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November 4, 2025

Company name: Lacto Japan Co., Ltd.

Representative: Shin Kojima, President

(Securities code: 3139 TSE Prime Market)

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Notice Concerning Organizational Changes

Lacto Japan Co., Ltd. (the “Company”) hereby announces that it has decided to make the following organizational changes. This is intended to build an organizational structure that can respond swiftly to changes in the external environment and strengthen our competitiveness and governance structure.

1. Organizational Changes [Effective as of December 1, 2025.]

i) Business Development Division

The Business Development Division will be renamed the Life Science Business Division.

The division will also be reorganized into two teams: Functional Food Ingredients Team 1 and 2. This reorganization aims to improve expertise and strengthen mobility by clarifying priority areas.

ii) Management Strategy Division

We will strengthen our governance structure by adding overseas business management and risk management functions to the Overseas Business Division.

※Please refer to the attached table for the new organizational chart.

(Effective as of December 1, 2025.)

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Lacto Japan Co., Ltd. Organizational Chart (as of December 1, 2025)

