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January 23, 2025

Company name: Lacto Japan Co., Ltd.
 Representative: Shin Kojima, President
 (Securities code: 3139 TSE Prime Market)
 Contact: Yuko Ishiguro
 General Manager of Investor & Public Relations
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Notice Regarding Executive Personnel Changes

Lacto Japan Co., Ltd. hereby announces that its Board of Directors on January 23, 2025 decided on the following matters regarding executive personnel changes. Please be informed that these changes will be formally approved at the 27th Annual General Meeting of Shareholders scheduled for February 26, 2025, and the subsequent Board of Directors meeting to be held thereafter.

1. Executive Personnel

(1) Change in Director (February 26, 2025)

Name	New position	Current position
Takashi Abe	<u>Managing Director</u> Supervision of Asian Business and Managing Director, LACTO ASIA PTE LTD.	<u>Director</u> Supervision of Asian Business and Managing Director, LACTO ASIA PTE LTD.

(2) Candidates for directors (excluding directors who are Audit and Supervisory Committee Members)

Name	New position	Current position
Motohisa Miura (Reappointment)	Chairman of the Board <u>Assistant to the President</u>	Chairman of the Board <u>Overall Management,</u> <u>in charge of Internal Audit Office</u> <u>and Quality Assessment Office,</u> <u>Member of the Nomination and</u> <u>Compensation Advisory</u> <u>Committee</u>

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Shin Kojima (Reappointment)	President and Representative Director <u>Overall Management,</u> <u>in charge of Internal Audit Office</u> <u>and Quality Assessment Office,</u> <u>Member of the Nomination and</u> <u>Compensation Advisory</u> <u>Committee</u>	President and Representative Director
Kenji Bundo (Reappointment)	Executive Vice-President Assistant to the President, Supervision of Administrative Divisions and Overseas Business, in charge of Management Strategy Division, and head of Corporate Staff Division <u>Member of the Nomination and</u> <u>Compensation Advisory</u> <u>Committee</u>	Executive Vice-President Assistant to the President, Supervision of Administrative Divisions and Overseas Business, in charge of Management Strategy Division, and head of Corporate Staff Division
Takashi Abe (Reappointment)	<u>Managing Director</u> Supervision of Asian Business and Managing Director, LACTO ASIA PTE LTD.	<u>Director</u> Supervision of Asian Business and Managing Director, LACTO ASIA PTE LTD.
Tomonori Kohata (New Appointment)	<u>Director</u> Supervision of Sales Divisions and General Manager of Cheese Business Division	<u>Senior Executive Officer</u> Supervision of Sales Divisions and General Manager of Cheese Business Division
Yasuhiro Ikeda (Reappointment)	Outside Director <u>Chairperson of the Nomination</u> <u>and Compensation Advisory</u> <u>Committee</u>	Outside Director <u>Member of the Nomination and</u> <u>Compensation Advisory</u> <u>Committee</u>

(3) Candidates for directors who are Audit and Supervisory Committee Members

Name	New position	Current position
Kimiaki Abe (Reappointment)	Director, Audit and Supervisory Committee Member (Full-time)	Same

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Hiroko Saito (New Appointment)	<u>Outside Director, Audit and Supervisory Committee Member</u> <u>Member of the Nomination and Compensation Advisory Committee</u>	Advisor
Toshio Hoga (Reappointment)	Outside Director, Audit and Supervisory Committee Member	Same
Yukiko Fujikawa (New Appointment)	<u>Outside Director, Audit and Supervisory Committee Member</u>	—

(Career summary of new director candidates who are Audit and Supervisory Committee Members)

Name (Date of Birth)	Career Summary	
Hiroko Saito (December 29, 1961)	April 1985	Joined Sony Corporation (now Sony Group Corporation)
	August 1997	Sony Pictures Entertainment Inc., Corporate Communications, Director
	October 2001	Manager, Corporate Communications Department, Public Relations Center, Sony Corporation (now Sony Group Corporation)
	June 2004	General Manager, Brand Strategy Department, Sony Corporation
	December 2008	Division Manager, Brand Strategy Department, Sony Corporation
	June 2015	Advisor, Unizo Holdings Co., Ltd.
	July 2015	Executive Officer, Unizo Holdings Co., Ltd. Director and General Manager of Building Sales Division 3, Unizo Real Estate Co., Ltd.
	June 2016	Managing Director and Managing Executive Officer, Unizo Holdings Co., Ltd.
	April 2018	Started business as a sole proprietor (current position)
	June 2023	Outside Director, Ubicom Holdings, Inc. (current position)
	September 2024	Advisor, Lacto Japan Co., Ltd. (current position)

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Name (Date of Birth)	Career Summary	
Yukiko Fujikawa (Legal Name: Yukiko Kobayashi) (March 16, 1965)	October 1988	Joined Chuo Shinko Audit Corporation (final name: Misuzu Audit Corporation)
	March 1992	Registered as a Certified Public Accountant
	June 1998	Financial Securities Inspector, Inspection Department, Financial Supervisory Agency (now Financial Services Agency)
	July 2000	Director, Yukiko Fujikawa CPA Office (current position)
	December 2004	Registered as a Certified Tax Accountant
	January 2012	Representative Partner, Tax Accountant Corporation Accounting Research & Practice Institute (current position)
	March 2013	Supervisory Officer, Hoshino Resorts REIT, Inc. (current position)
	June 2020	Outside Director, Sotetsu Holdings, Inc. (current position)

(4) Scheduled to retire

Name		Current position
Naofumi Hara	Resignation upon the expiration of term	Outside Director, Audit and Supervisory Committee Member Chairperson of the Nomination and Compensation Advisory Committee
Hiroko Sakamoto	Resignation upon the expiration of term	Outside Director, Audit and Supervisory Committee Member