

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
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Notice Concerning the Appointment of Board Members and Changes in Responsibilities of Operating Officers

Duskin Co., Ltd. (the “Company”) hereby announces that it has resolved, at a meeting of the Board of Directors held on April 25, 2024, to appoint the following candidates as Board Members, to be ratified by a resolution at the 62nd Ordinary General Meeting of Shareholders in late June 2024. The Company also announces the changes in responsibilities of Operating Officers effective from May 1, 2024.

1. Board Director candidates

Hiroyuki Okubo	(Reappointment)
Kazushi Sumimoto	(Reappointment)
Tetsuya Wada	(Reappointment)
Naoto Miyata	(Reappointment)
Shinichiro Ueno	(Reappointment)
Keiichi Emura	(New appointment)
Yukiko Tsujimoto	(Reappointment)
Fumi Musashi	(Reappointment)
Rie Nakagawa	(New appointment)

Notes:

1. A formal resolution on the appointment of Board Directors is planned to take place at the Ordinary General Meeting of Shareholders scheduled for late June 2024.
2. Ms. Yukiko Tsujimoto, Ms. Fumi Musashi and Ms. Rie Nakagawa are candidates for Outside Director positions in accordance with the provisions of Article 2, Item 15 of the Companies Act.
3. All of the candidates for the Outside Director positions 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.
4. Career summaries of the candidates for the newly appointed Board Director positions

Name (Date of birth)	Career summary
Keiichi Emura (June 28, 1971)	Apr. 2024 Operating Officer Corporate Planning Group
	Apr. 2022 Operating Officer Shared Services Center Manager, Corporate Planning
	Apr. 2020 Operating Officer General Manager, Planning & Development, Direct Selling Group
	Apr. 2018 Division Manager, Health Rent Division
	Apr. 1995 Joined the Company

Name (Date of birth)	Career summary	
Rie Nakagawa (August 10, 1968)	June 2023	Outside Director, Fuji Oil Holdings Inc. (to the present)
	Dec. 2022	Director and COO, Grameen Nippon (to the present)
	Dec. 2022	Resigned from MISUMI Group Inc.
	Jan. 2022	Representative Corporate Officer, Sustainability Platform, MISUMI Group Inc.
	Oct. 2020	Representative Corporate Officer, User Service Platform, MISUMI Group Inc.
	Oct. 2015	Representative Corporate Officer, President, FA Business Company, MISUMI Group Inc.
	Aug. 2003	Joined MISUMI Group Inc.
	Significant concurrent positions: Director and COO, Grameen Nippon Outside Director, Fuji Oil Holdings Inc.	

2. Audit and Supervisory Board Member candidates

Hideyuki Naito (Reappointment)

Koji Tsukamoto (New appointment)

Ichiro Sakamoto (New appointment)

Seiichiro Yamamoto (New appointment)

Notes:

1. A formal resolution on the appointment of Audit and Supervisory Board Members is planned to take place at the Ordinary General Meeting of Shareholders scheduled for late June 2024.
2. Mr. Ichiro Sakamoto and Mr. Seiichiro Yamamoto are candidates for Outside Audit and Supervisory Board Member positions in accordance with the provisions of Article 2, Item 16 of the Companies Act.
3. Both candidates for the Outside Audit and Supervisory Board Member positions fulfill the requirements for Independent Audit and Supervisory Board Members in accordance with the regulations of the Tokyo Stock Exchange, and the Company plans to register them as Independent Audit and Supervisory Board Members with the exchange.
4. Career summaries of the candidates for the newly appointed Audit and Supervisory Board Member positions

Name (Date of birth)	Career summary	
Koji Tsukamoto (August 28, 1963)	Apr. 2024	Operating Officer Accounting, General Affairs
	May 2023	Operating Officer General Affairs Manager, Accounting
	Apr. 2017	Manager, Accounting
	Sept. 2002	Joined the Company

Name (Date of birth)	Career summary	
Ichiro Sakamoto (February 26, 1961)	Aug. 2023	Representative, Ichiro Sakamoto CPA Office (to the present)
	July 2023	Resigned from Deloitte Touche Tohmatsu LLC
	July 2003	Partner, Tohmatsu & Co. (current Deloitte Touche Tohmatsu LLC)
	July 1993	Assigned to Deloitte & Touche Cincinnati Office in the US
	Apr. 1992	Registered as Certified Public Accountant
	Oct. 1988	Joined Tohmatsu Awoki & Sanwa (current Deloitte Touche Tohmatsu LLC)
	Significant concurrent position: Representative, Ichiro Sakamoto CPA Office	

Name (Date of birth)	Career summary	
Seiichiro Yamamoto (March 31, 1975)	Mar. 2023	Representative Director, MIT Healthcare Co., Ltd. (to the present)
	Apr. 2006	Registered as Certified Public Accountant
	Sept. 2005	Joined MIT Corporate Advisory Services Co., Ltd.
	Aug. 2005	Resigned from KPMG AZSA & Co. (current KPMG AZSA LLC)
	Oct. 2001	Joined Shin Nihon & Co. (current Ernst & Young ShinNihon LLC)
	Significant concurrent position: Representative Director, MIT Healthcare Co., Ltd.	

3. Changes in responsibilities of Operating Officers (Effective from May 1, 2024)

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	CFO Corporate Finance Group ⁴	CFO Corporate Administration Group Corporate Account
Shinichiro Ueno	Unchanged	Operating Officer Corporate Business Group ⁵ General Manager, Production & Logistics

Name	New positions and responsibilities	Current positions and responsibilities
Keiichi Emura	Unchanged	Operating Officer Corporate Planning Group ⁶
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
Tetsuji Daikuhara	Unchanged	Operating Officer General Manager, Planning & Development, Direct Selling Group ⁸
Gou Fukushima	Unchanged	Operating Officer General Manager, Sales & Operations, Direct Selling Group ⁹
Kenji Iida	Operating Officer Corporate Human Capital Group ¹⁰	Operating Officer Shared Services Center, Human Resources, Quality Assurance & Risk Management
Koji Tsukamoto	Operating Officer without Portfolio	Operating Officer Accounting, General Affairs
Takeharu Ide	Unchanged	Operating Officer Information System Manager, Corporate Planning
Kazunari Yamamoto	Unchanged	Operating Officer Public Relations Manager, International Division
Yasuko Matsushige	Operating Officer Quality Assurance & Risk Management Manager, Human Resources	Manager, Human Resources

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 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 Secretariat, 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.

9. Sales & Operations under Direct Selling Group consists of nine Regional Offices in Japan and other divisions.
10. Corporate Human Capital Group consists of Human Resources, Legal Affairs & Corporate Compliance, Quality Assurance & Risk Management, and Shared Services Center.

For media inquiries on this matter, please contact:

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(Reference) Organization Chart effective from May 1, 2024

