[Translation]

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November 13, 2026

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

Notice Regarding Executive Personnel Changes

Lacto Japan Co., Ltd. hereby announces that its Board of Directors on November 13, 2026 decided on the following matters regarding executive personnel changes. Please be informed that change in Director will be formally approved at the 29th Annual General Meeting of Shareholders scheduled for February 25, 2027.

1. Change in Director (as of February 25, 2027)

Name	New position	Current position
Takahiro Watase (New Appointment)	Director, Audit and Supervisory Committee Member	Executive Officer Head of Management Strategy Division
Kimiaki Abe	Resignation	Director, Audit and Supervisory Committee Member

Career Summary of the New Director

Name	Takahiro Watase	
Date of Birth	March 25, 1968	
Number of Shares Held	126,392 shares（As of May 31, 2026）	
Career Summary	April 1992	Joined Toshoku Ltd.
	August 1998	Joined Lacto Japan Co., Ltd.
	December 2015	General Manager of Dairy Ingredients Division 2
	March 2019	Executive Officer General Manager of Dairy Ingredients Division 2
	February 2021	Senior Executive Officer General Manager of Dairy Ingredients Division 2
	March 2023	Senior Executive Officer Head of Management Strategy Division* （current position）

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* In February 2026, the title “Senior Executive Officer” was unified under the single title of “Executive Officer”.

2. Changes to Directors’ Responsibilities (as of February 25, 2027)

Name	New position	Current position
Kenji Bundo	Director, Executive Vice President and Executive Officer Assistant to the President, Supervision of Administrative Divisions	Director, Executive Vice President and Executive Officer Assistant to the President, Supervision of Administrative Divisions and Overseas Business
Takashi Abe	Director, Senior Managing Executive Officer Supervision of Meat and Ingredients Division, Life Science Business Division, Overseas Business and LJ Foods Co.,Ltd.	Director, Senior Managing Executive Officer Supervision of Asian Business and Managing Director, LACTO ASIA PTE. LTD.
Tomonori Kohata	Director, Managing Executive Officer Supervision of Dairy Ingredients Division 1, Dairy Ingredients Division 2 and Cheese Business Division	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

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3. Changes in Executive Officer Personnel (as of February 25, 2027)

Name	New position	Current position
Takeshi Kurokawa	Managing Executive Officer Supervision of Asian Business and Managing Director,LACTO ASIA PTE. LTD.	Managing Executive Officer Supervision of Dairy Ingredients Division 2 and Life Science Business Division
Ryuji Shiina	Executive Officer General Manager of Meat and Ingredients Division	Executive Officer In charge of Life Science Business Division
Masaki Sato	Executive Officer Head of Management Strategy Division	Executive Officer General Manager of Meat and Ingredients Division
Shigeyuki Nakamura	Executive Officer General Manager of Cheese Business Division	Executive Officer In charge of Dairy Ingredients Division 1
Nobuyuki Sekiya (New Appointment)	Executive Officer General Manager of Life Science Business Division	General Manager of Life Science Business Division

4. Personnel changes (as of February 25, 2027)

Name	New position	Current position
Motohisa Miura	Resignation	Advisor (Non-Director)