

Notice of a New Management Structure

Lacto Japan Co., Ltd. hereby notifies a new management structure, decided as follows at the Shareholders' Meeting and Board of Directors Meeting today February 25, 2026. The responsibilities of each director and executive officer under the new structure are as follows:

We will strive to further develop the company under this new order, and we appreciate your continued support.

Name	Position	Areas of responsibility
Shin Kojima	Representative Director, President and Executive Officer	Overall Management, in charge of Internal Audit Office, Member of the Nomination and Compensation Advisory Committee
Kenji Bundo	Director, Executive Vice President and Executive Officer	Assistant to the President, Supervision of Administrative Divisions and Overseas Business, and head of Corporate Staff Division Member of the Nomination and Compensation Advisory Committee
Takashi Abe	Director, Senior Managing Executive Officer	Supervision of Asian Business and Managing Director, LACTO ASIA PTE. LTD.
Tomonori Kohata	Director, Managing Executive Officer	Supervision of Dairy Ingredients Division 1, Cheese Business Division, Meat and Ingredients Division, LJ Foods Co.,Ltd. and General Manager of Cheese Business Division
Yasuhiro Ikeda	Director (Outside)	Chairperson of the Nomination and Compensation Advisory Committee
Kimiaki Abe	Director, Audit and Supervisory Committee Member (Full-time)	Chairperson of the Audit and Supervisory Committee Member
Hiroko Saito	Director, Audit and Supervisory Committee Member (Outside)	Member of the Nomination and Compensation Advisory Committee
Toshio Hoga	Director, Audit and Supervisory Committee Member (Outside)	
Yukiko Fujikawa (Legal Name: Yukiko Kobayashi)	Director, Audit and Supervisory Committee Member (Outside)	

[Translation]

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Name	Position	Areas of responsibility
Takeshi Kurokawa (Promoted)	Managing Executive Officer	Supervision of Dairy Ingredients Division 2, Life Science Business Division
Takahiro Watase	Executive Officer	Head of Management Strategy Division
Ryuji Shiina	Executive Officer	In charge of Life Science Business Division
Kazuhiro Haneji	Executive Officer	Director, LACTO ASIA PTE. LTD. Supervision of Administrative Divisions of Asian Business
Masaki Sato	Executive Officer	General Manager of Meat and Ingredients Division
Shigeyuki Nakamura	Executive Officer	In charge of Dairy Ingredients Division 1
Keiichiro Iwanaga	Executive Officer	President of LACTO USA INC.
Hitoshi Fukumura	Executive Officer	Supervision of Asian Cheese Manufacturing Business Senior General Manager of LACTO ASIA PTE. LTD.

Motohisa Miura, Chairman of the Board of Directors, retired at the conclusion of our Ordinary General Meeting of Shareholders held today and became an advisor (Non-Director).

For inquiries regarding this matter, please contact: :

Lacto Japan Co., Ltd. Investor Relations and Public Relations Department
<https://www.lactojapan.com/en/agreement.html>

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