[Translation]

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

October 14, 2025

Company name: Lacto Japan Co., Ltd.
Representative: Shin Kojima, President
(Securities code: 3139 TSE Prime Market)
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Notice Regarding Determination of Shareholder Benefits for FY2025

Lacto Japan Co., Ltd. (the “Company”) hereby announces the details of shareholder benefits for its shareholders as of the record date of November 30, 2025.

Details of the Shareholder Benefits Program

1. Eligible Shareholders

November 30 of each year shall be the date of record. Eligible Shareholders shall be those who have continuously held for two years or more, at least 100 of the Company`s shares (One standardized trading Unit) listed in the Company`s shareholder registry as of said date of record.

Shareholders who have continuously held 100（One standardized trading Unit） or more shares of the Company's stock for two years or more, as listed on the shareholders' register as of 30 November each year.

Number of shares held (As of the date of record)	Continuous Shareholding period	Description of Benefits	Number of gifts given per year
Course A. 100 or more but less than 300 shares	Two years or longer (*)	You may choose one item from the catalog. (￥3,000)	Once
Course B. 300 shares or more		You may choose one item from the catalog. (￥5,000)	

* A continuous holding period of two years or more is defined as:

i. Holding 100 or more shares (One Standardized Trading Unit) or 300 or more shares (Three Standardized Trading Units) as of the record date of the shareholder register (November 30 and May 31).

ii. A shareholder who has been listed five or more consecutive times under the same shareholder number on the shareholder register as of all record dates.

iii. The number of consecutive listings begins when the shareholder holds 100 or 300 shares.

2. Product delivery period

The catalog is scheduled to be sent around the end of February 2026.

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3. FY2025 Catalog Gifts

Please select one product based on the number of shares you own. (Product contents are subject to change without notice. Images are for illustrative purposes only.)

「Course A」

1. Cheese Set	2. Gelato Set	3. Butter Set
		
4. Cheesecake Set	5. Roast Pork and Sausage Slice Set	
		

「Course B」

1. Cheese Set	2. Ice Cream Gift Set	3. Butter Set
		
4. Assorted Chocolate Set	5. Shabu-shabu Gift Set	
		

4. Donation Selection System
   From FY2025, The Company have established a donation selection system that allows shareholders to donate some money to organizations working on environmental issues and nurturing the next generation, instead of offering Course A and B. (The donation amount is approximately the same as the amounts for Courses A and B.)

   Donation recipient：Second Harvest Japan

Second Harvest Japan (2HJ) is Japan's first food bank. It accepts food that is still edible but goes unused for various reasons, and provides it to those in need.