

## AINOWA will make ever-greater efforts to reach out to help more people

On August 22, 1980, 17 years after founding Duskin, Seiichi Suzuki passed away. To move forward, Duskin employees needed a shared purpose, grounded in the founder's unique Prayerful Management philosophy and spirit of love: "help people grow" and "offer boundless love."

In 1981, the same year as the United Nations' International Year of Disabled Persons (IYDP), Mister Donut celebrated its 10th anniversary and set up the Mister Donut U.S. Study Abroad Leaders Program for the Disabled to reciprocate the community's patronage.

This was also Mister Donut's way of expressing support for IYDP and its theme, "full participation and equality" of persons with disabilities.

The program was well received around the country, and the Duskin AINOWA Foundation was established to keep the program running in the long term, as one of Duskin's corporate social responsibility efforts. In February 2012, the Foundation embarked on a new chapter as a public interest incorporated foundation after receiving authorization from the Cabinet Office.

"May I help you?" What we can do may not be much, but we want to be of service to someone, no matter how small the act. We wish to extend a helping hand to those in need within our community.

As we all come together with sincere and heartfelt support, we hope to achieve independent living for persons with disabilities and their full participation in society, and that the small circle of volunteer spirit will expand to create a society where everyone can lead a happy and fulfilled life, regardless of disability.

## AINOWA Declaration

We pledge through this movement to do our best, from the viewpoint of equality, to promote social welfare for children and adults with disabilities so that they can fully participate in society.

## The Duskin AINOWA Foundation Charter

We share a sense of solidarity toward persons with mental or physical disabilities, based upon our belief in the dignity and social rights of all human beings.

We wear the Duskin AINOWA Foundation's button to let people know of our belief, and to appeal to them to participate.

We shall make every effort to advance our knowledge and improve our ability to provide persons with disabilities with a safe environment in society, and to understand their needs, so as to achieve successful volunteer activities.

All human beings are free and equal, worthy of respect, and have fundamental rights. We hereby declare our commitment to active support and cooperation in strengthening the bonds that link all human beings, and in realizing full participation of all in society.



The Duskin AINOWA Foundation

# 2024 Annual Report



The Duskin AINOWA Foundation

Duskin Esaka-cho Bldg., 3-26-13 Esaka-cho, Suita-shi, Osaka 564-0063 Japan  
Telephone: 06-6821-5270 Facsimile: 06-6821-5271 <https://www.ainowa.jp>



# May I help you? Connecting people to people, to society and to the future

In 1981, the year designated as the International Year of Disabled Persons by the United Nations, the Duskin AINOWA Foundation was founded on the spirit of “May I help you?”, a principle advocated by Duskin founder Seiichi Suzuki. The foundation, which marked its 45th anniversary in 2025, continues its efforts to promote independent living for persons with disabilities and their full participation in society.

The foundation is currently engaged in two major projects.

The first is Duskin Study Abroad Leaders Program for Persons with Disabilities, which has been carried out since the foundation was established. Individuals with disabilities from Japan are sent overseas for training programs to develop their leadership skills and contribute to their communities. Upon returning to Japan, the trainee graduates leverage their international experiences to pursue impactful roles in various fields, such as university professors, lawyers, Paralympic athletes or managers of support services for persons with disabilities.

The other project is the Duskin Leadership Training Program in Japan, launched in 1999. Under this program, persons with disabilities from the Asia-Pacific region are invited to Japan to learn about the country’s disability welfare at organizations and facilities for persons with disabilities. After returning home, they play a leading role in advancing disability welfare in their own countries.

We are profoundly grateful for all the warm support that sustains our activities, including membership fees from our supporters, generous donations and contributions from many individuals, and the cooperation of training institutions that welcome our trainees.

As outlined in the Duskin AINOWA Foundation Charter, “All human beings are free and equal, worthy of respect, and have fundamental rights. We hereby declare our commitment to active support and cooperation in strengthening the bonds that link all human beings, and in realizing full participation of all in society.”

By carrying out our projects, we hope to share this aspiration with as many people as possible, expanding the “circle of love” (or AINOWA in Japanese) that connects people to people, to society, and to the future through our activities.

We kindly ask for your continued support as we move forward.



**Hiroyuki Okubo**  
Chairman  
The Duskin AINOWA Foundation

## Duskin Study Abroad Leaders Program for Persons with Disabilities



### Over 44 years, 542 trainees dispatched to 17 countries

Launched in 1981, the same year as the United Nations’ International Year of Disabled Persons, the Duskin Study Abroad Leaders Program for Persons with Disabilities aims to achieve equality for persons with disabilities and their full participation in society.

It is widely known both in Japan and around the world as an overseas training program in which young persons with disabilities aspiring to be community leaders are provided the chance to study abroad.

#### Trainee Facts and Figures (total 542 persons)

##### By Region (at the time of application)

Hokkaido	9	Hokuriku	13
Tohoku	28	Kinki	106
Kita Kanto	65	Chugoku	21
Minami Kanto	59	Shikoku	15
Tokyo	132	Kyushu	44
Tokai	50		

##### By Disability

Intellectual	77
Visual	121
Hearing	105
Deafblind	2
Physical	213
Epilepsy	10
Internal	8
Mental	5
Developmental	1

##### By Training Destination

U.S.A.	411
U.K.	32
Sweden	15
Australia	12
New Zealand	14
Germany	11
Canada	10
Fiji	8
Finland	5
Italy	8
Norway	3
Denmark	7
France	2
The Philippines	1
Russia	1
South Korea	1
Costa Rica	1

### Introduction of the 45th-Year Trainees (Individual trainees studying themes of their choice)

#### Sodai Fujii (developmental disability)



##### Training Destination

Finland

##### Training Theme

Finnish welfare and digital services focused on support and the actual conditions of adults with developmental disabilities

##### Learning from Finland, a leading welfare nation

I hope to help improve understanding of adults with developmental disabilities in Japan, where support remains insufficient, and to contribute to their participation in society.

#### Islammd Shariful (physical disability)



##### Training Destination

U.S.A.

##### Training Theme

Advanced methods and leadership in disability support

##### Gaining the power to realize my dreams

I want to gain knowledge and skills in diverse fields such as the latest business trends and supply chain management, and empower persons with disabilities around the world.

#### Ayako Komiyama (hearing disability)



##### Training Destination

U.S.A.

##### Training Theme

The importance of understanding one’s own disability and involving others when interacting with hearing individuals, including at work

##### Toward a society that accepts hearing disabilities

I want to learn skills abroad to support people with hearing disabilities, first improving my own environment and then expanding those efforts.

#### Waka Fusegi (hearing disability)



##### Training Destination

U.S.A.

##### Training Theme

Universal entertainment in the metaverse era created through extended reality (XR) expression

##### Exploring the possibilities of accessibility

I want to study inclusive forms of expression using virtual spaces and learn about the investment impact of corporate initiatives on accessibility.



44th-Year Individual Trainee

**Kyota Yagi**  
(physical disability)

**Training Destination** U.S.A.

**Training Period** February - December 2025

**Training Theme** Understanding and advocating for rights in the disability movement  
Learning specific methods to communicate the importance of rights awareness

### Feeling the shifting politics and disability rights firsthand

I participated in an event where representatives from four disability support organizations held discussions. They discussed how to address the threats posed to the rights and daily lives of persons with disabilities by numerous policies under the Trump administration, as well as the impact of the dismantling of the Department of Education on students with disabilities. I plan to continue studying relevant systems and government policies while also listening to as many stakeholders as possible. Additionally, at a conference in Washington D.C., I had the opportunity to lead a workshop and present a case based on my long-term overseas use of home-visit care services for persons with severe disabilities.



44th-Year Individual Trainee

**Yui Miyamoto**  
(visual disability)

**Training Destination** Denmark

**Training Period** January - December 2025

**Training Theme** Learning about necessary support systems to help persons with visual disabilities participate in society

### Learning what can only be learned here

During my training, I learned the importance of expressing in words my perspective and the kind of help I need. Sharing this changes how relationships with others develop. At the training school, I felt that everyone valued supporting each other to create something or simply spending time together, always finding joy in what they were doing and contributing in their own way. Each moment was precious, and I was able to gain experiences that I could only have here. Every time I look back on this training, I'm filled with gratitude for the people I met. I am truly thankful for the wonderful time I was able to spend.



44th-Year Individual Trainee

**Miu Saito**  
(physical disability)

**Training Destination** Denmark

**Training Period** August 2024 - June 2025

**Training Theme** Learning about support systems for persons with disabilities and how they are perceived in countries with advanced welfare systems

### The satisfaction of expressing your feelings openly

I was able to gain valuable experiences of not giving up because of a disability, of saying what I want to do without holding back and asking for help, as well as having fun together. At the training school, mutual support was a natural part of daily life. When I faced difficulties, I expressed how I felt honestly, and others accepted it sincerely. By sharing and listening to one another, we gained new insights, and our bonds grew deeper. We were able to support each other until the very end because each of us had the strong will to understand one another's feelings. I felt that sense of fulfillment time and time again.



### 44th-Year Middle Group Trainees (mental disability) Porque, the Organization of Persons with Psychosocial Disabilities

**Training Destination** Italy

**Training Period** June 30 - July 10, 2024

**Training Theme** Studying efforts to implement the Convention on the Rights of Persons with Disabilities



**Yuhei Yamada**  
(Leader)



**Mao Sagara**

### Sharing what I learned through the AINOWA Foundation training with local communities and the disability community

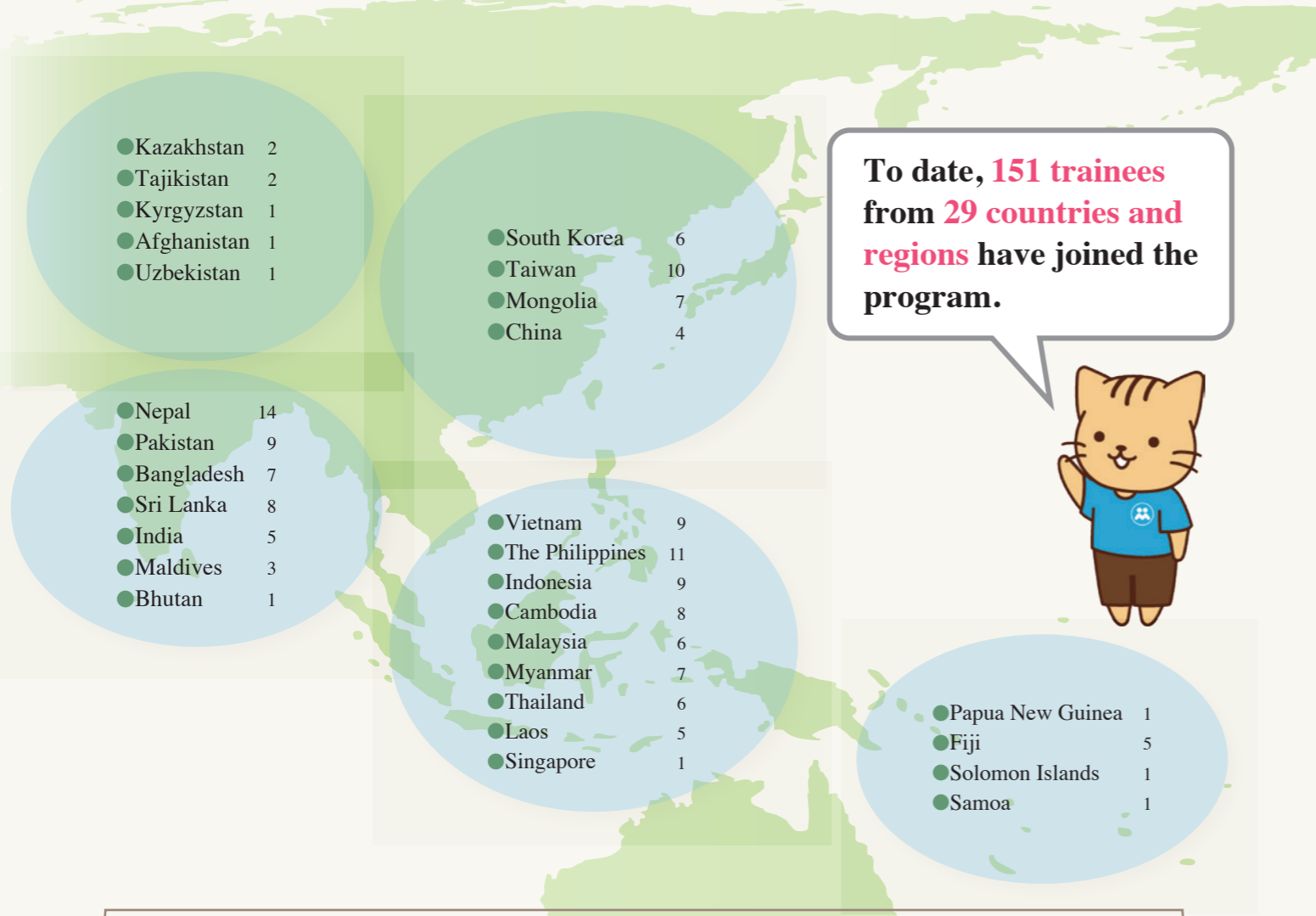
Through the training in Italy, I had the opportunity to study ideas and practices required for deinstitutionalization and building an inclusive society — the key themes of the Convention on the Rights of Persons with Disabilities (CRPD). This experience renewed my desire to contribute to society by fostering community development with people beyond the disability community and by creating new forms of local connections that have been lost due to urbanization. I hope to share what I learned through this program with both local communities and the disability community in my future activities. As I returned to Japan, I reflected on how best to forge the path toward the ideal society envisioned by the CRPD.

### The significance of on-site AINOWA training in Italy — speaking with local people and feeling the Italian breeze

In Italy, I listened to people after first learning about how their daily lives were shaped and what they valued. Through this, I constantly felt the need to understand the background of what they shared. I can do some research on my own, but I cannot truly grasp the local culture without being there and experiencing it firsthand. While feeling the Italian breeze and speaking with local people, I realized the significance of the training. I was also able to encounter many initiatives and approaches to mental health care that I hope to draw on in the future. I hope to continue thinking and taking action together with my peers on how to share what we learned through this training and put it into practice back in Japan.



Having started in 1999, this international invitation program for trainees from the Asia-Pacific has reached its 26th anniversary

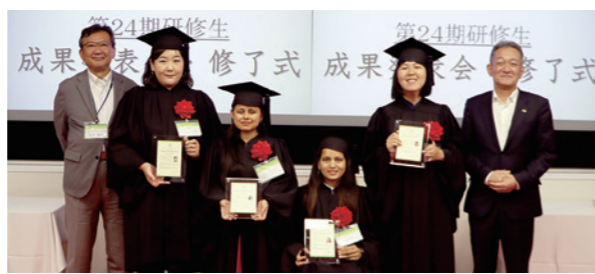


24th-year trainees strive through nine months of training



Opening ceremony (September 25, 2024)

Four trainees arrived in Japan with a strong desire to learn. They were warmly welcomed with kind words and big applause from the guests, and their faces were filled with joy as they began their journey toward their dreams.



Presentation of training achievements and completion ceremony (June 24, 2025)

The trainees' growth over approximately nine months of training was celebrated with heartfelt applause from the 90 attendees, including their host families, training supervisors, and representatives from Duskin franchisees who had supported them. The Chairman then presented them with their certificates of completion.

The Duskin AINOWA Foundation launched the Duskin Leadership Training Program in Japan in 1999, at the midpoint of the Asian and Pacific Decade of Persons with Disabilities, as proclaimed by the United Nations Economic and Social Commission for Asia and the Pacific. The program aims to improve the welfare of persons with disabilities in the Asia-Pacific region, in response to the objectives and agenda for action adopted by the UN. Under this human resource development program, youth with disabilities from the Asia-Pacific region are invited to Japan to learn about social welfare for persons with disabilities at institutions and facilities across the country, after which they return to their home countries to play an active role as leaders. From more than 300 applicants, four individuals were selected as the 24th-year trainees and each underwent approximately nine months of training in Japan.



Byambasuren Bunchin (hearing disability)

● Age: 37  
● Home Country: Mongolia (Ulaanbaatar)  
● Goes by Byamba

In her home country, Byamba belongs to an NGO that conducts research and awareness activities on Mongolian Sign Language. In Japan, she studied the activities of disability organizations, Japanese sign language interpretation and deaf education at training sites nationwide. After returning home, she hopes to share what she learned in Japan with deaf communities across Mongolia and become involved in training sign language interpreters and educating children with hearing disabilities.



Taslima Sultana Mitu (visual disability)

● Age: 30  
● Home Country: Bangladesh (Tangail)  
● Goes by Mitu

Mitu belongs to a foundation in Bangladesh that supports development of persons with physical disabilities, where she works to promote the independence, equal opportunities and full participation of individuals with visual disabilities in all aspects of life. During this training, she learned about assistive devices and independent living for persons with disabilities, while also experiencing Japanese culture. After returning home, she aims to establish an information center for persons with disabilities that also incorporates music and sports facilities.



Ke Wei Duan (physical disability)

● Age: 28  
● Home Country: Taiwan (Taipei)  
● Goes by Coco

Coco works as a social worker at the Taipei New Vitality Independent Living Association, the first independent living center in Taiwan. During the training, she studied nonprofit organization management, independent living and educational activities for persons with disabilities in local communities, community design, and social welfare systems. After returning home, she plans to continue her work at the independent living center, aiming to create a barrier-free and inclusive society where everyone can participate.



Laxmi Kunwar (physical disability)

● Age: 36  
● Home Country: Nepal (Lalitpur)  
● Goes by Laxmi

Laxmi works as a peer counselor at an independent living center in her home country. In Japan, she studied disability-related policy design, independent living, educational activities, negotiation methods, human resource development and how to write reports and proposals through training at various institutions. After returning home, she plans to continue her advocacy and other activities at the independent living center.



Main schedule for the 24th-year trainees

2024	Sept.	Arrival in Japan and opening ceremony
	Sept. - Oct.	Orientation
Sept. 2024 - Jan. 2025		Language training (Japanese, Japanese sign language)
Dec. 2024 - Jan. 2025		Homestay

2025	Jan.	Group training (1)
	Feb. - May	Individual training
	May - June	Group training (2)
	June	Presentation of training achievements and completion ceremony/ Departure from Japan



**Mister Donut**

**Friendship Festival 2024: Trainee graduates gave lectures across Japan**

**Advancing accessibility in movies and entertainment**



**Kaito Suzuki** (right)  
(42nd-year trainee)  
July 24: Tohoku Regional Meeting

**Fundraising activities at our NPO**



**Daisuke Kasayanagi**  
(40th-year trainee)  
August 5: Tokyo Regional Meeting  
August 26: Kanagawa Regional Meeting

**Education and society in Italy through the eyes of persons with disabilities, and challenges for Japan**



**Katsuya Kaji** (right)  
(40th-year trainee)  
August 6: Chugoku-Shikoku Regional Meeting  
August 20: Kita Kanto Regional Meeting  
August 21: Kyushu Regional Meeting



**Katsuya Kaji** (left) and **Takeshi Kazuya** (right)  
(40th-year trainees)  
August 5: Kinki Regional Meeting



**Eriko Manano**  
(40th-year trainee)  
August 5: Hokkaido Regional Meeting

**Trainee graduates shared messages at special event**

**Duskin Family New Year Gathering: Trainee graduates gave talks and performances**

**Bringing the joy of futsal to children with visual disabilities**



**Eiichiro Ohira**  
(38th-year trainee)  
January 8: Hokuriku

**Teaching expressions such as "thank you" in sign language classes**



**Makiko Yamamoto**  
(33rd-year trainee)  
January 10: Hokkaido

**Expressing gratitude to AINOWA for regaining confidence and dreams, and for finding a partner**



**Narumi Yamauchi**  
(formerly Fujiwara)  
(34th-year trainee)  
January 10: Chugoku-Shikoku

**Insights on inclusive education practices learned in Italy**



**Takeshi Kazuya**  
(40th-year trainee)  
January 15: Kinki

**Sharing the knowledge and connections acquired during the program, with gratitude**



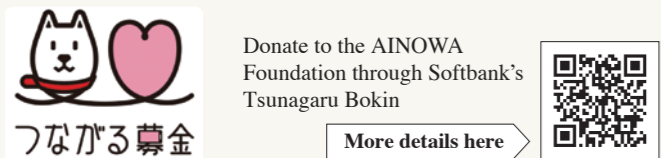
**Chieko Miyagi**  
(37th-year trainee)  
January 15: Kyushu

In addition to the above, the event was also held on January 14 in the Tohoku and Tokai regions.

**The activities of AINOWA are supported by the membership fees and donations of our members.**

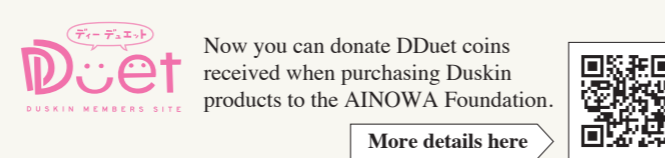
Donations can be made through Softbank's Tsunagaru Bokin. You can make donations by credit card, or along with your mobile phone bill payment if you are a Softbank user.

**Raised in FY2024 52,501 yen**



Duskin online members' website DDuet coin collection fundraising page is now available.

**Raised in FY2024 1,310,069 yen**



**Statement of changes in net assets, statement of assets, balance sheet, income and expenditure, and membership**

Statement of changes in net assets		April 1, 2024 - March 31, 2025 (in yen)
Account	Total	
I Changes in unrestricted net assets		
1. Changes in ordinary account		
(1) Ordinary revenue		
Total income from investment of foundation assets	20,220,999	
Total membership fees and donations	146,389,850	
Donation	18,113,216	
Miscellaneous revenue	1,844,244	
Total	186,568,309	
Ordinary expenses	167,675,515	
Balance	18,892,794	
2. Changes in extraordinary account		
(1) Total extraordinary revenue	0	
(2) Extraordinary expenses	0	
Balance	0	
Increase/decrease for unrestricted net assets for the year	18,892,794	
Unrestricted net assets, beginning of the year	303,207,476	
Unrestricted net assets, end of the year	322,100,270	
II Changes in restricted net assets		
Increase/decrease for restricted net assets for the year	34,421,043	
Restricted net assets, beginning of the year	1,904,034,200	
Restricted net assets, end of the year	1,938,455,243	
III Net assets, end of the year		
	2,260,555,513	

Statement of assets		As of March 31, 2025 (in yen)
Assets		
[Current assets]		
Cash deposit	72,491,655	
Accrued receivables	11,023	
Supplies	769,490	
Advanced expenses	0	
Temporary payments	266,399	
Total current assets	73,538,567	
[Fixed assets]		
Endowment	2,179,455,243	
Other fixed assets	8,630,777	
Total fixed assets	2,188,086,020	
<b>Total assets</b>	<b>2,261,624,587</b>	
Liabilities		
[Current liabilities]		
Accrued payable	957,126	
Deposits received	110,948	
Advance received	1,000	
Total current liabilities	1,069,074	
[Fixed liabilities]		
Provision for retirement benefits	0	
Total fixed liabilities	0	
<b>Total liabilities</b>	<b>1,069,074</b>	
<b>Net assets</b>	<b>2,260,555,513</b>	

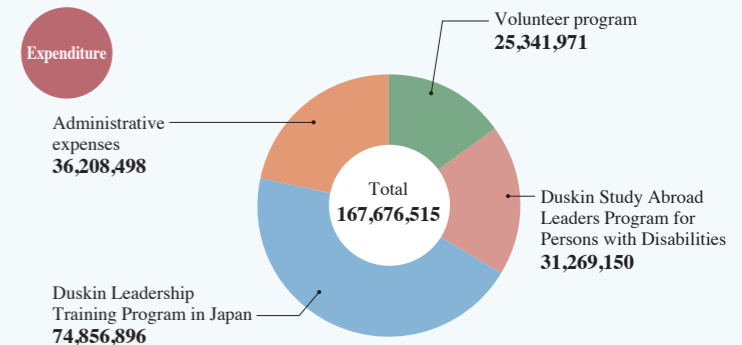
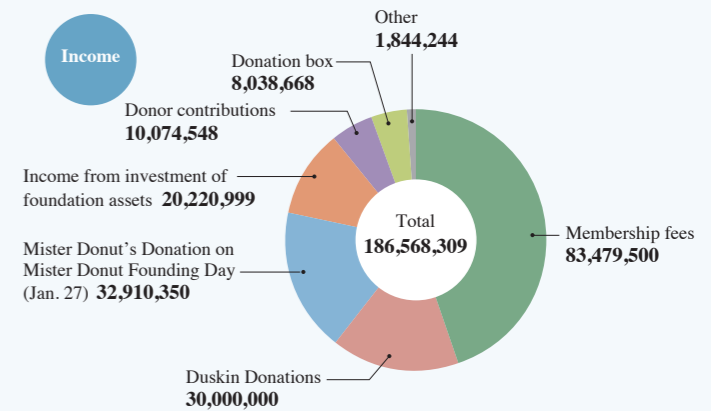
Balance sheet				As of March 31, 2025 (in thousands of yen)
	FY 2022 Mar. 31, 2023	FY 2023 Mar. 31, 2024	FY 2024 Mar. 31, 2025	
Assets				
Current assets	229,422	54,482	73,538	
Fixed assets	1,930,812	2,159,962	2,188,086	
<b>Total assets</b>	<b>2,160,234</b>	<b>2,214,444</b>	<b>2,261,624</b>	
Liabilities				
Current liabilities	4,288	1,516	1,069	
Fixed liabilities	8,808	5,687	0	
<b>Total liabilities</b>	<b>13,097</b>	<b>7,203</b>	<b>1,069</b>	
Net assets				
Restricted net assets	1,892,502	1,904,034	1,938,455	
Unrestricted net assets	254,635	303,207	322,100	
Total net assets	2,147,137	2,207,241	2,260,555	
<b>Total liabilities and net assets</b>	<b>2,160,234</b>	<b>2,214,444</b>	<b>2,261,624</b>	

The amounts presented above are indicated in thousands; amounts less than a thousand are rounded down.

**Membership** As of March 31, 2025 (number of members)

	FY2022 Mar. 31, 2023	FY2023 Mar. 31, 2024	FY2024 Mar. 31, 2025
Corporate Members	219	219	223
Special Corporate Members	431	424	419
Elder Members	447	416	401
Duskin Employees	1,535	1,488	1,417
Regular Member As	1,340	1,395	1,370
Regular Member Bs	2,717	2,606	2,501
Regular Member Cs	5,794	5,300	5,340
Subtotal	12,483	11,848	11,671
Friendship Members	2	13	2
(Accumulated)	174,230	174,243	174,245
Total	12,485	11,861	11,673
(Accumulated)	186,713	186,091	185,916

**Income and expenditure** (in yen)



## History

### 1981

- Mar. 16: Mister Donut U.S. Study Abroad Leaders Program for the Disabled was announced at a press conference held at the Imperial Hotel, Tokyo.
- Apr. 1: Mister Donut U.S. Study Abroad Leaders Program for the Disabled Fund was established.
- Nov. 26: The AINOWA Foundation was authorized by the Ministry of Health and Welfare at the time.

### 1982

- Jan. 7: Ten trainees for the first year of the program were sent to the U.S.
- Jan. 27: Mister Donut Charity Day was held.



- Four institutions were chosen for the Foundation's research/development aid programs.
- Ten trainees of the second year were sent abroad.

### 1983

- Nine trainees were sent abroad.

### 1984

- Nine trainees were sent abroad.
- The late Toshio Yamanishi received the Anne Sullivan Gold Medal for his contribution to the welfare of persons with disabilities through the Mister Donut U.S. Study Abroad Leaders Program for the Disabled.



### 1985

- Nine trainees were sent abroad.

### 1986

- Eight trainees were sent abroad.
- As a result of the achievement in research and development promotion services, Mister Donut and Nippon Flour Mills jointly developed phenylalanine-free donut mix.

### 1987

- Eight trainees were sent abroad.

### 1988

- Seven trainees were sent abroad.

### 1989

- Seven trainees were sent abroad.

### 1990

- Ten trainees were sent abroad.

### 1991

- The name of the program was changed from Mister Donut U.S. Study Abroad Leaders Program for the Disabled to Duskin Study Abroad Leaders Program for Persons with Disabilities. Destinations for training expanded from only the U.S. to other countries outside Japan. Group training programs were introduced. Two teams consisting of 27 members (including attendants) had two-week training sessions in the U.S.
- AINOWA Regional Committees were established in 10 regions in Japan.

### 1992

- Four teams with a total of 98 trainees (including attendants) were sent abroad. The teams were formed by the type of disabilities. The team of persons with intellectual disabilities had training in Sweden, while persons with visual disabilities, persons with hearing disabilities and persons with physical disabilities received training in the U.S. for two weeks.

### 1993

- Six teams with a total of 97 trainees (including attendants) were sent abroad. Another team of persons with physical disabilities in addition to the existing team and a team of persons with epilepsy were formed. Six teams in total had training in the U.S. for two weeks on the topic of employment for persons with disabilities.

### 1994

- Regional Executive Committees were established in 59 areas throughout Japan.
- Thirteen trainees were sent abroad.

### 1995

- Regional Executive Committees were reorganized to cover 72 areas in Japan.
- Ten trainees were sent abroad.

### 1996

- Ten trainees were sent abroad.

### 1997

- Nine trainees were sent abroad.

### 1998

- Seven trainees were sent abroad.
- Miki Matsue, an 18th-year trainee, won three gold medals in the Nagano Paralympic Games. The Foundation recognized her success with an AINOWA Award.

### 1999

- Nine trainees were sent abroad.
- The Duskin Leadership Training Program in Japan was launched.



### 2000

- Eight trainees were sent abroad.

### 2001

- Nine trainees were sent abroad.

### 2002

- Nine trainees were sent abroad.

### 2003

- The Group Training Program was added in commemoration of the 25th anniversary of the Foundation.

### 2004

- Eleven trainees were sent abroad.

### 2005

- Nov. 16: The Foundation's 25th Anniversary Ceremony was held at Hilton Tokyo.
- Eleven trainees were sent abroad.

### 2006

- Twelve trainees were sent abroad.

### 2007

- Twelve trainees were sent abroad.

### 2008

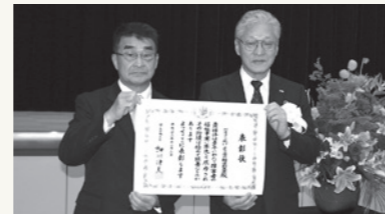
- Thirty trainees were sent abroad. Junior Leadership Group Training was added.
- AINOWA Regional Executive Committees were reorganized to cover 11 areas in Japan.

### 2009

- Sixteen trainees were sent abroad.

### 2010

- Twenty-seven trainees were sent abroad.
- Mitsuru Nagase, a 21st-year trainee, won a silver medal in the ice sledge hockey competition in the Vancouver 2010 Paralympic Games. The Foundation recognized his success with an AINOWA Award.
- Dec. 3: The Duskin AINOWA Foundation received the 2010 Minister of Health, Labour and Welfare commendation. The award was presented in recognition of its social welfare programs for persons with disabilities over the past 30 years.



### 2011

- Nineteen trainees were sent abroad.
- The Duskin AINOWA Foundation was authorized by the government in Dec. 2011 and made a new start as a public interest incorporated foundation in Feb. 2012.

### 2012

- Thirteen trainees were sent abroad.

### 2013

- Nine trainees were sent abroad.
- Keiichi Kimura, a 30th-year trainee, won a silver medal and a bronze medal in swimming competition at the London 2012 Paralympic Games. The Foundation recognized his success with an AINOWA Award.

### 2014

- Fourteen trainees were sent abroad.
- Duskin Disability Leadership Program at UMass Boston was added.

### 2015

- Five trainees were sent abroad.

### 2016

- The foundation celebrated its 35th anniversary. Overseas trainees gave presentations of their trainee reports with Their Imperial Highnesses Princess Kiko Akishino and Princess Mako in attendance.
- Seven trainees were sent abroad.

### 2017

- Eight trainees were sent abroad.
- Middle Group Program was added.

### 2018

- Eight trainees were sent abroad.

### 2019

- Nine trainees were sent abroad.

### 2020

- Seven trainees were sent abroad.

### 2021

- The 41st-year trainees were not recruited due to the COVID-19 pandemic.
- Keiichi Kimura, a 30th-year trainee, won a gold medal and a silver medal in swimming competition at the Tokyo 2020 Paralympic Games.

### 2022

- Five trainees including those on standby were sent abroad.

### 2023

- Nine trainees were sent abroad.

### 2024

- Five trainees were sent abroad.
- Keiichi Kimura, a 30th-year trainee, won a gold medal in swimming competition at the Paris Paralympic Games, marking his second consecutive double title.

## Officers and Committee Members



### Officers

(Term of office: June 2025 through Council Meeting expected to be held in June 2027)

Position	Name	Role
Directors	Chairman	Hiroyuki Okubo Representative Director, President and CEO, Duskin Co., Ltd.
	Senior Executive Director	Akane Oishi Manager, Franchise Support (Mister Donut College), Franchise Support & Development, Mister Donut Business Group, Duskin Co., Ltd.
	Executive Director	Miyuki Tsuchiya Secretary General, The Duskin AINOWA Foundation
	Director	Akira Yamane Chairman, Duskin Franchise Chain Community
	Director	Noriko Igarashi Executive Director, Social Welfare Juridical Person KOYUKAI
	Director	Yukiko Ohkuma Professor, International University of Health and Welfare Graduate School
	Director	Hiroshi Tamon Attorney at Law, Tomin Sogo Law Office
	Director	Miki Ogawa Chairman, Mister Donut Franchise Community
	Director	Masaya Asahi Emeritus Professor, Saitama Prefectural University
	Director	Akehiko Tachibana Director, Japan Braille Library
Director	Katsuhito Takeuchi Chairman, Duskin Production & Logistics Franchise Association	

(Term of office: June 19, 2023 through Council Meeting expected to be held in June 2027)

Position	Name	Role
Council Members	Council Member	Ryuichi Saura Director & Professor, Department of Rehabilitation Medicine, Division of Comprehensive Medicine, Faculty of Medicine, Osaka Medical and Pharmaceutical University
	Council Member	Sakae Kanae Chairman, Duskin National Care Service Franchise Association
	Council Member	Masanobu Yamasaki Director, Duskin Rent-All and Health Rent Franchise Association
	Council Member	Takashi Yamamoto President & CEO, Yamayo Foods Co., Ltd.
	Council Member	Yasuko Matsushige Operating Officer, Quality Assurance & Risk Management; Manager, Human Resources, Duskin Co., Ltd.
	Council Member	Makoto Ikeguchi President, Duskin Workers' Union
	Council Member	Hideji Nagahara Chairman, Duskin Uniform Service Franchise Community
Council Member	Masanori Yoshida Executive Director, Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD)	

(Term of office: June 19, 2023 through Council Meeting expected to be held in June 2027)

Position	Name	Role
Auditor	Kenji Iida	Board Director and CFO, Duskin Co., Ltd.

(Term of office: June 2025 through Council Meeting expected to be held in June 2027)

Position	Name	Role
Advisor	Teruji Yamamura	Former Chairman, Duskin Co., Ltd.

### Executive Committee for Duskin Study Abroad Leaders Program for Persons with Disabilities (Term of office: April 1, 2025 through March 31, 2027)

Name	Role	Name	Role
Mayumi Aoyagi	Associate Professor, Department of Special Education, Aichi University of Education	Akiko Fukuda	Councilor/International Corporation Committee member, Japan Deafblind Association
Takashi Kanatsuka	Vice Chairman and General Manager, NPO Job Support Network	Masayuki Kobayashi	Senior Researcher, Institute of Developing Economies, Japan External Trade Organization
Yoko Kobayashi	Associate Professor, Research and Support Center on Higher Education for the Hearing and Visually Impaired, Tsukuba University of Technology	Kozo Hirashita	Chairman, Independent Living "MUCHU" Center; Representative of Japan Council on Independent Living Centers
Osamu Nagase	Researcher, Institute of Ars Vivendi, Ritsumeikan University; Secretary General, Inclusion International	Takehito Ito	Senior Researcher, National Institute of Vocational Rehabilitation, Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers

### Executive Committee for Duskin Leadership Training Program in Japan (Term of office: April 1, 2025 through March 31, 2027)

Name	Role	Name	Role
Akira Terashima	Vice Chairman, Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD)	Misako Nomura	Secretary General, Assistive Technology Development Organization (ATDO)
Kazuhiko Yamaguchi	Auditor, National Committee of Welfare for The Blind in Japan	Syunji Kadota	President, Non-profit Organization Mainstream Association
Hiroshi Kawamura	Vice Chairman, NPO Assistive Technology Development Organization	Kiyoshi Kawaguchi	Director, Japanese Association for Sign Language Studies
Yasunori Shimamoto	Director, Japanese Federation of the Deaf	Naoko Ibaraki	Professor, Meiji Gakuin University

### Duskin AINOWA Foundation Regional Executive Committee Chairpersons (Term of office: April 1, 2024 through March 31, 2026)

Region	Name	Role
Hokkaido	Tetsuya Yoshikawa	CEO, Duskin Frontier Co., Ltd.
Tohoku	Hironao Inaba	CEO, IWAY INABA Co., Ltd.
Tokyo	Zen Aizawa	CEO, A-Zet Co., Ltd.
Kita Kanto	Ryu Sato	CEO, Start Co., Ltd.
Minami Kanto	Nobuyoshi Watanabe	Chairman & CEO, Clean-Space Co., Ltd.
Tokai	Shinji Asakura	CEO, Keishin Co., Ltd.
Hokuriku	Masashi Okajima	CEO, Mitake Industry Co., Ltd.
Kinki	Junichiro Yamagata	CEO, Seeds Co., Ltd.
Chugoku	Masanori Hashizume	CEO, Duskin Ainomise Hatsukaichi Co., Ltd.
Shikoku	Masato Nishioka	CEO, Duskin Kochi Co., Ltd.
Kyushu	Seiji Fukahori	CEO, Duskin Oaks Co., Ltd.

As of June 2025