

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.

January 23, 2026

Company name: Lacto Japan Co., Ltd.
 Representative: Shin Kojima, President
 (Securities code: 3139 TSE Prime Market)
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Changes in Members of the Board, Directors, Executive Officer and Personnel Changes

Lacto Japan Co., Ltd. announces that at a special Board of Directors meeting convened today, it resolved to make the following changes to Chairman, Directors, and Executive Officers. These changes are subject to final approval at the Ordinary General Meeting of Shareholders scheduled for February 25, 2026, and the meeting of Board of Directors to be held thereafter. Other personnel changes are also listed below.

I. Directors (As of February 25, 2026)

A) Candidates for Directors

(Excluding Directors who are Audit & Supervisory Committee Board Members)

Name	New	Present
Shin Kojima (Reappointed)	Representative Director, President and Executive Officer Overall Management, in charge of Internal Audit Office Member of the Nomination and Compensation Advisory Committee	President and Representative Director Same as on the left
Kenji Bundo (Reappointed)	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	Executive Vice President Same as on the left

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Takashi Abe (Reappointed)	Director, Senior Managing Executive Officer Supervision of Asian Business and Managing Director, LACTO ASIA PTE LTD.	Managing Director Same as on the left
Tomonori Kohata (Reappointed)	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	Director Supervision of Sales Divisions and General Manager of Cheese Business Division
Yasuhiro Ikeda (Reappointed)	Outside Director Chairperson of the Nomination and Compensation Advisory Committee	Outside Director Same as on the left

※The company will change its executive officer system as of February 25, 2026, with Executive Directors (internal directors) concurrently serving as executive officers. For details, please refer to the "Notice Regarding Changes to the Executive Officer System" released today.

B) Retiring of Member of the Board

Name	New	Present
Motohisa Miura	Advisor (Non-Director)	Chairman of the Board Assistant to the President

II. Executive Officers (As of February 25, 2026)

Name	New	Present
Takeshi Kurokawa (Promoted)	Managing Executive Officer Supervision of Dairy Ingredients Division 2, Life Science Business Division	Executive Officer General Manager of Dairy Ingredients Division 2
Shigeyuki Nakamura	Executive Officer In charge of Dairy Ingredients Division 1	Executive Officer General Manager of Dairy Ingredients Division 1

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III. Personnel changes (As of February 25, 2026)

Name	New	Present
Yugo Matsumoto (Promoted)	General Manager of Dairy Ingredients Division 1	General Manager (Co-Head) Dairy Ingredients Division 1 Team 1
Yutaka Kobayashi (Promoted)	General Manager of Dairy Ingredients Division 2	General Manager (Co-Head) Dairy Ingredients Division 2 Team 2