



Ezaki Glico Co., Ltd.

Osaka Fukuoku Seimei Bldg.
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Osaka 530-0018, Japan

October 20, 2021

Access to Nutrition Initiative

Dear Ms. Inge Kauer:

We, Glico Group, believe that it is one of our important social missions to make good contribution to the growth of all infants.

We recognize that breastmilk is the optimum source of nutrients for infants. At the same time, we also know that some mothers need breastmilk substitutes for various reasons. Providing such mothers with breastmilk substitutes and useful information, we support healthy growth of their infants. It is not our intention that mothers' breast-feeding would be hampered by our breastmilk substitutes-business.

We are fully aware of the importance of the WHO International Code of Marketing of Breastmilk Substitutes (the "WHO Code") and its relevant World Health Assembly resolutions (the "WHA Resolutions") and we commit ourselves to comply with them. To completely follow the WHO Code and the WHA Resolutions globally, we will take the following actions, by the end of 2030, on all of our breastmilk substitutes for infants aged 0 to 36 months.

- We will develop and announce the Glico Group's breastmilk substitute policies that would be upheld in all jurisdictions even where regulations are absent or less stringent than the company's policies, by the end of 2022.
- We will identify activities which be deemed to violate the WHO Code and the WHA Resolutions by investigation in our marketing, promotion, advertisement and provision of samples to general consumers, and sales activities, and then, develop appropriate countermeasures by the end of 2025.
- From 2026, we will enforce the developed countermeasures to eliminate activities which may be deemed violated. We will also establish an internal surveillance system to ensure our full compliance with the WHO Code and the WHA Resolutions.
- We will support the adoption and implementation of the domestic legislation aligned with the WHO Code.
- We will proceed with the above action plan as soon as possible and implement what can be improved earlier than the due date towards achieving full Code compliance globally.



By implementing this action plan, we will seek our social mission as mentioned above.

Sincerely yours,

Katsuhisa Ezaki
President & CEO
Ezaki Glico Co., Ltd.