

February 24, 2022

Company name: Duskin Co., Ltd.
 Name of representative: Teruji Yamamura, President and CEO
 (Securities code: 4665; First section, TSE)
 Inquiries: Minoru Okada, Operating Officer
 Manager, Corporate Planning
 Telephone: +81-06-6821-5071

Notice regarding the appointment of Operating Officers and personnel change

Duskin Co., Ltd. announced today that its Board of Directors, during the board meeting held on February 24, 2022, approved the appointment of Operating Officers and other personnel change effective from April 1, 2022.

1. New positions and responsibilities of Operating Officers (Effective from April 1, 2022)

Name	New positions and responsibilities	Current positions and responsibilities
Teruji Yamamura	Unchanged	President and CEO Auditing
Kazushi Sumimoto	COO Direct Selling Group	COO Direct Selling Group General Manager Strategy Management, Direct Selling Group
Tetsuya Wada	Unchanged	COO Food Group
Naoto Miyata	Unchanged	CFO Corporate Administration Group*1
Hiroyuki Okubo	Unchanged	Operating Officer Corporate Planning Group*2
Taku Suzuki	Unchanged	Operating Officer New Business Development, Corporate Account
Sachiko Hashimoto	Unchanged	Operating Officer Quality Assurance & Risk Management Manager, Human Resources
Seishi Nemoto	Unchanged	Operating Officer General Manager Mister Donut Business Group
Keiichi Emura	Operating Officer Shared Services Center, Manager, Corporate Planning	Operating Officer General Manager Planning & Development, Direct Selling Group
Shinichiro Ueno	Unchanged	Operating Officer Public Relations Manager, International Division
Keishi Morita	Unchanged	Operating Officer General Manager Production & Logistics
Kazumi Mori	Operating Officer General Manager Strategy Management, Direct Selling Group	Manager Strategy Management, Direct Selling Group

Eiji Hirano	Operating Officer General Manager Sales & Operations, Direct Selling Group	General Manager Tokyo Regional Office Sales & Operations, Direct Selling Group
Tetsuji Daikuhara	Operating Officer General Manager Planning & Development, Direct Selling Group	General Manager Kinki Regional Office Sales & Operations, Direct Selling Group

(Notes)

1. The Corporate Administration Group comprises Human Resources, Quality Assurance & Risk Management, Legal Affairs & Corporate Compliance, Accounting, and General Affairs.
2. The Corporate Planning Group comprises Secretariat (renamed from President's Office), Corporate Planning, Information System, and Shared Services Center.

2. Personnel change (Effective from April 1, 2022)

Name	New positions and responsibilities	Current positions and responsibilities
Yasuko Maeno	Manager, Auditing	Section Chief Fund Administration, Accounting
Minoru Okada	Manager, Information System	Operating Officer Shared Services Center Manager, Corporate Planning
Gou Fukushima	General Manager Hokkaido Regional Office Sales & Operations, Direct Selling Group	General Manager Tohoku Regional Office Sales & Operations, Direct Selling Group
Masahiro Umemoto	General Manager Tohoku Regional Office Sales & Operations, Direct Selling Group	Section Chief Franchise Support & Administration Tohoku Regional Office Sales & Operations, Direct Selling Group
Chitoshi Okamoto	General Manager Tokyo Regional Office Sales & Operations, Direct Selling Group	General Manager Kita Kanto Regional Office Sales & Operations, Direct Selling Group
Takeharu Ide	General Manager Kita Kanto Regional Office Sales & Operations, Direct Selling Group	Section Chief Investor Relations, Corporate Planning
Toshifumi Takeuchi	General Manager Kinki Regional Office Sales & Operations, Direct Selling Group	Chairman & CEO Duskin Shanghai Co., Ltd.
Yoshihito Nakagawa	Manager, Food Business Development	Manager Purchasing & Logistics Mister Donut Business Group

For media inquiries on this matter, please contact:

Duskin Co., Ltd.

Public Relations

Telephone: +81-06-6821-5006

(Reference) Organization Chart effective from April 1, 2022

