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January 23, 2024

Company name: Lacto Japan Co., Ltd.

Representative: Motohisa Miura, President
(Securities code: 3139 TSE Prime Market)

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Notice Concerning Appointment of Directors and Executive Officers

Lacto Japan hereby announces that its Board of Directors on January 23, 2024 decided on the following matters regarding changes to Directors and Executive Officers.

The appointment of officers will be officially decided at the 26th Annual General Meeting of Shareholders scheduled to be held on February 27, 2024 and at the Board of Directors meeting following the General Meeting of Shareholders.

1. Directors

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

Name	New position	Current position
Motohisa Miura	President Overall management, in charge of Internal Audit Office and Quality Assessment Office, member of the Nomination and Compensation Advisory Committee	Same
Kenji Bundo	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	Director Supervision of administrative divisions and Head of Corporate Staff Division
Takashi Abe	Director Supervision of Asian business, Managing Director of Lacto Asia Pte Ltd.	Same

Name	New position	Current position
Shin Kojima	Director Supervision of sales divisions	Same
Yasuhiro Ikeda	Outside Director Member of the Nomination and Compensation Advisory Committee	Same

(2) Scheduled to retire

Name	New position	Current position
Masayuki Maekawa	Advisor	Director Assistant to the President, supervision of overseas business, in charge of Management Strategy Division

2. Executive officers

Changes to executive officers (as of March 1, 2024)

Name	New position	Current position
Hitoshi Fukumura	Executive Officer Supervision of Asian cheese manufacturing business, Senior General Manager of Lacto Asia Pte. Ltd.	Deputy Division General Manager of Cheese Business Division

Changes to executive officers (as of April 1, 2024)

Name	New position	Current position
Ryuji Shiina	Senior Executive Officer In charge of Business Development Division	Senior Executive Officer In charge of Asian Business, CEO of Foodtech Products (Thailand) Co., Ltd. and Head of Bangkok Representative Office
Takeshi Kurokawa	Executive Officer General Manager of Dairy Ingredients Division 2	Executive Officer General Manager of Dairy Ingredients Division 2, in charge of Business Development Division