

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 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 24, 2025, to appoint the following candidates as Board Members, to be ratified by a resolution at the 63rd Ordinary General Meeting of Shareholders scheduled for late June 2025. The Company also announces the changes in responsibilities of Operating Officers effective after the Meeting.

1. Board Director candidates

Hiroyuki Okubo (Reappointment)
 Tetsuya Wada (Reappointment)
 Shinichiro Ueno (Reappointment)
 Keiichi Emura (Reappointment)
 Kenji Iida (New appointment)
 Seishi Nemoto (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 2025.
2. Career summaries of the candidates for the newly appointed Board Director positions

Name (Date of birth)	Career summary
Kenji Iida (December 14, 1964)	May 2024 Operating Officer Corporate Human Capital Group (to the present)
	May 2023 Operating Officer Human Resources, Shared Services Center and Quality Assurance & Risk Management
	Apr. 2023 Operating Officer Human Resources, Accounting, Shared Services Center and Quality Assurance & Risk Management
	Apr. 2018 Manager, Administration, Operations, Direct Selling Group
	Sept. 2013 Manager, Corporate Management
	Nov. 2002 Joined the Company

Name (Date of birth)	Career summary
Seishi Nemoto (November 10, 1967)	Apr. 2025 Operating Officer Secretariat and New Business Development (to the present) Apr. 2023 Operating Officer General Manager, Franchise Support & Development, Mister Donut Business Group Apr. 2020 Operating Officer General Manager, Mister Donut Business Group Apr. 2019 Division Manager, Food Business Development Apr. 1990 Joined the Company

2. Changes in responsibilities of Operating Officers

(Effective after the 63rd Ordinary General Meeting of Shareholders)

Name	New positions and responsibilities	Current positions and responsibilities
Hiroyuki Okubo	President and CEO Auditing and IT Strategy Management	President and CEO Auditing
Tetsuya Wada	Unchanged	COO Food Group General Manager, Mister Donut Business Group ^{1, 2}
Keiichi Emura	COO Direct Selling Group ³	Operating Officer Corporate Planning Group
Kenji Iida	CFO Corporate Planning Group ⁴	Operating Officer Corporate Human Capital Group
Shinichiro Ueno	Unchanged	Operating Officer Corporate Business Group ⁵
Seishi Nemoto	Operating Officer Corporate Human Capital Group ⁶	Operating Officer Secretariat and New Business Development
Kazushi Sumimoto	Operating Officer Assistant to Direct Selling Group's COO, with Special Assignment ⁷	COO Direct Selling 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	Unchanged	Operating Officer General Manager, Franchise Support & Development, Mister Donut Business Group
Gou Fukushima	Unchanged	Operating Officer General Manager, Sales & Operations, Direct Selling Group ¹⁰

Name	New positions and responsibilities	Current positions and responsibilities
Takeharu Ide	Unchanged	Operating Officer Continuous Process Improvement Manager, Corporate Planning
Kazunari Yamamoto	Operating Officer Manager, International Division	Operating Officer Public Relations Manager, International Division
Yasuko Matsushige	Operating Officer Legal Affairs & Corporate Compliance and Quality Assurance & Risk Management Manager, Human Resources	Operating Officer Quality Assurance & Risk Management Manager, Human Resources
Chitoshi Okamoto	Unchanged	Operating Officer General Manager, Production & Logistics
Minoru Okada	Unchanged	Operating Officer General Manager, IT Strategy Management
Toshikatsu Baba	Unchanged	Operating Officer General Manager, Corporate Account
Yasuyuki Yoshida	Unchanged	Operating Officer General Manager, Planning & Development, Mister Donut Business Group

Notes:

Naoto Miyata will retire as CFO and be appointed as Executive Advisor (contract period: July 1, 2025 - December 31, 2025).

1. Food Group consists of Mister Donut Business Group and divisions that manage the overall matters of Food Group, such as Administration.
2. Mister Donut Business Group consists of Planning & Development and Franchise Support & Development.
3. Direct Selling Group consists of Strategy Management, Sales & Operations, Planning & Development and Corporate Account.
4. Corporate Planning Group consists of Corporate Planning, Continuous Process Improvement, Accounting, General Affairs and Shared Services Center.
5. Corporate Business Group consists of Public Relations, International Division and Production & Logistics.
6. Corporate Human Capital Group consists of Secretariat, New Business Development, Human Resources, Legal Affairs & Corporate Compliance and Quality Assurance & Risk Management.
7. Assistant to Direct Selling Group's COO, with Special Assignment is in charge of oversight and operational support of Direct Selling Group's subsidiaries.
8. Strategy Management under the Direct Selling Group consists of divisions that manage the overall matters of the Direct Selling Group, such as Strategy Management and Administration.
9. 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, Life Care Division and Rescue Service Division.
10. Sales & Operations under the Direct Selling Group consists of nine Regional Offices in Japan and other divisions.

For media inquiries on this matter, please contact:

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(Reference) Organization Chart effective after the 63rd Ordinary General Meeting of Shareholders

