January 30, 2025

Company name: Duskin Co., Ltd.
Name of representative: Hiroyuki Okubo, Representative Director
President and CEO
(Securities code: 4665; TSE Prime Market)
Inquiries: Takeharu Ide, Operating Officer
Manager, Corporate Planning
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Notice Concerning Changes to Corporate Organization and Changes in Responsibilities of Operating Officers and Key Personnel

Duskin Co., Ltd. hereby announces that it has resolved, at a meeting of the Board of Directors held on January 30, 2025, to change the corporate organization, and also to change the responsibilities of Operating Officers and key personnel, as described below.

1. Changes to the corporate organization

This fiscal year ending March 31, 2025 is the final year of our Medium-Term Management Policy 2022, and we are now formulating the next medium-term strategic business plan. These days, digital technology and generative AI technology are rapidly developing. Therefore, quickly adjusting to and leveraging these cutting-edge technologies to improve productivity and transform our business models is one of the key themes in our next medium-term strategic business plan.

At the beginning of the fiscal year ending March 31, 2026, which is the initial year of the next medium-term strategic business plan, the IT Strategy Management department will be newly established to effectively implement and manage IT-related investments while optimizing the Company's IT systems as a whole. With this structural change, IT-related sections dispersed around various departments will be centralized under this new department.

2. Changes in responsibilities of Operating Officers (Effective from April 1, 2025)

Name	New positions and responsibilities	Current positions and responsibilities
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 Finance Group [4]
Shinichiro Ueno	Operating Officer Corporate Business Group	Operating Officer Corporate Business Group [5] General Manager, Production & Logistics
Keiichi Emura	Unchanged	Operating Officer Corporate Planning Group [6]

Name	New positions and responsibilities	Current positions and responsibilities
Kenji Iida	Unchanged	Operating Officer Corporate Human Capital Group [7]
Seishi Nemoto	Operating Officer Secretariat and New Business Development	Operating Officer General Manager, Franchise Support & Development, Mister Donut Business Group
Kazumi Mori	Unchanged	Operating Officer General Manager, Strategy Management, Direct Selling Group [8]
Tetsuji Daikuhara	Unchanged	Operating Officer General Manager, Planning & Development, Direct Selling Group [9]
Hideyuki Kanoh	Operating Officer General Manager, Franchise Support & Development, Mister Donut Business Group	Operating Officer General Manager, Planning & Development, Mister Donut Business Group
Gou Fukushima	Unchanged	Operating Officer General Manager, Sales & Operations, Direct Selling Group [10]
Takeharu Ide	Operating Officer Continuous Process Improvement Manager, Corporate Planning	Operating Officer Information System Manager, Corporate Planning
Kazunari Yamamoto	Unchanged	Operating Officer Public Relations Manager, International Division
Yasuko Matsushige	Unchanged	Operating Officer Quality Assurance & Risk Management Manager, Human Resources
Chitoshi Okamoto	Operating Officer General Manager, Production & Logistics	Assistant General Manager, Sales & Operations, Direct Selling Group
Minoru Okada	Operating Officer General Manager, IT Strategy Management	Manager, Information System
Toshikatsu Baba	Operating Officer General Manager, Corporate Account	General Manager, Corporate Account
Yasuyuki Yoshida	Operating Officer General Manager, Planning & Development, Mister Donut Business Group	Manager, Product Development, Planning & Development, Mister Donut Business Group

Notes:

Teruji Yamamura will retire as Chairman and be appointed as Executive Advisor (contract period: April 1, 2025 - September 30, 2025).

1. Direct Selling Group consists of Strategy Management, Sales & Operations, and Planning & Development.
2. Food Group consists of Mister Donut Business Group and departments 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 Finance Group consists of Accounting, General Affairs, and Corporate Account.

5. Corporate Business Group consists of International Division, Public Relations, and Production & Logistics.
6. Corporate Planning Group consists of Corporate Planning, Continuous Process Improvement, Secretariat, New Business Development, and IT Strategy Management.
7. Corporate Human Capital Group consists of Legal Affairs & Corporate Compliance, Shared Services Center, Human Resources, and Quality Assurance & Risk Management.
8. Strategy Management under Direct Selling Group consists of departments that manage the overall matters of Direct Selling Group, such as Strategy Management and Administration.
9. 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.
10. Sales & Operations under Direct Selling Group consists of nine Regional Offices in Japan and other departments.

3. Personnel changes (Effective from April 1, 2025)

Name	New positions and responsibilities	Current positions and responsibilities
Michitaka Kawazoe	Division Manager, Health Rent Division, Planning & Development, Direct Selling Group	Manager, Strategy Management, Strategy Management, Direct Selling Group
Masashi Yoshimura	Division Manager, Home Repair Division, Planning & Development, Direct Selling Group	President and CEO Duskin Serve Tohoku Co., Ltd.
Tsuyoshi Doi	Manager, Continuous Process Improvement	President and CEO Duskin Serve Kyushu Co., Ltd.
Junya Iwata	Division Manager, Uniform Service Division, Planning & Development, Direct Selling Group	Section Chief, Planning & Operation, Uniform Service Division, Planning & Development, Direct Selling Group

For media inquiries on this matter, please contact:
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(Reference) Organization Chart effective from April 1, 2025

