning & Development under the 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 and Life Care Division.

For media inquiries on this matter, please contact:

Duskin Co., Ltd.
Public Relations
Telephone: +81-06-6821-5006