

# LR Independent Assurance Statement

## Relating to NISSIN FOODS HOLDINGS CO., LTD.'s Social Data for the fiscal year 2020

This Assurance Statement has been prepared for NISSIN FOODS HOLDINGS CO., LTD. in accordance with our contract but is intended for the readers of this report.

### Terms of engagement

Lloyd's Register Quality Assurance Limited (LR) was commissioned by NISSIN FOODS HOLDINGS CO., LTD. ("the Company") to provide independent assurance on its social data disclosed in Sustainability page of its corporate website and NISSIN FOODS Group Sustainability Report 2020 ("the report") for the fiscal year 2020 (from 1 April 2019 to 31 March 2020), against the assurance criteria below to a limited level of assurance and at the materiality of the professional judgement of the verifier using ISAE3000.

Our assurance engagement covered the operations and activities of the Company and its 27 consolidated subsidiaries in Japan and specifically the following requirements:

- Verifying conformance with the Company's reporting methodologies for the selected dataset;
- Evaluating the accuracy and reliability of data for the selected social datasets listed below:
  - Occupational accident rate<sup>1</sup> (Employees, Contractors<sup>2</sup>)
  - Occupational disease rate<sup>3</sup>
  - Female share of total workforce (By functions)<sup>4</sup>

Our assurance engagement excluded the data and information of the Company's suppliers, a part of contractors and any third-parties mentioned in the report.

LR's responsibility is only to the Company. LR disclaims any liability or responsibility to others as explained in the end footnote. The Company's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of the Company.

### LR's Opinion

Based on LR's approach nothing has come to our attention that would cause us to believe the Company has not, in all material respects:

- Met the requirements above
- Disclosed accurate and reliable social data which is disclosed in the report and as summarised in Table 1 below.

The opinion expressed is formed on the bases of a limited level of assurance and at the materiality of the professional judgement of the verifier.

**Note:** The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance

<sup>1</sup> The number of occupational accidents is based on those covered by occupational accident insurance (4 days or more of absence from work). The number of casualties resulting from the occupational accidents in the boundary divided by total working hours (in the unit of million hours)

<sup>2</sup> Nissin Foods Holdings (Headquarters and Research Institute), Nissin Food Products (4 factories: Kanto Factory, Shizuoka Factory, Shiga Factory, Shimonoseki Factory), Nisshin Chilled Foods, and Nisshin Frozen Foods Contractors only.

<sup>3</sup> The number of incidents of occupational diseases is subject to occupational accident insurance (4 days or more of absence from work). The number of casualties resulting from the recorded occupational diseases in the boundary divided by total working hours (in the unit of million hours)

<sup>4</sup> The classifications by function are "Workforce", "Top management positions", "all management position, including junior, middle and senior management", "Junior management position", and "Management positions in revenue-generating functions".

obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

### LR's approach

LR's assurance engagements are carried out in accordance with ISAE3000. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Auditing the Company's data management systems to confirm that there were no significant errors, omissions or misstatements in the report. We did this by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal verification.
- Implementing a "No Visitor" Policy due to the global infection spread of COVID-19, interviewing and verification were conducted remotely via Microsoft Teams.
- Sampling datasets and traced activity data back to aggregated levels; and
- Verifying the historical data and records associated with occupational accident rate, occupational disease rate, and female share of total workforce for the fiscal year 2020.

### Observations

The Company should continue improving the reporting and control systems to further demonstrate the effective management of the social data.

### LR's standards, competence and independence

LR implements and maintains a comprehensive management system that meets accreditation requirements for ISO/IEC 17021-1 *Conformity assessment – Requirements for bodies providing audit and certification of management systems – Part1: Requirements* that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the *Code of Ethics for Professional Accountants* issued by the International Ethics Standards Board for Accountants.

LR ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This verification is the only work undertaken by LR for the Company and as such does not compromise our independence or impartiality.

Signed



Saeko Shimizu  
LR Lead Verifier

On behalf of Lloyd's Register Quality Assurance Limited  
Queen's Tower A, 10th Floor, 2-3-1, Minatomirai, Nishi-ku, Yokohama 220-6010, Japan

Dated: 19 March 2021

LR reference: YKA00000666

**Table 1. Summary of NISSIN FOODS HOLDINGS CO., LTD.'s social data fiscal year 2020**

Scope		
Occupational accident rate	Employees	1.1
	Contractors	4.9
Occupational disease rate		0.0
Female share of total workforce (By functions)	Females in top management positions (as a % of total top management positions)	1%
	Female share of total workforce (%)	21%
	Females in all management positions, including junior, middle and senior management (as % of total management workforce)	4%
	Females in junior management positions (as % of total junior management positions)	4%
	Females in management positions in revenue-generating functions (as a % of all such managers)	3%

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