

March 30, 2026

Duskin Co., Ltd.

Duskin Introduces a Same-sex Partnership Program

Osaka (March 30, 2026) — [Duskin Co., Ltd.](#) will introduce a same-sex partnership program on April 1, as part of our efforts to promote diversity, equity and inclusion. Under this program, employees who have same-sex partners will be eligible to receive the same benefits provided to those whose spouses are of the opposite sex.

The benefits covered under this program include marriage leave, disaster leave, caregiving leave, relocation allowance for work transfers, single-assignment separation allowance, and other similar benefits.

In recent years, family structures and lifestyles have diversified, and companies are increasingly expected to create an environment where employees can work while making choices that reflect their own values. In response to these social changes, and as part of our continued efforts to build a workplace where employees can work with confidence and fully realize their potential, Duskin has decided to introduce the same-sex partnership program.

■ About Duskin Co., Ltd.

Duskin Co., Ltd. is a leading franchisor in Japan. Our 20+ businesses range from rental and sales of cleaning and hygiene products to professional cleaning services, senior care and to donut shops. Outside Japan, we proudly serve customers in Taiwan and Shanghai with our cleaning-related services. What's more, Duskin is a franchisor of the Mister Donut brand. With more than 17,000 locations* (company-owned and franchised) in nine markets across Asia, Duskin is listed on the Tokyo Stock Exchange Prime Market (4665: Tokyo). For more information, please visit <https://www.duskin.co.jp/english/>.

*As of March 31, 2025