

January 23, 2026

Company name: Lacto Japan Co., Ltd.

Representative: Shin Kojima, President

(Securities code: 3139 TSE Prime Market)

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Notice Regarding Changes to the Executive Officer System

Lacto Japan Co., Ltd. hereby announces that, at a special Board of Directors meeting convened today, it resolved to implement changes to its executive officer system as outlined below.

1. Purpose of the System Change

The executive officer system will be revised with the aim of enhancing the effectiveness of corporate governance by separating management's decision-making and oversight functions from business execution functions, while further strengthening the Company's ability to carry out operations in an agile and efficient manner.

2. Overview of the System Change

- (1) A new position of Managing Executive Officer will be established as a “delegated executive officer.”
- (2) Current Executive Directors (internal directors) will concurrently serve as Executive Officers.
- (3) Under the current system, the titles Senior Executive Officer and Executive Officer will be unified under the single title of Executive Officer.

3. Effective Date of the System Change

February 25, 2026

4. Other Matters

For details of officer appointments and other personnel changes associated with the system change, please refer to the “Changes in Members of the Board, Directors, Executive Officer and Personnel Changes” released today.