

February 24, 2023

Company name: Duskin Co., Ltd.
Name of representative: Hiroyuki Okubo, Representative Director
President and CEO
(Securities code: 4665; TSE Prime Market)
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**Notice Concerning Changes in Organization, Responsibilities of Operating Officers
and in Other Personnel**

Duskin Co., Ltd. (the “Company”) hereby announces that it has resolved, at the meeting of the Board of Directors held on February 22, 2023, to make the following changes regarding the organization, responsibilities of Operating Officers and other personnel, with effect from April 1, 2023.

1. Organizational Changes

To ensure a smooth and rapid implementation of the Medium-Term Management Policy 2022, which is entering its second year in fiscal 2023, the Company will be making the following organizational changes.

- a. Planning & Development and Franchise Support & Development will be newly established in Mister Donut Business Group with the aim of clarifying roles and responsibilities as well as accelerating the execution of the Medium-Term Management Policy 2022.
- b. As part of the Company’s efforts to drive human capital management, Continuous Process Improvement will be newly established to lead the fostering of self-directed employees who can identify and overcome challenges to address the changing needs of customers.

2. Changes in Responsibilities of Operating Officers

Name	New positions and responsibilities	Current positions and responsibilities
Teruji Yamamura	Unchanged	Chairman
Hiroyuki Okubo	President and CEO Auditing	President and CEO Auditing Cloud Promotion Project *1
Kazushi Sumimoto	Unchanged	COO Direct Selling Group *2
Tetsuya Wada	COO Food Group General Manager, Mister Donut Business Group *3 *4	COO Food Group
Naoto Miyata	CFO Corporate Administration Group Corporate Account *5	CFO Corporate Administration Group
Shinichiro Ueno	Operating Officer Corporate Business Group *6	Operating Officer Corporate Planning Group
Seishi Nemoto	Operating Officer General Manager Franchise Support & Development, Mister Donut Business Group	Operating Officer General Manager, Mister Donut Business Group
Keiichi Emura	Operating Officer Information System, New Business Development, Continuous Process Improvement Manager, Corporate Planning	Operating Officer Information System 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 *7
Kenji Iida	Operating Officer Human Resources, Accounting, Shared Services Center, Quality Assurance & Risk Management	Manager Administration Strategy Management, Direct Selling Group
Hideyuki Kano	Operating Officer General Manager Planning & Development, Mister Donut Business Group	Section Chief Shop Design Development, Franchise Support & Development Mister Donut Business Group

(Notes)

1. Cloud Promotion Project will be transferred to Information System.
2. Direct Selling Group consists of Strategy Management, Sales & Operations and Planning & Development.
3. Food Group consists of Mister Donut Business Group and Food Business Development.
4. Mister Donut Business Group consists of Planning & Development and Franchise Support & Development.
5. Corporate Administration Group consists of Secretariat, Accounting, General Affairs, Legal Affairs & Corporate Compliance, Shared Services Center, Human Resources and Quality Assurance & Risk Management.
6. Current Corporate Planning Group is renamed Corporate Business Group, which consists of International Division, Public Relations and Production & Logistics.
7. 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 and Life Care Division.
8. The two Operating Officers retiring from their office this time are each expected to assume the duties of President and CEO of Duskin's following subsidiaries in June this year.

Name	Subsidiaries to be assigned
Taku Suzuki	Ono Duskin Co. Ltd.
Sachiko Hashimoto	Azare Products Co., Ltd., Kyowa Cosmetics Co., Ltd.

3. Personnel change

Name	New positions and responsibilities	Current positions and responsibilities
Naohiro Kotani	General Manager Kyushu Regional Office Sales & Operations, Direct Selling Group	Section Chief Home Service Hokkaido Regional Office Sales & Operations, Direct Selling Group
Toshimitsu Baba	General Manager, Corporate Account	General Manager Minami Kanto Regional Office Sales & Operations, Direct Selling Group
Hiroaki Matsui	General Manager Minami Kanto Regional Office Sales & Operations, Direct Selling Group	President and CEO Duskin Okinawa Co., Ltd.
Hidehisa Yamaguchi	Division Manager, Terminix Division Planning & Development, Direct Selling Group	President and CEO Duskin Serve Tokai Hokuriku Co., Ltd.

Joji Ogawa	General Manager Tokai Hokuriku Regional Office Sales & Operations, Direct Selling Group	President and CEO Duskin Serve Kita Kanto Co., Ltd.
Naoyuki Tanaka	Manager, Continuous Process Improvement	General Manager, Corporate Account
Kazunari Yamamoto	Manager, International Division	Board Director Duskin Serve Taiwan Co., Ltd.
Yasuko Matsushige	Manager, Human Resources	Manager Sales Planning Mister Donut Business Group

For media inquiries on this matter, please contact:

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(Reference) Organization Chart effective from April 1, 2023

