

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

On August 22, 1980, 17 years after the Duskin's foundation, Seichi Suzuki passed away. Duskin employees needed a common goal in order to go forward by inheriting the unique management philosophy, Prayerful Management and his belief of "Help People Grow" and "Lavish Affection on People." Making ever-greater efforts to reach out to help more people is the unifying goal.

In 1981, Mister Donut celebrated its 10th anniversary and set up Mister Donut Study Abroad Leaders Program for the Disabled in order to reciprocate the community's patronage of our Mister Donut shops. This program was to express our support for active and equal participation of the disabled which was the theme of the United Nation's International Year of the Disabled. This program was well received around the country and the Duskin AINOWA Foundation, one of Duskin's Corporate Social Responsibility efforts, was established in order to continue the program in the long term. In February 2012, the Foundation made a new start 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 that service is. We want to extend a helping hand to someone who is in need in our community.

We hope each one of us would express our sincere support for achieving independent living for the disabled 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 disabled children and adults so that they can fully participate in society.

The Duskin AINOWA Foundation Charter

We share a sense of solidarity with mentally or physically disabled people, 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 disabled people 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

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The Duskin AINOWA Foundation

2020 Annual Report



The Duskin AINOWA Foundation supports the achievement of independent living for the disabled and their full participation in society.

Our wish for a spiritually enriched society

The Duskin AINOWA Foundation was established in the spirit of “May I Help You?” in 1981, coinciding with the United Nations’ International Year of the Disabled. This year we marked our 41st anniversary in pursuit of our goal to achieve independent living for the disabled and their full participation in society.

Today, our foundation conducts two main training programs.

The first of these programs is the Duskin Study Abroad Leaders Program for the Disabled. This program makes it possible for Japanese young people with disabilities who seek to be community leaders to study abroad. We have trainees who have utilized this valuable experience to find success in a variety of fields, including some who are now college professors, attorneys, operators of independent living centers, and Paralympic athletes.

The other program is the Duskin Leadership Training Program in Japan, which was launched in 1999. This program invites young people with disabilities from the Asia-Pacific region to Japan and provides them opportunities to learn about social welfare for the disabled. After returning to their homelands, these trainees take on leadership roles.

Due to the spread of COVID-19, our foundation was forced to suspend both inbound and outbound overseas training programs. Under these circumstances we have prioritized the safety and security of our trainees while engaging in programs that utilize online mediums and getting information about their progress to as many interested parties as possible through various other means. Going forward, we aim to communicate about AINOWA Foundation activities with even more of you.

AINOWA activities have continued thanks to generous caring support from many individuals, including membership fees from foundation members, fund raising collections at Mister Donut shops, donations, and from the affiliated institutions which accept our trainees. We will continue helping to create a society where everyone with or without disabilities can gain spiritual enrichment as we strive to fulfill our social responsibility as a foundation and spread awareness of our activities to an even wider audience.

We look forward to your continued support of our foundation.

Thank you very much.

山村輝治

Teruji Yamamura
Chairman
The Duskin AINOWA Foundation



Duskin Study Abroad Leaders Program for the Disabled

Since its inception 40 years ago, this program has sent 528 trainees to 17 countries. For the program’s 40th year, 4 individual trainees and 3 Middle Group trainees are awaiting overseas study programs.

Coinciding with the United Nations declaration of 1981 to be the International Year of the Disabled, the Duskin AINOWA Foundation launched the Duskin Study Abroad Leaders Program for the Disabled with the aim to achieve equality for disabled persons and their total participation in society.

This overseas training program makes it possible for Japanese young people with disabilities who seek to be community leaders to study abroad, and is now well-known in Japan and around the world.

Trainees by the Numbers (528 trainees)

Region (At the time of application)

Hokkaido	9	Hokuriku	13
Tohoku	28	Kinki	105
Kita Kanto	64	Chugoku	21
Minami Kanto	59	Shikoku	15
Tokyo	123	Kyushu	42
Tokai	49		

Type of disability

Intellectual	77
Visual	115
Auditory	100
Deafblind	2
Physical	211
Epilepsy	10
Internal	8
Mental	4
Developmental	1

Study location

U.S.A.	402
U.K.	32
Sweden	15
Australia	12
New Zealand	14
Germany	11
Canada	9
Fiji	8
Finland	5
Italy	7
Norway	3
Denmark	5
France	1
The Philippines	1
Russia	1
South Korea	1
Costa Rica	1

Middle Group Program

Group Name: Mainstream Inclusive Group

Site of Training: Italy

Duration of Training: Jul.-Sep. 2023 (Planned)

Training Theme: Italy is considered an advanced country in terms of inclusive education. There, we want to learn the state of school life for people with disabilities and processes for which support systems have been established so that we can deliver inclusive education in our own spheres of activity.

The three of us work together with school faculty, parents of disabled children, and others in the community as members of the Mainstream Association in Nishinomiya-shi, Hyogo Prefecture to support those with disabilities in getting to and from school in the city. Along with this activity, we are constantly moving forward with preparations for training. Specifically, we are participating in an online inclusive education study seminar in Italy which our overseas travel advisor introduced to us. Other than that, we are reading various documents and materials on the Italian education system and familiarizing ourselves with the Convention on the Rights of Persons with Disabilities.

Katsuya Kaji

(Physically-impaired)(Group Leader)



As we make our preparations together, with each passing day we become more obsessed with the feeling that “We are so looking forward to seeing how education for the disabled is in Italy!”

Takeshi Kazuya

(Physically-impaired)



We provide support to be able to live happily and freely even with disabilities. In Italy, I want to see the educational environment in the schools and also learn about the laws related to education.

Eriko Manano

(Physically-impaired)



I’m trying various types of work to be of assistance to people with disabilities. Since I have realized the importance of inclusive education, I want to learn more about it.



Individual Trainee

Sayuri Takagi

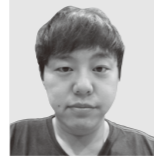
(Physically-impaired)

Site of Training: Denmark: Egmont Højskolen, US: To be determined

Duration of Training: Aug. 2023-Jun. 2024. (Planned)

Training Theme: Learning about how disabilities are perceived and the independence of disabled people in Denmark

In Japan, there is a strong perception that disabled people are in a socially weak position. I feel that perception is just something fabricated by society. In this training I hope to be able to learn about social welfare in Denmark, one of the world's most advanced countries in that area, and compare them with Japan to learn about the strengths and weaknesses of each. Currently I am researching the status of COVID-19 and related legislation in the locations of the training, and contacting people in the areas to hear from them about the circumstances there. I am also studying literature related to my training theme. As I was familiarizing myself with this theme, I began to consider training in the US as well. To that end, I am now looking into research locations in the US while considering the cost and physical strength involved.



Individual Trainee

Daisuke Kasayanagi

(Physically-impaired)

Site of Training: US: Center for Disability Rights (CDR)

Duration of Training: As early as possible next year. I would like to travel to the US as soon as the COVID-19 situation is under control and my preparations are complete. (Planned)

Training Theme: Learning about fund raising within the disability movement

Now it is very difficult in Japan to obtain sustained funding if you want to advocate for the rights of disabled people. Therefore, through this training I want to learn how disabled advocacy groups are obtaining funds in the US, one of the most advanced countries at fund raising. Leading up to days of the training, I am constantly checking information on the website and social media accounts of the accepting institution and trying to ascertain the state of their activities and the COVID-19 situation. I'm also focusing efforts on learning English in order to waste as little time as possible struggling with English. Aside from that I am also trying to keep myself in good physical shape, improving my eating habits and exercising daily so that I can tackle the training with all my energy.



Individual Trainee

Megumi Fukushima

(Auditorily-impaired)

Site of Training: Denmark: Frontrunners

Duration of Training: Sept. 2022 onward (Planned)

Training Theme: Learning about image production and information communication technology

In graduate school, I am conducting research related to spatial design and DeafSpace design to accommodate the behavioral characteristics of deaf people. This taught me just how difficult it is for people unfamiliar with the lives of deaf people to understand DeafSpace design. Therefore, at the training site I want to learn image production and information communication technology, create video productions that record DeafSpace designs in Northern Europe, the US, and Japan, and communicate information about it. To prepare for the training, I'm currently working on my International Sign skills for communication at the training site. As part of this preparation I am expanding my vocabulary by watching news programs in International Sign that share information about the deaf community worldwide.



Individual Trainee

Reo Onuki

(Physically-impaired)

Site of Training: US: To be determined

Duration of Training: Around spring 2022 onward (Planned)

Training Theme: Learning about wheelchair sports and softball in the US

Currently I am also engaged in activities to popularize wheelchair softball. In this training I want to learn about wheelchair softball in the US, the country where it started, and gain deeper insight into the high level of competitiveness there as well as how the competitions are set up. With this knowledge, I hope to help make the sport even more widely accepted. I also want to think about wheelchair softball from multiple angles and become a leader who forges the future of the sport. Now that the training has been postponed, in addition to studying English to be able to communicate more smoothly at the training site I also consider it part of my preparation to learn about the state of wheelchair sports during the pandemic. I am participating in wheelchair sports while taking as much precaution as possible against the spread of infections.



New Efforts During the COVID-19 Pandemic

As it remains difficult for people to gather, we have shifted our trainings, presentation of training achievements and commencement ceremonies online.

Online meetings to prepare for training and exchange information

Multiple meetings have been held as part of preparations for the 40th year trainees. In addition to exchanges of information between trainees, they also socialize with Duskin Leadership Training Program in Japan 21st year trainees from other Asian countries who are currently in Japan. Lively conversations took place in both English and Japanese during the question and answer session.



38th year trainees

Presentation of training achievements & Commencement Ceremony

October 23, 2020 at the Tokyo Office of Duskin Co., Ltd.

Due to the COVID-19 pandemic, trainees not only participated on-site but also online and through other means, and people involved in the event were able to watch through streamed video. In addition to the 38th year trainees, 37th and 39th year trainees also participated. Trainees gave powerful presentations on what they learned overseas and their current activities.

<https://youtu.be/uKVXF66f36A>



On-site

Via VTR

Online from overseas and Japan

Through online format, the event brought together participants in locations all over Japan and the world.

This program, which has entered its 22nd year since its inception in 1999, invites trainees from the Asia-Pacific region to study in Japan.

The following five of the 22nd year trainees are currently preparing and eagerly awaiting the start of their training.



Naw San Htar Wai
Age: 25
Origin: Myanmar Goes by: Wai
Auditorily-impaired

Wai works as an assistant teacher at a school for the deaf. Sign language in Myanmar is very limited in terms of vocabulary, so she wants to learn how words are added to sign language vocabulary in Japan. In this training, she hopes to take courses in subjects such as creation of sign language vocabulary, sign language education methods, and informal education for deaf adults, with the aim of improving sign language in Myanmar.




Bastian Koralalage Delshan Kavinda Rodrigo
Age: 30
Origin: Sri Lanka Goes by: Kavinda
Auditorily-impaired

Kavinda is the director of the Gampaha Association for the Deaf, where his activities include assisting deaf people who are unable to communicate and teaching them how to read Sinhalese. He decided to undergo training in Japan with the hope to offer support to deaf children in Sri Lanka that helps them to build a bright, happy future. He wants to gain deeper insight into the protection of human rights and educational support for deaf children, and to utilize what he learns in assisting deaf people with language.



Jasmin Centeno Ambiong
Age: 31
Origin: Philippines Goes by: Jasmin
Visually-impaired

Jasmin works as a speech-to-text staff member at a consulting company, while at the same time belonging to an inclusive education institution. She applied for this training to improve the harsh job market conditions for the disabled and to communicate that there are plenty of opportunities out there even for disabled people. Specifically, she wants to create mechanisms for employing job seekers and to communicate through social media.



Wen Rouet
Age: 27
Origin: Cambodia Goes by: Wen
Physically-impaired

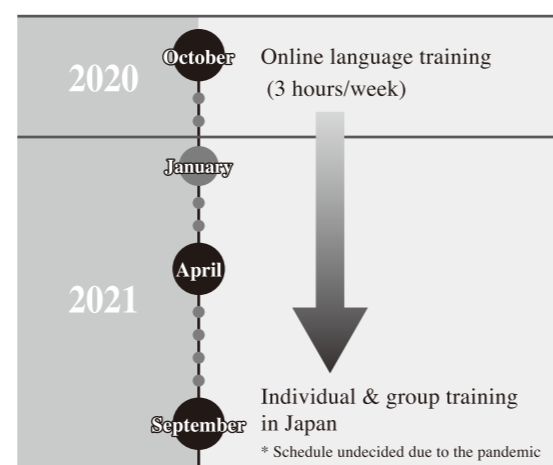
Wen belongs to the Kuruna Battambang Organization, working as an English teacher and English language interpretation coordinator. He applied for the training to acquire the knowledge and skills needed to support the group he belongs to as well as villages where people with disabilities live. He aims to learn about rights advocacy for disabled people, methods for supporting disabled people in communities, and government negotiations in Japan in order to solve various problems in his home country.



Maudita Zobritania
Age: 25
Origin: Indonesia Goes by: Zo
Physically-impaired

Zo studies Japanese literature at Brawijaya University (public school). Her aim is to establish barrier-free environments and social welfare support systems for disabled people in her own community and help them to live better lives. Therefore, she desires to learn about methods for promoting barrier-free environments, social welfare services for disabled people, and Japanese sign language from this training in Japan.

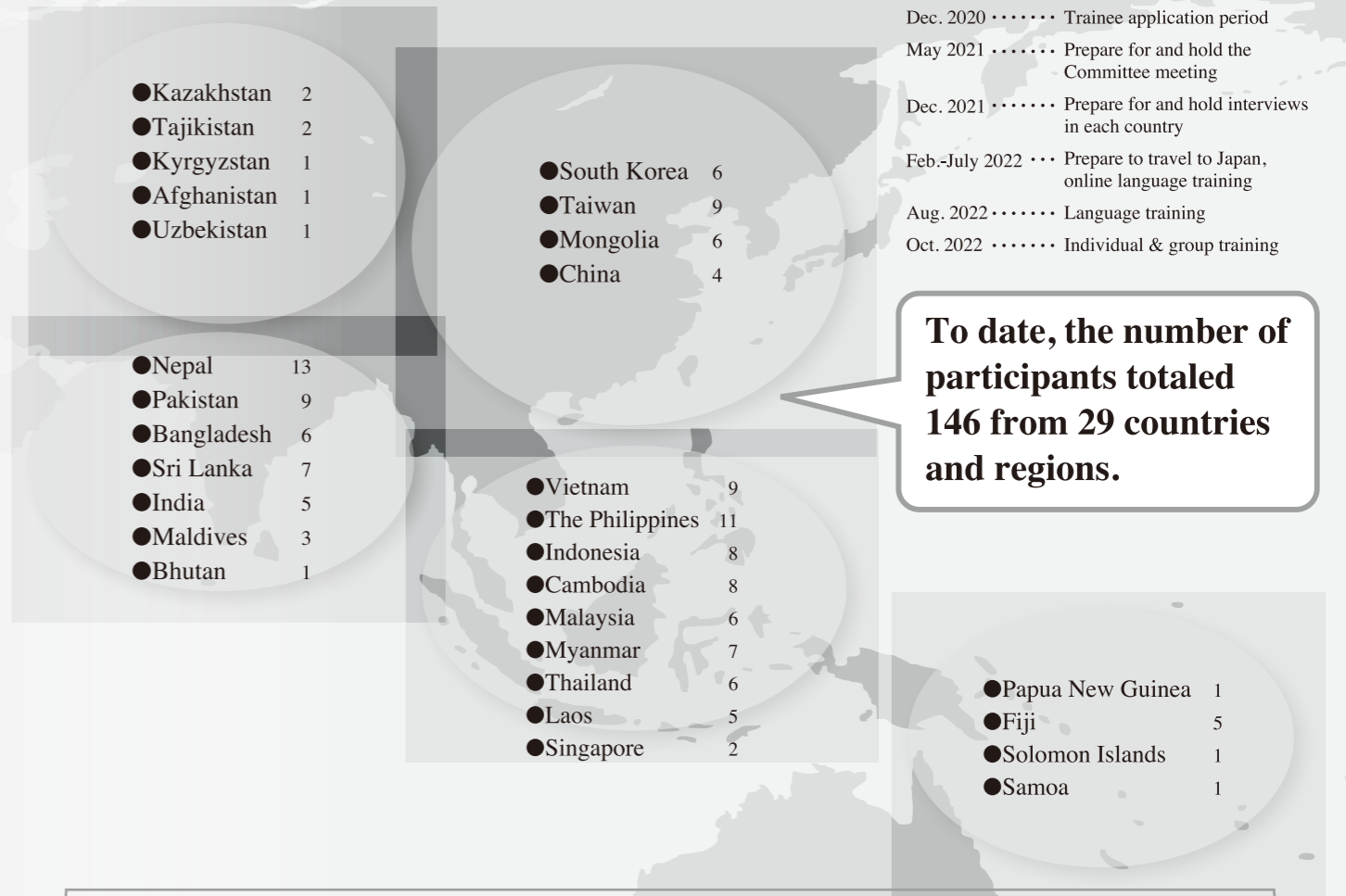
Main Schedule for 22nd year Trainees



Under this human resource development program, disabled youth from the Asia-Pacific region are invited to Japan to learn about social welfare for disabled persons at institutions and facilities across the country, after which they return to their home countries to play an active role as leaders. Five trainees were selected out of 184 applicants to become our 22nd-year trainees. Due to the COVID-19 pandemic, training in Japan for trainees from overseas is yet to be determined. However, preparations are steadily under way for the day when trainees can again travel to Japan.

Main Schedule for 23rd year Trainees

- Dec. 2020 Trainee application period
- May 2021 Prepare for and hold the Committee meeting
- Dec. 2021 Prepare for and hold interviews in each country
- Feb.-July 2022 ... Prepare to travel to Japan, online language training
- Aug. 2022 Language training
- Oct. 2022 Individual & group training



To date, the number of participants totaled 146 from 29 countries and regions.

Duskin Leadership Training Program in Japan

21st year Trainees

Presentations of training achievements & Commencement Ceremony

July 30, 2020 at the Tokyo Office of Duskin Co., Ltd.

Having completed roughly 10 months of training, the four trainees proudly present their results in both spoken Japanese and Japanese sign language. Due to the COVID-19 pandemic, it was unclear when they would be able to return home. However, thanks to cooperation of those at the training sites they were able to enjoy a fulfilling extended stay in Japan. In light of the pandemic, participants included not only those who joined on-site but also through online streaming.

The event was streamed live via YouTube.



▲ Jubilant trainees holding their completion certificates

<https://youtu.be/99ORuwmgghM>



Since the COVID-19 pandemic made it difficult to gather everyone together, we utilized the Internet to conduct activities through various methods online.

Kyushu Region: Interviews with AINOWA training graduates

In the Kyushu region, we interviewed training graduates who took part in AINOWA training. We made videos of the graduates answering various questions including why they applied, how their training went, and what their current goals are. These videos are being used for activities in the community. You can also view the videos on the AINOWA website.



24th year Trainee
Masaki Aragaki



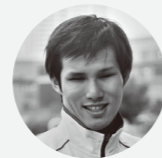
35th year Trainee
Yui Higashikawa



37th year Trainee
Chieko Miyagi

Mister Donut Founding Day (January 27) Promotion

In order to spread the message to as many people as possible about this project to contribute to society by eating at Mister Donut on January 27, five training graduates cooperated to create a newsletter. Enlisting the help of the Mister Donut Business Group of Duskin Co., Ltd., they were able to get the message out by posting the newsletter through a total of 82 companies serving as mediums, including online streaming, newspapers, telecom companies, magazines and online articles.



30th year Trainee
Keiichi Kimura



30th year Trainee
Yuriko Oda



30th year Trainee
Chieko Terashima



26th year Trainee
Meri Hirose



25th year Trainee
Masahiko Shibata

What is Mister Donut Founding Day?

On the day that Duskin founder Seiichi Suzuki decided to launch the Mister Donut business, the Company shows appreciation for people in communities by having Mister Donut shop crews perform cleaning services and donating 10% of the stores' sales that day to the Duskin AINOWA Foundation.

AINOWA Website Redesigned for Easier Viewing <https://www.ainowa.jp/>

Check the website to see video interviews with graduates who trained in other countries, hear about their experiences and about what they are doing in Japan.

The videos feature seven graduates who trained in the US, UK, Germany, South Korea, Costa Rica, Denmark, and Sweden. In their own words, they share the reasons they applied for our overseas training, as well as the appealing points of the training and how it relates to the work they do now.



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

Donations can now be made via 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.



Donate to the AINOWA Foundation through Softbank's Tsunagaru Bokin

More details here:

Duskin online members' website DDuet coin collection fund raising page now open.

Raised in FY2020 3,382 donations 505,914 yen



Now you can donate DDuet coins received when purchasing Duskin products to the AINOWA Foundation.

More details here:

Statement of changes in net assets, Balance sheet, Statement of assets, Income and expenditure, and Membership

Statement of changes in net assets		April 1, 2020 - March 31, 2021 (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	12,092,811		
Membership fees, donations	142,045,420		
Donation	12,176,267		
Miscellaneous revenue	1,624,863		
Total	167,939,361		
Ordinary expenses			
	112,376,085		
Balance	55,563,276		
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	55,563,276		
Unrestricted net assets, beginning of the year	116,826,030		
Unrestricted net assets, end of the year	172,389,306		
II Changes in restricted net assets			
Increase/decrease for restricted net assets for the year	-5,924,800		
Restricted net assets, beginning of the year	1,855,577,800		
Restricted net assets, end of the year	1,849,653,000		
III Net assets, end of the year			
	2,022,042,306		

Statement of assets		As of March 31, 2021 (in yen)	
Assets			
【Current assets】			
Cash deposit	133,853,975		
Accrued receivables	7,049,510		
Temporary payment	1,298,384		
Advanced expenses	0		
Temporary payments	0		
Total current assets	142,201,869		
【Fixed assets】			
Endowment	1,849,653,000		
Other fixed assets	41,873,867		
Total fixed assets	1,891,526,867		
Total assets	2,033,728,736		
Liabilities			
【Current liabilities】			
Accrued payable	1,641,025		
Membership fee received	74,000		
Deposit received	295,120		
Total current liabilities	2,010,145		
【Fixed liabilities】			
Reserve for retirement allowance	9,676,285		
Total fixed liabilities	9,676,285		
Total liabilities	11,686,430		
Net assets	2,022,042,306		

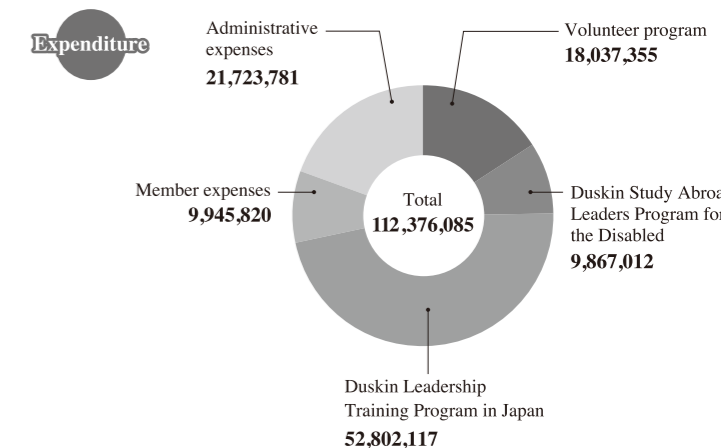
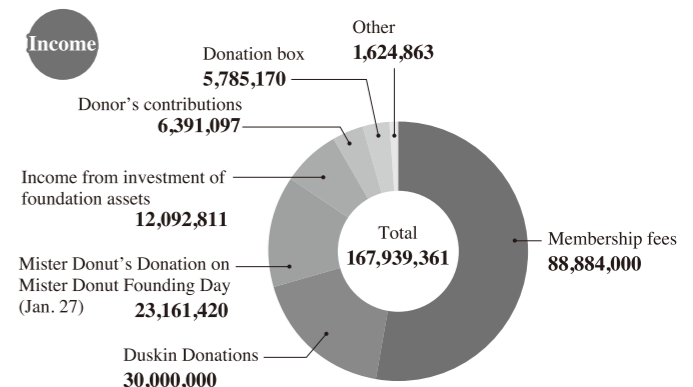
Balance sheet		As of March 31, 2021 (in thousands of yen)		
	FY2018 Mar. 31, 2019	FY2019 Mar. 31, 2020	FY2020 Mar. 31, 2021	
Assets				
Current assets	77,603	87,166	142,201	
Fixed assets	1,876,251	1,893,891	1,891,526	
Total assets	1,953,855	1,981,057	2,033,728	
Liabilities				
Current liabilities	3,105	1,250	2,010	
Fixed liabilities	17,239	7,402	9,676	
Total liabilities	20,344	8,653	11,686	
Net assets				
Restricted net assets	1,833,783	1,855,577	1,849,653	
Unrestricted net assets	99,727	116,826	172,389	
Total net assets	1,933,510	1,972,403	2,022,042	
Total liabilities and net assets	1,953,855	1,981,057	2,033,728	

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

Membership As of March 31, 2021 (number of members)

	FY2018 Mar. 31, 2019	FY2019 Mar. 31, 2020	FY2020 Mar. 31, 2021
Corporate Members	224	221	220
Special Corporate Members	465	456	444
Elder Members	523	511	487
Duskin Employees	1,697	1,668	1,627
Regular Member As	1,481	1,492	1,429
Regular Member Bs	2,931	2,898	2,784
Regular Member Cs	6,461	6,558	6,066
Sub total	13,782	13,804	13,057
Friendship Members	51	47	20
(accumulated)	174,104	174,151	174,171
Total	13,833	13,851	13,077
(accumulated)	187,886	187,955	187,228

Income and expenditure (in yen)



History: Significant events during the past 40 years

In 2020, seven trainees are on standby waiting to travel overseas due to the COVID-19 pandemic.

- **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.
 - 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 people with disabilities through the Mister Donut U.S. Study Abroad Program for the Disabled.



- **1985** ● Nine trainees were sent abroad.
- **1986** ● Eight trainees were sent abroad.
 - Mister Donut and Nippon Flour Mills jointly developed phenylalanine-free donut mix for people suffering from phenylketonuria, a condition caused by inability to metabolize the essential amino acid phenylalanine.
- **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 Study U.S. Leaders Program for the Disabled to Duskin Study Abroad Leaders Program for the Disabled. 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 helpers) had two-week training sessions in the U.S.
- AINOWA Regional Committees were established in 10 regions in Japan.
- **1992**
 - Four teams in total of 98 trainees (including helpers) were sent abroad. Four teams were formed by the type of disabilities. The intellectually challenged team had training in Sweden, visually challenged, auditory challenged and physically challenged teams received training in the U.S. for two weeks.



- **1993**
 - Six teams totaling 97 trainees (including helpers) were sent abroad. An additional two teams of the physically challenged and a team of individuals suffering from epilepsy were formed. Six teams in total had training in the U.S. for two weeks on the topic of employment for the disabled.

- **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, a trainee in the 18th year, 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.
 - Eleven trainees were sent abroad.
- **2004** ● Twelve trainees were sent abroad.

- **2005**
 - November 16: The Foundation's 25th Anniversary Ceremony was held at Hilton Tokyo.
 - Eleven trainees were sent abroad.

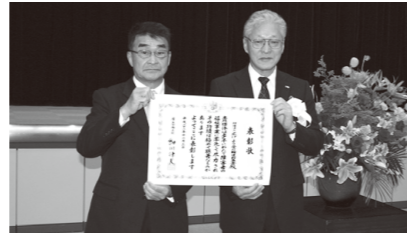
- **2006** ● Twelve trainees were sent abroad.
- **2007** ● Twelve trainees were sent abroad.

- **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 trainee in the 21st year, won a silver medal in the ice sledge hockey competition in the Vancouver Paralympic Games in 2010. 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 people 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 trainee in the 30th year, won a silver medal and a bronze medal in swimming competition at the 2012 London 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 their presentation of the 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 to be sent abroad (on standby).

Officers, Committee Members

Officers

(Term of office: June 15, 2021 through Council Meeting expected to be held in June 2023)

Director	Chairman	Teruji Yamamura	President and CEO, Duskin Co., Ltd.
	Senior Executive Director	Kazuyuki Miyahara	Manager, East Japan Operation, Mister Donut Business Group, Duskin Co., Ltd.
	Executive Director	Miyako Muroyama	Secretary General, The Duskin AINOWA Foundation
	Director	Setsuko Yamawaki	Chairman, Duskin Franchise Chain Community
	Director	Ryo Matsumoto	Welfare Official, Waseda Spike, Social Welfare Office
	Director	Noriko Igarashi	Executive Director, Social Welfare Juridical Person KOYUKAI
	Director	Ryosuke Matsui	Vice Chairman, Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD)
	Director	Hiroyuki Seki	Former Executive Director, Nippon Lighthouse
	Director	Takashi Yamamoto	Chairman, Mister Donut Franchise Community
	Director	Keiko Sakino	Chairwoman, Duskin Production & Logistics Franchise Association
	Director	Yukiko Ohkuma	Professor, International University of Health and Welfare Graduate School
Director	Hiroshi Tamon	Attorney at Law, Tomin Sogo Law Office	

(Term of office: June 19, 2019 through Council Meeting expected to be held in June 2023)

Council Member	Council Member	Osamu Aoyagi	President & CEO, Yokohama Foods Co., Ltd.
	Council Member	Masaki Azuma	Chairman, Duskin Uniform Service Franchise Community
	Council Member	Makoto Ikeguchi	Chairman, Duskin Labor Union
	Council Member	Takashi Suda	President & CEO, Koryu Sangyo Ltd.
	Council Member	Shintaro Katsura	Chairman, Duskin National Care Service Franchise Association
	Council Member	Tomoya Nakao	Chairman, Duskin Rent-All and Health Rent Franchise Association
	Council Member	Junji Kimijima	Executive Director, Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD)
	Council Member	Ryuichi Saura	Director & Professor, Department of Rehabilitation Medicine, Division of Comprehensive Medicine, Faculty of Medicine, Osaka Medical and Pharmaceutical University

(Term of office: June 19, 2019 through Council Meeting expected to be held in June 2023)

Auditor	Auditor	Naoto Miyata	Board Director & Chief Financial Officer, Duskin Co., Ltd.
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(Term of office: June 15, 2021 through Council Meeting expected to be held in June 2023)

Advisor	Advisor	Hideyuki Ito	Former Chairman & CEO, Duskin, Co., Ltd.
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Executive Committee for Duskin Study Abroad Leaders Program for the Disabled

(Term of office: April 1, 2021 through March 31, 2023)

Toshiaki Aomatsu	Teacher, Special Needs Education School for the Visually Impaired, University of Tsukuba	Yoko Kobayashi	Associate Professor, Research and Support Center on Higher Education for the Hearing and Visually Impaired, Tsukuba University of Technology
Mayumi Aoyagi	Associate Professor, Department of Special Education, Aichi University of Education	Osamu Nagase	Eminent Professor, Ritsumeikan University Research Center for Ars Vivendi
Takashi Kanatsuka	General Manager, NPO Job Support Network	Akiko Fukuda	Councilor/International Corporation Committee member, Japan Deafblind Association Secretary General, World Federation of the Deafblind
Koji Onoue	Vice Chairperson, Japan National Assembly of Disabled Peoples' International	Masayuki Kobayashi	Senior Researcher, Institute of Developing Economies, Japan External Trade Organization

Executive Committee for Duskin Leadership Training in Japan

(Term of office: April 1, 2021 through March 31, 2023)

Akira Terashima	Consultant, Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD)	Misako Nomura	Consultant, Japanese Society for Rehabilitation of Persons with Disabilities (JSRPD)
Kazuhiko Yamaguchi	Executive Director, Approved Specified Nonprofit Corporation (TOMO)	Michio Murase	Social Welfare Juridical Person KOYUKAI
Hiroshi Kawamura	Vice Chairman, NPO Assistive Technology Development Organization	Syunji Kadota	President, Non-profit organization Mainstream Association
Yasunori Shimamoto	Director, Japanese Federation of the Deaf	Kiyoshi Kawaguchi	Visiting Researcher, National Museum of Ethnology

Duskin AINOWA Foundation Regional Executive Committee Chairpersons

(Term of office: April 1, 2020 through March 31, 2022)

Hokkaido	Tetsuya Yoshikawa	CEO, Duskin Frontier Co., Ltd.
Tohoku	Hironao Inaba	CEO, IWAY INABA Co., Ltd.
Tokyo	Akihiko Kawashima	CEO, Duskin Miyoshiya Co., Ltd.
Kita Kanto	Yoshimasa Tobi	CEO, Duskin Tsuchiura Co., Ltd.
Minami Kanto	Nobuyoshi Watanabe	Chairman & CEO, Clean-Space Co., Ltd.
Hokuriku	Yuji Nagahama	President & CEO, Wakura Duskin Co., Ltd.
Tokai	Nobuharu Asakura	CEO, Keishin 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	Masato Ikeda	CEO, Nippdonut Kyushu Co., Ltd.