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October 15, 2024

Company name: Lacto Japan Co., Ltd.  
Representative: Motohisa Miura, President  
(Securities code: 3139 TSE Prime Market)  
Contact: Yuko Ishiguro  
General Manager of Investor & Public Relations  
(E-mail: lj-ir@lactojapan.com)

## Notice Regarding Changes in Representative Director, Executive Personnel, and Organizational Restructuring

At the Board of Directors meeting held today, Lacto Japan resolved to make changes to the Representative Director, executive personnel, and organizational structure as follows.

### 1. Change of Representative Director

#### (1) Reason for the Change

Lacto Japan was established in May 1998 as a trading company specializing in agricultural products and processed agricultural products, with a focus on dairy ingredients. Since then, alongside business expansion, we have strengthened our management system and enhanced corporate governance. As a result, after initially being listed on the Second Section, we were promoted to the First Section of the Tokyo Stock Exchange in September 2017, and in April 2022, we were designated as a Prime Market stock. In terms of business performance, in addition to expanding our market share in the import transactions of our core dairy ingredients and cheese business division, we have also laid the foundation for growth in the functional food ingredients division, a new business area. Moreover, in Asia, we have achieved steady expansion in the cheese manufacturing and sales division. Consequently, we are on track to achieve our consolidated ordinary profit target of 4 billion yen—originally set for the final year of our Corporate Business Plan—one year ahead of schedule, in this fiscal year.

In this context, by ensuring a stable succession of management and transitioning to a new management structure, we aim to further strengthen and enhance group management and governance. This will improve our ability to respond to anticipated changes in the business environment and help us achieve our long-term vision for fiscal 2032, which includes targets such as consolidated ordinary profit of 6 billion yen, a 40% overseas ratio of ordinary profit, and 450,000 tons in dairy product transaction volume. The new management structure and the president succession plan have been discussed over an extended period by the Nomination and Compensation Advisory Committee. Following the committee's report, the Board of Directors deliberated and

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resolved to implement the changes in the Representative Director and executive personnel. The new structure will be effective from December 1, 2024.

Additionally, the current President and Representative Director, Motohisa Miura, will continue to support the new President by serving as Chairman, leveraging his experience and broad knowledge as a business leader.

(2) Details of the Change

Name	New Position	Current Position
Motohisa Miura	Chairman	President and Representative Director
Shin Kojima (Promotion)	President and Representative Director	Director, Supervision of Sales Divisions

(3) Newly Appointed Representative Director Profile

Name	Shin Kojima	
New Position	President and Representative Director	
Date of Birth	May 9, 1970	
Number of Shares Held	174,195 shares (as of May 31, 2024)	
Career Summary	April 1994	Joined Toshoku Ltd.
	March 1999	Joined the Company
	April 2014	General Manager of Dairy Ingredients Division 1, the Company
	April 2016	Executive Officer, General Manager of Dairy Ingredients Division 1, the Company
	September 2016	Executive Officer, the Company Managing Director, LACTO ASIA PTE LTD.
	March 2020	Senior Executive Officer, the Company, and Managing Director, LACTO ASIA PTE LTD.
	February 2021	Director, the Company, and Managing Director, LACTO ASIA PTE LTD.
	December 2021	Director, the Company (current position)

(4) Scheduled Appointment Date  
December 1, 2024

2. Executive Personnel

(1) Reason for the Change

To strengthen the management structure in line with the change in the Representative Director.

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## (2) Additional Responsibilities for Executive Officers (Effective December 1, 2024)

Name	New Position	Current Position
Tomonori Kohata	Senior Executive Officer, Supervision of Sales Divisions and General Manager of Cheese Business Division	Senior Executive Officer General Manager of Cheese Business Division

## (3) New Director Candidate (to be proposed at the 27th Annual General Meeting of Shareholders scheduled for late February 2025)

Name	New Position	Previous Position
Tomonori Kohata	Director, Supervision of Sales Divisions and General Manager of Cheese Business Division	Senior Executive Officer, Supervision of Sales Divisions and General Manager of Cheese Business Division

## Career Summary of the New Director Candidate

Name	Tomonori Kohata	
New Position	Director, Supervision of Sales Divisions and General Manager of Cheese Business Division	
Date of Birth	May 18, 1969	
Number of Shares Held	69,600 shares (as of May 31, 2024)	
Career Summary	April 1994	Joined Toshoku Ltd.
	October 2001	Joined the Company
	September 2016	General Manager of Dairy Ingredients Division 1, the Company
	March 2020	Executive Officer, General Manager of Dairy Ingredients Division 1, the Company
	February 2021	Senior Executive Officer, General Manager of Dairy Ingredients Division 1, the Company
	March 2023	Senior Executive Officer, General Manager of Cheese Business Division, the Company

## 3. Organizational Changes

## (1) Reason for the Change

To achieve the long-term vision and ensure sustainable growth, we are strengthening the Group's digital transformation efforts and talent development, while enhancing our governance functions.

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#### Details of the Changes

##### [Corporate Staff Division]

- (a) The Business Accounting Department will be renamed the Digital innovation and IT Infrastructure Management Department, focusing on digital transformation-related operations, while transferring the management accounting tasks it previously handled to the Accounting Department.
  - (b) The Human Resources & General Affairs Department will be reorganized, with human resources-related tasks being transferred to the Human Resources Department, and other tasks being transferred to the General Affairs Department.
  - (c) The Investor Relations & Public Relations Department will be transferred from the Corporate Staff Division to the Management Strategy Division.
- (2) Scheduled Date of the Change  
December 1, 2024

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(Appendix)

Lacto Japan Co., Ltd. Organizational Chart (as of December 1, 2024)

