



EARTH FOOD CREATOR REPORT

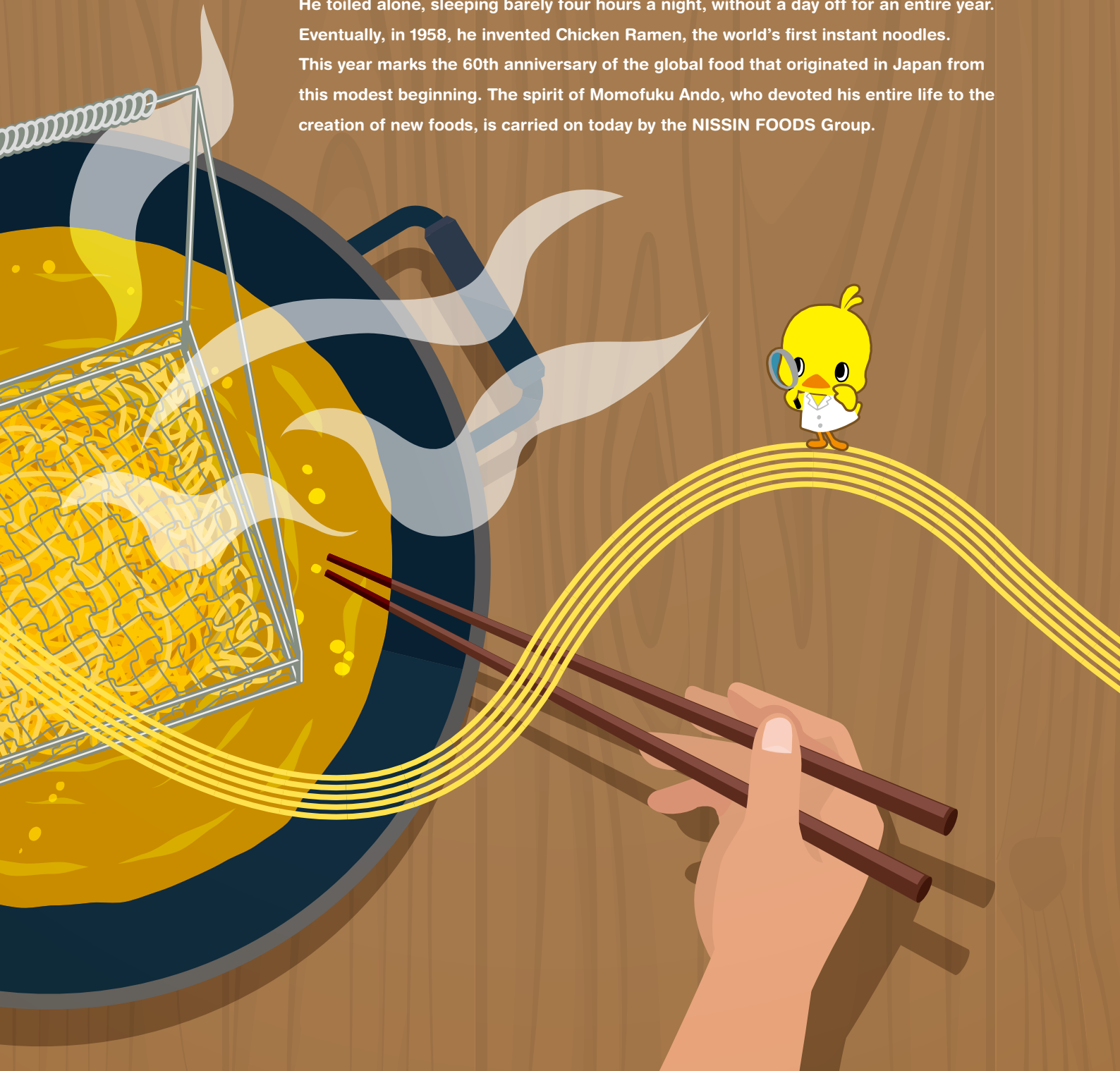
NISSIN FOODS GROUP
SUSTAINABILITY REPORT

2018



Inventions Born of Insight. Insight Born of Tenacity. Sixty Years of Innovation Inspired by the Spirit of Founder Momofuku Ando

A bankrupted Momofuku Ando set about developing instant noodles at the age of 47 out of a firm conviction that he should seek out life work that makes the world a better place. He toiled alone, sleeping barely four hours a night, without a day off for an entire year. Eventually, in 1958, he invented Chicken Ramen, the world's first instant noodles. This year marks the 60th anniversary of the global food that originated in Japan from this modest beginning. The spirit of Momofuku Ando, who devoted his entire life to the creation of new foods, is carried on today by the NISSIN FOODS Group.





ENDURING VALUES

The Group Philosophy is built on four tenets propounded by NISSIN FOODS founder Momofuku Ando.

The spirit of the founder expressed in these tenets is the foundation of the enduring value system that gives direction to the NISSIN FOODS Group.

Shoku-soku Se-hei

食足世平

Peace will come to the world when there is enough food

Food is the most important pillar supporting human life. People can discuss culture, art, and ideas only when they have sufficient food. If the supply of food is disrupted, a country is bound to decline and conflict invariably occurs. The business operations of the NISSIN FOODS Group originated from this basic human principle.

Bi-ken Ken-shoku

美健賢食

Eat wisely for beauty and health

The desire to satisfy hunger and the taste buds is a common human instinct. However, it is not the only role of food. Food is also important for forming strong bodies and maintaining health. Since a beautiful, healthy body is the product of a sensible diet, the NISSIN FOODS Group pursues food functionality and advocates a wise diet.

Shoku-so I-sei

食創為世

Create foods to serve society

A spirit of creativity is the most important thing of all for a company. Creativity means the power to create innovative products through new ideas and technologies. The NISSIN FOODS Group creates foods to serve society. We are creating a new food culture and providing people all over the world with happiness and inspiration.

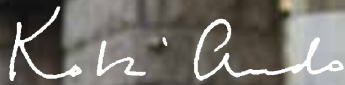
Shoku-i Sei-shoku

食為聖職

Food related jobs are a sacred profession

Food production is an occupation that supports the very essence of life. For this reason, those who work in the food industry must have a pure spirit that inspires them to serve society and contribute to human health and world peace. Working with food is a sacred profession, and it is the mission of the NISSIN FOODS Group to provide the world with safe, delicious, healthy food.

We Aim to Create a Sustainable Company and Society by Demonstrating Responsibility in All Business Activities.



Koki Ando

President & Representative Director
CEO (Chief Executive Officer)



Celebrating Our 60th Anniversary

The year 2018 marks the 60th anniversary of the founding of NISSIN FOOD PRODUCTS, or in other words, the 60-year milestone since the invention of instant noodles. The company founder, Momofuku Ando, who lived through the turbulent years of both world wars, developed *Chicken Ramen*, the world's first instant noodles, at the age of 48 out of the desire to do something beneficial for people and to engage in work that would make the world a better place. The reason that, 60 years after its introduction, *Chicken Ramen* remains one of our popular mainstay products is that the founder thought through his solution to a difficult problem—how to create a product that consumers truly want and that people would find convenient.

In developing *Chicken Ramen*, Ando set five objectives: instant noodles must taste delicious, they must have a long shelf-life, they must be quick and easy to prepare, they must be inexpensive, and they must be safe and sanitary. Since instant noodles are a food product, safety and

taste are especially important. However, in addition to satisfying these basic requirements, Ando developed “magic ramen” that required no cooking or addition of a separate broth and could be prepared in just three minutes by adding hot water.

Ando often said, “I’m not selling noodles. I’m providing time to our customers.” From the moment it was created, *Chicken Ramen* was an exceptional food that reflected consideration for the Earth’s sustainability with its ability to save time, energy, and resources.

Resolving Social Issues through Business Activities that Help Achieve SDGs

In November 2017, the Federation of Economic Organizations (Keidanren) revised its Charter of Corporate Behavior, asking member companies to manage their businesses in a manner that takes the environment, society, and governance (ESG) into consideration with the aim of delivering on the Sustainable Development Goals (SDGs) through realization of Society 5.0.*1 The SDGs, adopted by the United Nations in 2015, have now

become a common language worldwide, and the entire international community has begun working to create a sustainable society.

In July 2017, NISSIN FOODS HOLDINGS became a participant in the United Nations Global Compact, a global framework to achieve sustainable growth. To help achieve the SDGs, each day we search for solutions through our business activities.

For example, according to a UN estimate, the world population will reach 10 billion in 2055, and there is the threat of a worldwide food crisis. In 2016, NISSIN FOOD PRODUCTS used an original production process to develop “soy beef,” (→P. 19) made using soy protein as the main raw material. Compared to actual beef, soy beef offers excellent efficiency in terms of original calories*2 and virtual water*3 and can be expected to help solve the problems of food scarcity and water resource depletion.

Furthermore, the development of palm oil plantations that lead to the felling of tropical rainforests and ecosystem disruption, as well as to child labor, has become a recognized a social problem. Accordingly, in September 2017, NISSIN FOODS HOLDINGS

instituted the Nissin Group Policy on Sustainable Procurement, (⇒P. 18) and in that October NISSIN FOOD PRODUCTS joined the Roundtable on Sustainable Palm Oil (RSPO).^{*4} (⇒P. 19) We aim to be the first company in the Japanese instant noodles industry^{*5} to procure certified palm oil produced with due consideration given to preventing deforestation, preserving biodiversity, and protecting human rights.

With respect to corporate governance, in 2016 we implemented a reorganization of the Board of Directors that emphasizes the Corporate Governance Code and further strengthened the auditing function of the Board of Directors. In fiscal 2019, we will change to International Financial Reporting Standards (IFRS), the global accounting standard, and we will further strengthen governance groupwide through standardization of accounting treatment within the Group.

Realizing Ultimate Deliciousness through Safety, Peace of Mind, and Enjoyment

The most important function of food products is the nutritional function that sustains life. However, meals taken solely for the sake of subsistence are seldom delicious nor enjoyable. Assurance of food safety and the ability to enjoy meals with peace of mind contributes to ultimate deliciousness. Since its founding, NISSIN FOODS PRODUCTS has considered the pursuit of food safety the most important management priority. We develop products that consumers can enjoy with confidence and peace of mind through measures such as introducing pharmaceutical-level safety standards in product quality management. Entertainment value is also necessary for making food products appealing. The NISSIN FOODS Group will provide enjoyment to consumers through unique marketing under the policy “What isn’t enjoyable, isn’t delicious.”

Taking a Scientific Approach to Shape the Future of Food

The Group also takes a scientific

approach to food products. NISSIN FOOD PRODUCTS has funded an endowed chair in Taste Science at the University of Tokyo Graduate School of Agricultural and Life Sciences, and supports work on the elucidation of salty taste receptors that have not yet been defined and research in the scientific evaluation and measurement of the sense of taste. If the elucidation of salty taste receptors advances, efforts to reduce salt intake are expected to accelerate.

In 2015, we established the Health Science Research Division within the NISSIN Global Innovation Center, which pursues research focused on nutrition, immunization, and food product functions. The research addresses not only satisfaction of the five senses, but also the body’s ADME (absorption, distribution, metabolism, and excretion) processes. A beautiful, healthy body can be created through a sensible diet, and this research is an attempt to support nutritional improvement and healthy living through instant noodles. The NISSIN FOODS Group will continue to pursue food functionality with the aim of contributing to healthy living.

People Make a Company—Creating Added Value through Work Style Reform

The NISSIN FOODS Group is implementing various measures for work style reform, which the government has identified as the greatest challenge in building a society in which all 100 million Japanese can play an active role. These measures include pursuing the elimination of long working hours, the introduction of a flextime system with no compulsory set working hours, enhancement of the office environment, and measures to raise employee awareness of efficient work styles. In fiscal 2019, we will further accelerate this movement by taking an inventory of all work and eliminating unnecessary tasks, while also pursuing automation and efficiency utilizing the latest technologies, such as robotic process automation (RPA).^{*6}

However, the objective of work style reform isn’t merely to increase

job efficiency. The goal is to shift employees to more creative projects and generate innovative ideas by increasing work productivity. A company cannot hope to achieve sustained growth without creating new added value. NISSIN FOODS Products founder Momofuku Ando said, “People make a company. By people, I mean extraordinary people who can conceive, plan, and achieve groundbreaking creative things never seen before.” I hope and expect that the employees of the NISSIN FOODS Group will effectively utilize the personal time created through work reform and increased efficiency for sports activities to enhance health, activities to deepen wisdom and insight, and self-improvement and that they will grow into extraordinary people.

Helping Create a Sustainable Society in the Spirit of “Create Foods to Serve Society”

The term “EARTH FOOD CREATOR,” which expresses the NISSIN FOODS Group’s philosophy, is no mere slogan; it conveys our desire to “Create foods to serve society,” which was one of the principles of the founder.

To reach our 100th anniversary and, furthermore, to realize sustained corporate growth and a sustainable society for 100 years after that, the NISSIN FOODS Group will demonstrate responsibility over all the ways in which our business activities impact society and, in keeping with the spirit of the tenet “Create foods to serve society,” we will continue our quest to develop innovative new products and create new technologies.

*1 A new society that is the fifth in the history of the development of human society, following the hunter-gatherer society, agricultural society, industrial society, and information society

*2 The amount of feed grain expressed in calories necessary for the production of animal protein

*3 The estimated amount of water necessary for the production of agricultural produce and animal protein

*4 A non-profit membership organization that promotes the production and use of sustainable palm oil

*5 First among the 37 instant noodle manufacturers that are members of the Japan Convenience Foods Industry Association, based on NISSIN FOODS Holdings data (as of September 11, 2017)

*6 The concept of automating work by having robots perform routine tasks previously performed by human workers

Instant Noodles

NISSIN FOOD PRODUCTS and MYOJO FOODS

Two NISSIN FOODS Group companies provide a wide variety of products that meet the needs of customers in the instant noodles business. NISSIN FOOD PRODUCTS has a brand portfolio that includes *Chicken Ramen*, the world's first instant noodles, *CUP NOODLES*, the world's first cup-type instant noodles, *NISSIN DONBEI*, *NISSIN YAKISO-BA U.F.O.*, and *NISSIN RAOH*. MYOJO FOODS is known for long-selling products such as *MYOJO CHARUMERA*, *MYOJO CHUKAZANMAI*, and *MYOJO IPPEI-CHAN YOMISE NO YAKISOBA*.

Chilled and Frozen Foods

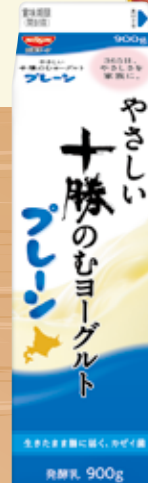
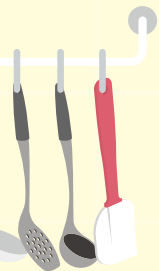
NISSIN CHILLED FOODS and NISSIN FROZEN FOODS

NISSIN CHILLED FOODS sells food products chilled to a temperature range of 10°C or below. The company pursues a sense of freshness and genuine flavor in products such as *Gyoretsu-no-Dekiru-Mise-no-Ramen* and *Tsukemen-no-Tatsujin*. NISSIN FROZEN FOODS sells convenient and appetizing frozen foods such as *Reito NISSIN Mochitto Nama Pasta* and *Reito NISSIN GooTa*. The Group's chilled foods and frozen foods are enjoyed by a wide range of customers.

Confectionery and Beverages

NISSIN CISCO, NISSIN YORK and BONCHI

Two Group companies engage in the confectioneries business: NISSIN CISCO markets the long-selling product *COCO-NUT SABLE* and other confectioneries and cereal products including *CISCORN* and *GOROTTO GRANOLA*, and BONCHI is known for products such as *BONCHIAGE* rice crackers. In the beverages business, NISSIN YORK sells daily lactobacillus drinks, called *PILKUL*, which is a Food for Specified Health Use (FOSHU), and *YASASHII TOKACHI NOMU YOGURT*, which is fermented over a long time.



Overseas Business

The Americas, China, Asia, Europe
Since entering the U.S. market in 1970, the NISSIN FOODS Group has expanded its business operations to Mexico, Brazil and other countries in the Americas. We have also expanded into China, Singapore, India, Thailand, Indonesia, and other countries in the Asia region, and into Hungary, Germany, and other countries in the EMEA region. The Group's basic approach to overseas operations is to engage in local production and marketing. The Group has implemented a strategy of globalizing CUP NOODLES since 2016 and has begun offering common flavors in markets around the worlds.



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Overview of the NISSIN FOODS Group (as of March 31, 2018)

Japan

Instant Noodles Products and Incidental Businesses

- NISSIN FOOD PRODUCTS CO., LTD.
- SAPPORO NISSIN CO., LTD.
- NISSIN PLASTICS CO., LTD.
- NISSIN F.D. FOODS CO., LTD.
- KAGAWA NISSIN FOOD PRODUCTS CO., LTD.
- NISSIN ENTERPRISE CORPORATION
- AJINIHON CO., LTD.
- MYOJO FOODS CO., LTD.
- HIGASHINIHON MYOJO CO., LTD.
- NISHINIHON MYOJO CO., LTD.
- UNI-STAR CO., LTD.

Chilled and Frozen Food Products and Incidental Businesses

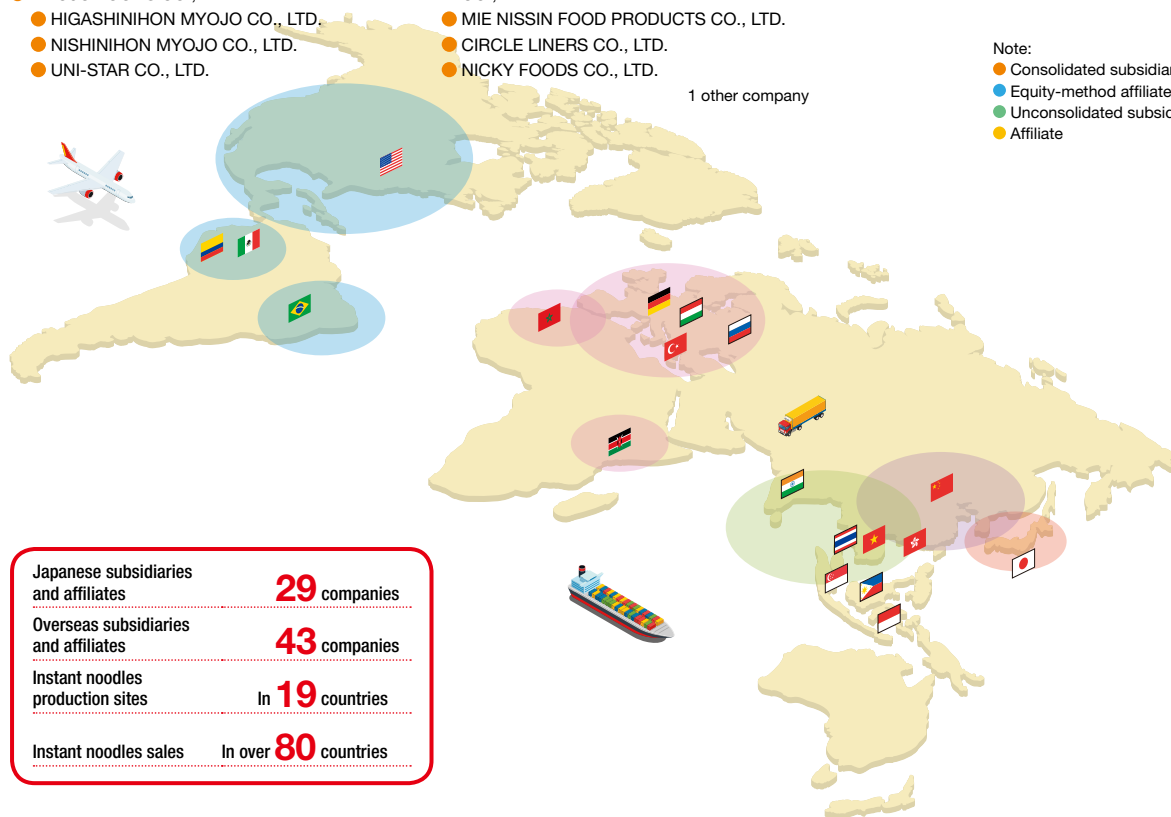
- NISSIN CHILLED FOODS CO., LTD.
- SAITAMA NISSIN FOOD PRODUCTS CO., LTD.
- SAGAMI FRESH CO., LTD.
- NISSIN FROZEN FOODS CO., LTD.
- SHIKOKU NISSIN FOOD PRODUCTS CO., LTD.
- TAKAMATSU NISSIN FOOD PRODUCTS CO., LTD.
- MIE NISSIN FOOD PRODUCTS CO., LTD.
- CIRCLE LINERS CO., LTD.
- NICKY FOODS CO., LTD.

Confectionery and Beverages Products and Other Businesses

- NISSIN CISCO CO., LTD.
- NISSIN YORK CO., LTD.
- NISSIN ASSET MANAGEMENT CO., LTD.
- UJI KAIHATSU DEVELOPMENT CO., LTD.
- NISSIN NETCOM CO., LTD.
- BONCHI CO., LTD.
- KOIKE-YA INC.
- NISSIN BUSINESS SUPPORT PLUS CO., LTD.

Note:

- Consolidated subsidiary
- Equity-method affiliate
- Unconsolidated subsidiary
- Affiliate



Japanese subsidiaries and affiliates	29 companies
Overseas subsidiaries and affiliates	43 companies
Instant noodles production sites	In 19 countries
Instant noodles sales	In over 80 countries

EMEA

- NISSIN FOODS GMBH
- NISSIN FOODS KFT.
- NISSIN YILDIZ GIDA SANAYI VE TICARET A.S.
- MAREVEN FOOD HOLDINGS LIMITED
- JKUAT NISSIN FOODS LTD.
- NISSIN MAGHREB SARLAU

The Americas

- NISSIN FOODS (U.S.A) CO., INC.
 - MYOJO U.S.A., INC.
 - NISSIN FOODS DO BRASIL LTDA.
 - NISSIN FOODS DE MEXICO S.A. DE C.V.
 - NISSIN FOODS DE COLOMBIA S.A.S.
- 2 other companies

Asia

- NISSIN FOODS (ASIA) PTE. LTD.
- INDO NISSIN FOODS PRIVATE LTD.
- NISSIN FOODS INDIA LTD.
- NISSIN FOODS VIETNAM CO., LTD.
- NISSIN FOODS (THAILAND) CO., LTD.
- NISSIN FOODS SINGAPORE PTE. LTD.
- PT. NISSIN FOODS INDONESIA
- THAI PRESIDENT FOODS PUBLIC COMPANY LIMITED
- NISSIN-UNIVERSAL ROBINA CORP.
- PREMIER DRIED FOODS CO., LTD.

1 other company

China

- NISSIN FOODS CO., LTD.
- WINNER FOOD PRODUCTS LTD.
- NISSIN FOODS (CHINA) HOLDING CO., LTD.
- SHANGHAI NISSIN FOODS CO., LTD.
- GUANGDONG SHUNDE NISSIN FOODS CO., LTD.
- ZHUHAI GOLDEN COAST WINNER FOOD PRODUCTS LTD.
- GUANGYOUGNAN FOOD PRODUCTS (SHENZHEN) CO., LTD.
- NISSIN FOODS (HK) MANAGEMENT CO., LTD.
- NISSIN FOODS (H.K.) CO., LTD.
- NISSIN KOIKEYA FOODS (CHINA & HK) CO., LTD.
- DONGGUAN NISSIN PACKAGING CO., LTD.
- FUJIAN NISSIN FOODS CO., LTD.
- ZHEJIANG NISSIN FOODS CO., LTD.
- MC MARKETING & SALES (HONG KONG) LIMITED
- FOOD SAFETY EVALUATION RESEARCH INSTITUTE CO., LTD. (Shanghai)
- BEIJING ZHENGBEN ADVERTISING CO., LTD

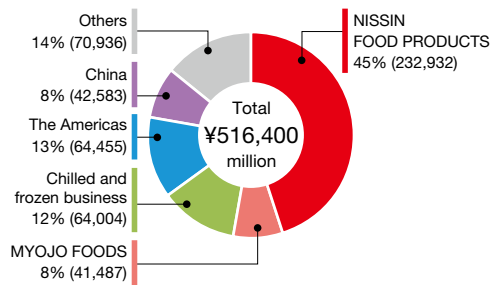
3 other companies

Corporate Information

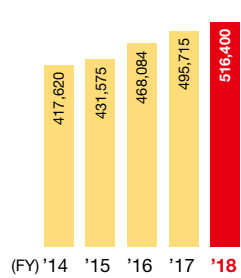
Trade name: NISSIN FOODS HOLDINGS CO., LTD. Head offices: TOKYO HEAD OFFICE
 28-1, 6-chome, Shinjuku, Shinjuku-ku, Tokyo
 Date of establishment: September 1948 OSAKA HEAD OFFICE
 1-1, 4-chome, Nishinakajima, Yodogawa-ku, Osaka
 Paid-in capital: ¥25,122 million Number of employees: 12,102 (consolidated basis)

Business Results (Consolidated)

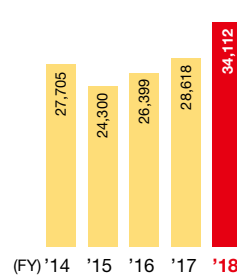
Net Sales by Segment (FY2018 in millions of yen)



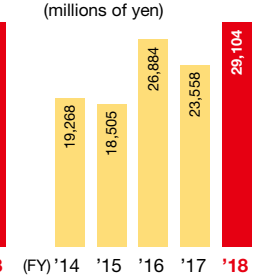
Net sales (millions of yen)



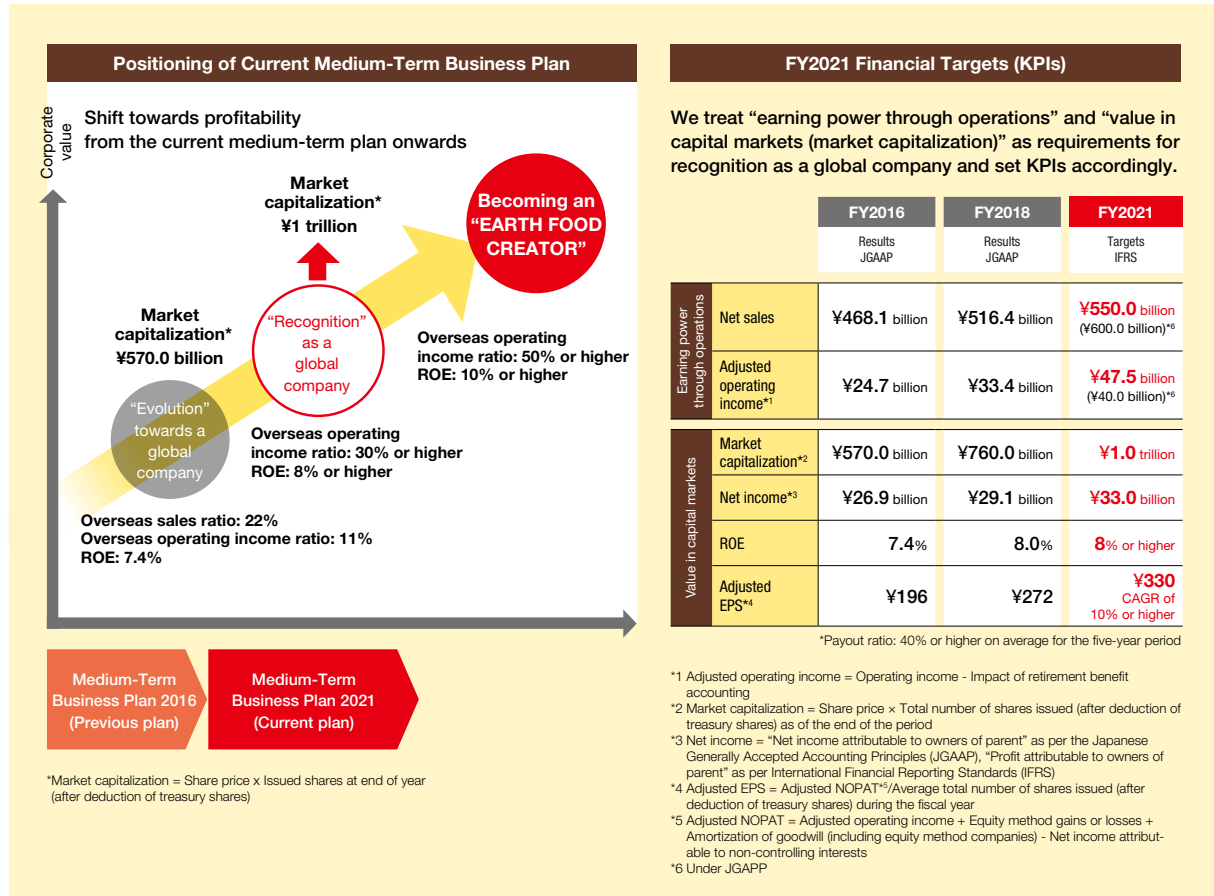
Operating income (millions of yen)



Net income attributable to owners of parent (millions of yen)



NISSIN FOODS Group Medium-Term Business Plan 2021





SPECIAL TOPIC

Manpuku, a morning drama series to be broadcast on NHK beginning October 2018, is modeled on the lives of Momofuku Ando and his wife Masako.

食足世平



Thank You!

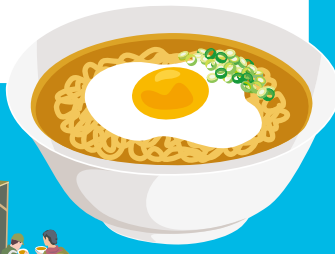
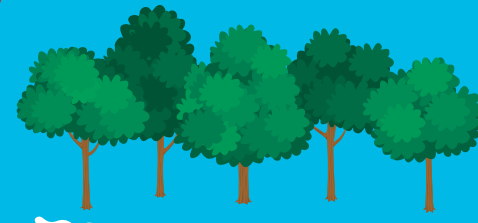
The 60th Anniversary of the Invention of Instant Noodles

It has been 60 years since Momofuku Ando invented *Chicken Ramen*, the world's first instant noodles, in 1958 after a process of trial and error. Instant noodles which were created in a small shed behind Ando's home, have now become a "global food," with 100 billion servings consumed worldwide each year. As an EARTH FOOD CREATOR, the NISSIN FOODS Group will continue to pursue the various possibilities of food and create a wave of innovation in the world of food.

1958

To Make the World a Better Place! The Creation of *Chicken Ramen*, the “Magic Ramen”

Unable to forget the sight of people forming a long line in the cold for a bowl of ramen noodles in a war-devastated area after the Second World War, Momofuku Ando began development of instant noodles in the hopes that he could find a more convenient way for people to enjoy noodles. He struggled most with how to create a product that would combine convenience with a long shelf-life. One day, at his wits' end, Ando was struck by an idea while watching his wife deep-fry tempura in the kitchen. He had found the answer! He could apply the idea of deep-frying tempura to making noodles. He found that noodles dried after being fried in oil had a long shelf-life and conveniently returned to their original soft texture when steeped in hot water. The flash-frying process that Ando discovered in 1958 led to the creation of *Chicken Ramen*, the world's first instant noodles, which were launched on August 25 of the same year. These noodles, which could be enjoyed by simply adding hot water, were called “magic ramen.”



1964

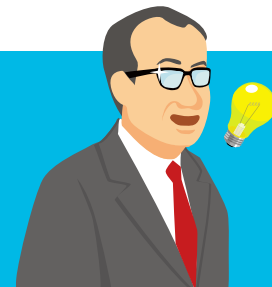
Creating a “Rich Forest” of Companies: Founding of the Japan Ramen Industry Association

Ando's belief that “It is better for companies to develop as a forest than as a lone cedar tree out in the field” was realized with the founding of the Japan Ramen Industry Association (currently the Japan Convenience Foods Industry Association), which was comprised of 64 manufacturers.

1971

Upside-down Breakthrough Leads to the Creation of *CUP NOODLES*

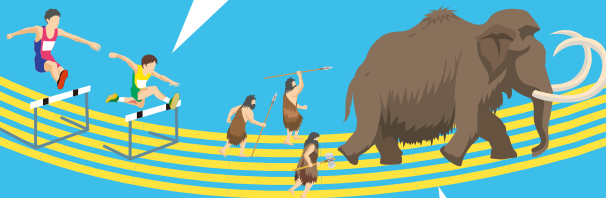
During an observation trip to the United States in 1966, Momofuku Ando was astonished to see buyers at a supermarket chain, who wanted to sample his noodles, place *Chicken Ramen* in paper cups, add hot water, and eat the noodles with forks. This experience prompted him to begin development of instant noodles that could be prepared and served in a cup. *CUP NOODLES*, launched five years later on September 18, 1971, is a product infused with various ingenious ideas and devices, such as a method of suspending the block of noodles in the middle of the cup (called “middle suspension”) and the counterintuitive idea of turning the block of noodles upside down and placing the cup face down over it from above to prevent the noodles from breaking apart. Ground-breaking sales promotion activities, such as the installation of vending machines that dispensed hot water and direct-sampling sales events in the pedestrian-only zone of the trendy Ginza district of Tokyo, made *CUP NOODLES* a pioneering fast food in Japan.



1983

Food and Sports as the Twin Pillars of Health—Founding of the Nissin Sports Promotion Foundation

Momofuku Ando was troubled by the fact that, although Japan had become economically prosperous and the nation's food needs had been met, juvenile delinquency had become a major social problem. Thinking that the boundless energy of children should be released through sports for the purpose of fostering their physical and mental health, in 1983, Ando used his own funds to establish the Nissin Sports Promotion Foundation (now the Ando Foundation) under the principle that "Food and sports are the twin pillars of health." (→P. 48)



1993

The "hungry?" TV commercial series wins Grand Prix at the Cannes Lions International Advertising Festival

1976

- Introduction of *Nissin Yakisoba U.F.O.*
- Introduction of *Nissin Donbei Kitsune*

1983

- Expansion into the chilled foods business

1985

- Appointment of Koki Ando as CEO of NISSIN FOOD PRODUCTS

1986

- Expansion into the frozen foods business

1990

- Addition of York Co., Ltd. (current name: NISSIN YORK Co., Ltd.) to the NISSIN FOODS Group

1991

- Addition of Cisco Co., Ltd. (current name: NISSIN CISCO, Ltd.) to the NISSIN FOODS Group



1997

Koki Ando Wins the Advertiser of the Year Award at the Cannes Lion International Advertising Festival



Editorial for "Mr. Noodle" in The New York Times on the passing of momofuku Ando

2005

Ando's Enthusiasm Reaches Outer Space! —The Birth of *Space Ram*

Momofuku Ando, who never lost his motivation for product development even in his later years, developed *Space Ram*, the world's first ramen noodle space rations, at the age of 95. This innovative product blasted off for outer space aboard the Space Shuttle Discovery in July 2005. Three types of ramen space rations from NISSIN FOOD PRODUCTS were certified by the Japan Aerospace Exploration Agency (JAXA) as Japanese Space Food in June 2007.

2005

- Opening of the FOOD SAFETY EVALUATION & RESEARCH INSTITUTION CO., LTD. (Shanghai)

2006

- Adoption of international CODEX food standard for instant noodles
- Acquisition of an equity stake in MYOJO FOODS CO., LTD.

2007

- Passing of NISSIN FOODS founder Momofuku Ando



- Introduction of *Cup Noodle Refill*

1992

- Introduction of chilled noodle product, *Nissin Rao*

1995

- Donation of 1 million servings of instant noodles to victims of the Great Hanshin Earthquake
- Introduction of *Nissin Spa O*—the industry's first raw-type instant spaghetti in a cup

1997

- Establishment of International Ramen Manufacturers Association (→P. 47)

1999

- Opening of the Momofuku Ando Instant Ramen Museum in Osaka (currently CUPNOODLES MUSEUM OSAKA IKEDA) (→P. 48)

2008

Start of the Hyakufukushi Project to Complete 100 Socially Beneficial Activities Over 50 Years!

Carrying on the spirit of founder Momofuku Ando, who was filled with enthusiasm for socially beneficial activities, the NISSIN FOODS Group started the Hyakufukushi Project in 2008 to mark the company's 50th anniversary. The project is a CSR activity to complete 100 activities for a better future over a period of 50 years. (→P. 50)



2008

Introduction of the Paper ECO Cup for CUP NOODLES

In 2008, we changed the previous polystyrene CUP NOODLES container to the paper ECO cup to help protect the global environment, ensure that labeling information is easy to understand, and to improve product quality. The container takes its name from the initial letters of the words in the motto "For Ecology, for Customers, for Originality." Switching to the ECO cup, made using paper, which is made from a natural renewable resource, resulted in a 22% reduction in CO₂ emissions.



2018

- 60th Anniversary of NISSIN FOOD PRODUCTS
- Debut of Manpuku TV drama on NHK



2016

Institution of the NISSIN FOODS Group's Medium-Term Business Plan 2021 and Start of the Plan for Achieving Market Capitalization of ¥1 Trillion

2011

Providing Cup-type Noodles to Assist Victims of the Great East Japan Earthquake

Cup-type noodles are convenient for use as emergency relief supplies. In 2011, the NISSIN FOODS Group supplied 2 million servings of cup-type noodles, including 1 million servings funded by donations from Group employees, to areas devastated by the Great East Japan Earthquake. We also deployed seven mobile kitchens equipped with hot water facilities, and employees spent a total of 27 days engaged in activities to assist victims by distributing 25,000 servings of cup-type noodles at evacuation centers.

2016

- Provision of 300,000 servings of cup-type noodles following the Kumamoto Earthquake

2017

- Introduction of CUP NOODLE NICE (→P. 16)
- Adoption of Nissin Group Policy on Sustainable Procurement (→P. 18)
- Application to join the Roundtable on Sustainable Palm Oil (RSPO) (→P. 18)
- NISSIN FOODS CO.,LTD. (NISSIN HK) on the main board of the Hong Kong Limited stock exchange

2019

- Projected completion of the next-generation smart factory, Kansai plant

2020

- Goal of ¥1 trillion market capitalization

2058

Becoming a centennial brand company

2008

- Transition to a holding company structure

2009

- Introduction of Cup Noodle Light due to the increasing demand for low-calorie products

2010

- Appointment of Koki Ando as chairman of the World Food Programme (WFP) (→P. 47)

2011

- Capital and business alliance with Frente Co., Ltd. (currently KOIKE-YA INC.)
- Opening of the CUPNOODLES MUSEUM (currently CUPNOODLES MUSEUM YOKOHAMA) (→P. 48)

2014

- Capital and business alliance with BonChi Co., Ltd.
- Completion of "the WAVE", a new research and development center (→P. 17)



The Desire to Provide Happiness in the Future as the World's Most Innovative and Unique Company

How will NISSIN FOOD PRODUCTS, which celebrated its 60th anniversary in 2018, pursue innovation in the coming decades as it looks ahead to its 100th anniversary? We asked NISSIN FOOD PRODUCTS President and Representative Director Noritaka Ando to describe his vision for the company 40 years from now.

Noritaka Ando

Executive Vice President & Representative Director, COO (Chief Operating Officer)
NISSIN FOODS HOLDINGS CO., LTD.
President & Representative Director
NISSIN FOOD PRODUCTS CO., LTD.

Our Corporate DNA —Carrying on the Spirit of the Founder

This year marks the 60th anniversary of the birth of Chicken Ramen, the world's first instant noodles, invented by NISSIN FOODS founder Momofuku Ando. *Chicken Ramen*, remains on the cutting edge of the market today, even after the passage of 60 years. This is a testament to the near-perfection of *Chicken Ramen* as a product, developed through a process that allowed little time for anything else. It is also proof of the product's strong brand power, the starting point of instant noodles, and a reminder of the greatness of Ando.

I served as personal assistant to Momofuku Ando for three years. What is especially memorable from my time under his daily tutelage is his devotion to the tenet "Create foods to serve society." This spirit of constantly innovating and creating food culture is our corporate DNA, inherited from the

founder and passed on for 60 years. Today, NISSIN FOOD PRODUCTS has reached the next stage of food culture creation. NISSIN FOOD PRODUCTS aims to carry on the spirit of Momofuku Ando by continuing to create a new food culture as we look ahead to our 100th anniversary in 2058.

The Pursuit of Food Safety, the Foundation for Unique Management

The tenet that "Food-related jobs are sacred professions" is the foundation for all business activities at NISSIN FOOD PRODUCTS, and the pursuit of the world's highest level of food safety reflects our ongoing commitment to this principle. Momofuku Ando often said, "Since each package of instant noodles is a meal eaten by our valued consumers, we must continue to be sincere in making flawless products." True to the founder's words, the company has made food safety the highest priority and positioned safety as an

irreplaceable, nonnegotiable point of emphasis. Space Ram, the world's first ramen noodle space rations, which Ando developed in 2005 at the age of 95, was carried into space aboard NASA's space shuttle. NISSIN FOOD PRODUCTS intends to continue making products that meet safety standards even more rigorous than those set by NASA.

Under the policy "What isn't enjoyable, isn't delicious," NISSIN FOOD PRODUCTS continuously creates and provides unique products. The foundation for this is the rigorous pursuit of safety and security based on our belief that food-related jobs are a sacred profession. NISSIN FOOD PRODUCTS can practice unique, distinctive business management only when safety has been assured.

Making the Leap "Beyond Instant Foods"

When Momofuku Ando saw a long line of people standing in the cold at a





ramen stall after the Second World War, he chose ramen noodles out of the desire to not only warm their bodies, but to warm their hearts, as well. In the belief that “Time is life itself,” he set out to develop instant noodles that could be easily prepared at home. Instant noodles, a product that has warmed people’s hearts and bodies, won’t disappear anytime soon. However, for NISSIN FOOD PRODUCTS to create a new food culture in the coming years, we must consider what constitutes value that makes people happy and what kind of added value would make the world more convenient and then develop products with those values in mind.

According to the United Nations, the world’s population will exceed ten billion in 2058, the 100th anniversary of NISSIN FOOD PRODUCTS. Global population growth has given rise to concern about resource depletion and food scarcity. However, we may be able to escape the risk of a food crisis and create a prosperous future by pursuing

innovation in food production through, for example, progress in biotechnology and food tech.

I want NISSIN FOOD PRODUCTS to become a company that in 2058, our 100th anniversary year, can leap beyond the concept of instant foods and create new innovations in people’s lifestyles as a pioneer in, for example, food that aids longevity or space rations and every aspect of food from kitchenware to cooking robots. This is the vision of “Beyond Instant Foods” to which I aspire.

Bringing Happiness to the World of Tomorrow

It is said that in 2058, humans may one day connect their minds by the Internet, that artificial intelligence (AI) will underpin medical care, and food products will be manufactured in plants using cell culture technology. Even so, further advances in robotics or reliance on AI will not change the basic human need

to eat. Food and food culture will not disappear. In that context, I believe that the mission of NISSIN FOOD PRODUCTS is to provide a series of food culture innovations adapted to the changing times.

NISSIN FOOD PRODUCTS aims to be the world’s most innovative and unique company, a company that devises and implements new ideas one after another. To achieve this, it is important for each employee to approach work with excitement. Creative ideas are born in moments of true enjoyment. It is my mission and desire that all employees of the NISSIN FOODS Group work happily, and that everything born of their creativity be unique and provide happiness to people, now and in the future.



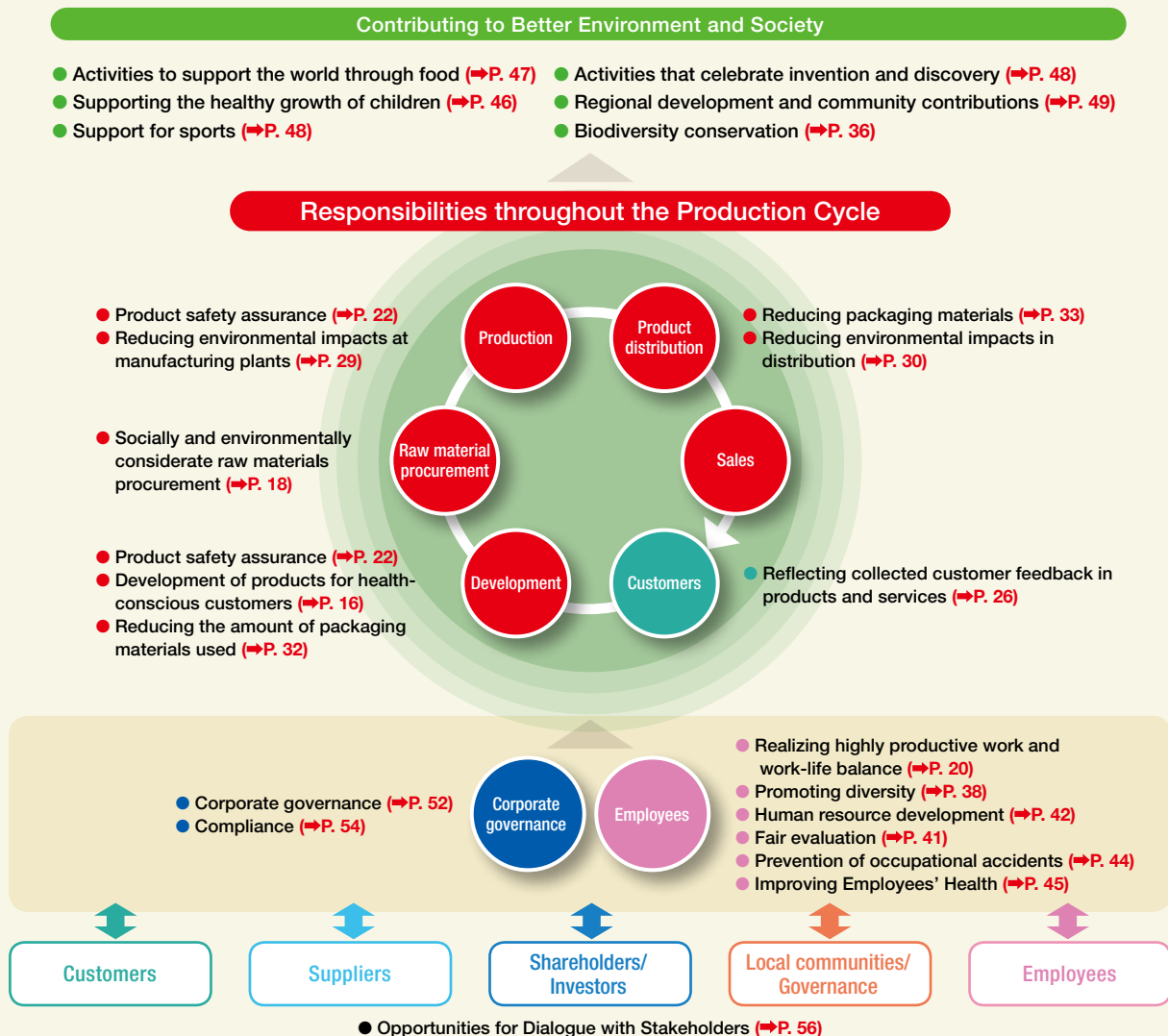
CSR in the NISSIN FOODS Group

The NISSIN FOODS Group consists of companies that create food products. We are keenly aware of our corporate social responsibilities, comply with relevant laws in the ordinary course of business, and act in accordance with social ethics in keeping with the spirit of founder Momofuku Ando. This spirit is expressed in four tenets: “Peace will come to the world when there is enough food,” “Create foods to serve society,” “Eat wisely for beauty and health,” and “Food-related jobs are a sacred profession.” (⇒P. 1)

The Responsibilities of the NISSIN FOODS Group

It is essential for the NISSIN FOODS Group, as a food products company, to develop safety management systems to provide customers with products that they can enjoy with confidence and peace of mind. In addition, we must reduce any negative impacts that might be produced by our business activities while actively increasing positive impacts on the environment and society.

The NISSIN FOODS Group has instituted a code of conduct, product-related policies, and environmental policies. In line with these policies, we are pursuing initiatives to fulfill our responsibilities at every stage, from development and raw materials procurement to the sale of products. A robust governance system and committed employees are essential for implementing these initiatives. In the conduct of business, the NISSIN FOODS Group heeds the voices of shareholders, consumers, employees, business partners, local communities and governments, and other stakeholders.





- 1 | The objective of our work is to place customer satisfaction first and to provide products and services which bring happiness to people's lives.
- 2 | We shall make efforts to be aware of corporate social responsibility, comply with laws and regulations and fair business practice, and enhance business activities with transparency.
- 3 | We shall be aware that we are corporate citizens, fostering high ethical standards and following common sense.



- Code of Conduct
- Voluntary Declaration of Consumer Orientation (⇒P. 22)
- NISSIN FOODS Group Environmental Charter
- Basic Policy on Environmentally Friendly Container and Packaging Design
- Basic Policy on Green Procurement
- Nissin Group Policy on Sustainable Procurement (⇒P. 18)

*Each policy is listed on our website. Please see P.57 for the link.

Helping Resolve Global Challenges

Climate change and hunger are global challenges. Our business may be affected by sharp increases in raw material prices due to bad weather, damage to production plants from natural disasters, or changes in consumer purchasing trends. At the same time, instant noodles, our mainstay product, make a convenient meal under almost any circumstances, since they have a long shelf life and are simple to prepare. The Group aims for an overseas operating income ratio of 30% or higher by fiscal 2021. Sales volume and sales channel expansion overseas can not only contribute to achievement of our business objectives, but also help resolve global challenges. The Group is reducing energy used in the course of business and improving productivity as climate change countermeasures and helping combat hunger by selling instant noodles and providing them free of charge in times of emergency.

To more thoroughly fulfill our responsibilities to society, the NISSIN FOODS Group signed the United Nations Global Compact in 2017. In addition to supporting the ten principles in the four areas of human rights, labor, the environment, and anti-corruption advocated in the Global Compact, we will engage in activities to help achieve the 17 Sustainable Development Goals (SDGs) and 169 targets to be met globally by 2030.

The Ten Principles of the UN Global Compact

	Human Rights	<p>Principle 1 Businesses should support and respect the protection of intentionally proclaimed human rights; and</p> <p>Principle 2 make sure that they are not complicit in human rights abuses.</p>
	Labor	<p>Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>Principle 4 the elimination of all forms of forced and compulsory labour;</p> <p>Principle 5 the effective abolition of child labour; and</p> <p>Principle 6 the elimination of discrimination in respect of employment and occupation.</p>
	Environment	<p>Principle 7 Businesses should support a precautionary approach to environmental challenges;</p> <p>Principle 8 undertake initiatives to promote greater environmental responsibility; and</p> <p>Principle 9 encourage the development and diffusion of environmentally friendly technologies.</p>
	Anti-Corruption	<p>Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery.</p>



FOCUS 01

Embodying the Principle “Eat Wisely for Beauty and Health”

“Eat wisely for beauty and health” expresses Momofuku Ando’s belief that a beautiful, healthy body is the product of a sensible diet. The NISSIN FOODS Group pursues food functionality and advocates a wise diet in keeping with the spirit of the company founder.

Greater Consciousness of Health

Average life expectancy is increasing, and a 100-year lifespan is said to be just around the corner. At the same time, according to a Ministry of Health, Labour and Welfare survey,*1 61.1% of Japanese people have anxiety about their own health. For instance, the number of persons with

diabetes and persons at risk of diabetes is estimated at approximately 10 million,*2 and disease, anxiety over health, and other factors have led to an increase in people’s health consciousness.

*1 Survey on Health Consciousness, Ministry of Health, Labour and Welfare (2014)

*2 National Health and Nutrition Survey, Ministry of Health, Labour and Welfare (2016)

Launch of Products for Health-Conscious Customers

The NISSIN FOODS Group provides products that meet the needs and preferences of customers concerned about health by developing products with lower carbohydrates, reduced sodium, nutrition reinforcement, and other health benefits.



Lower Carbohydrates

CUP NOODLE NICE
(NISSIN FOOD PRODUCTS)

A product with a rich flavor but 50% less fat and 40% less carbohydrates (176 calories)



Lower Carbohydrates

Myjo Low-Carb Noodles
(MYOJO FOODS)

50% fewer carbohydrates (less than 200 calories)



Lower Carbohydrates

Myjo Low-Carb Noodles Hajimeya
(MYOJO FOODS)

A product that retains the deliciousness of rich soup and noodles with 50% fewer carbohydrates



Lower Carbohydrates

GOROTTO GRANOLA Kinako-Flavored with Soybeans and 50% Fewer Carbohydrates
(NISSIN CISCO)

Granola with 50% fewer carbohydrates



No Animal Ingredients

Top Ramen made with no animal raw materials
(NISSIN FOODS (U.S.A.))

A product suitable for vegetarians because it contains no animal raw ingredients



Reduced Sodium

NISSIN DONBEI Kiwamidashi Series
(NISSIN FOOD PRODUCTS)

Delicious non-fried bag-type noodles with 30% less sodium



Zero Trans Fat

Nissin Lámen Light
(NISSIN FOODS DO BRAZIL)

A product with 25–30% fewer calories than *Nissin Lámen* and no trans fat



Lactic Acid Bacteria

PILKUL Multivitamin
(NISSIN YORK)

Made using *Lactobacillus casei* (NY1301 strain), which reaches the intestine alive, and containing 7 vitamins



Offering of Wellness Products with a View to a 100-Year Lifespan

In accordance with the principle of “Eat wisely for beauty and health” and out of a desire to support people’s health with the power of food, NISSIN FOOD PRODUCTS has offered a line of health food products under the NISSIN FOODS WELLNESS brand since January 2017.



Foods with Nutrient Function Claims*1

Allerlight Hyper
A lactic acid bacteria dietary supplement that contains REFLECT Lactic Acid Bacteria (T-21 strain)*2 and biotin



Foods with Nutrient Function Claims*1

Moist Fusion
A beauty supplement containing the beauty ingredients ceramide and sodium hyaluronate as well as zinc



Foods with Nutrient Function Claims*1

Lailah
A supplement containing folic acid, zinc, lactic acid bacteria (KT-11), vitamins, and minerals

*1 Foods with nutrient function claims: foods containing a certain amount (within a range of minimum and maximum amounts specified by the Japanese government) of specified nutritional ingredients (12 vitamins and 5 minerals) that can be labeled with the functions of these ingredients

*2 A lactic acid bacteria strain collected from cranberries on the Shiga Plain in Nagano Prefecture in 1990 by Professor Sanae Okada of Tokyo University of Agriculture that is being researched at the NISSIN FOODS R&D center

*3 Foods with function claims: foods labeled with function claims on the basis of scientific evidence, at the responsibility of food business operators



Foods with Function Claims*3

Deruno FIBER SMOOTHIE
A powdered drink containing 3.6 grams per serving of psyllium seed husk-derived dietary fiber, which regulates the stomach



Other health foods

Kiseki no Moringa Vegetable Powder
A vegetable powder made from 100% organically grown Moringa leaves and containing REFLECT Lactic Acid Bacteria (T-21 strain)*2



Other health foods

BIKEN YOW JUN SAN
A product containing three beauty and health ingredients: long pepper, Okinawa ginger, and citrus fruit



Other health foods

DHA+EPA+Quercetin
A supplement containing DHA, EPA, and quercetin, a polyphenol

Product Development that Balances Deliciousness and Health

Ever since its founding, The NISSIN FOODS Group has engaged in food product development focused on noodles and research related to food safety. In 2014, we relocated our laboratories to Hachioji City, Tokyo and changed their names to the NISSIN Global Innovation Center and the NISSIN Global Food Safety Institute (collectively known as “the WAVE”). In 2015, we established within the Global Innovation Center the Health Science Research Division, which analyzes food health and nutrition, taste, and physiological functions and also conducts research to create delicious, original products.

In fiscal 2018, we gave presentations on a lactic acid bacterium that improves skin function at the Japan Society for Bioscience, Biotechnology, and Agrochemistry and on *Lactobacillus bifidus*, which alleviates stress and fatigue, at the Japan Society of Nutrition and Food Science. We also engage in joint research with universities and fund a graduate program endowed chair in Taste Science at The University of Tokyo. In the future, we plan to respond to rising health consciousness and other customer and social needs by expanding product development beyond the instant noodles genre.

The NISSIN FOODS Group will continue to engage in product development that balances deliciousness and health.

FOCUS
02

Sustainable Procurement

The NISSIN FOODS Group will refine the traceability process we have implemented up to now to ensure quality and promote environmentally friendly, socially responsible raw materials procurement in accordance with the Group's sustainable procurement policy.

Environmental and Social Problems in Producing Areas

Problems lurk beneath the surface of the raw materials production process overseas, such as child labor, forced labor, poor working environments, and environmental burden in the vicinity of producing areas. Procurement of foodstuffs untainted by these problems is a requirement for the 2020 Tokyo Olympics.

Institution of Sustainable Procurement Policies

The NISSIN FOODS Group instituted the Basic Policy on Green Procurement in May 2007 and is promoting procurement of environmentally friendly raw materials. We are also

focusing on construction of a traceability system extending from raw materials to finished products and product shipment for the purpose of ensuring product quality. We use raw materials grown under contract, for instance the green onions and cabbage used by NISSIN FOOD PRODUCTS, and visit the fields to check cultivation records and agricultural chemicals use records. We identify the catch areas of much of the shrimp and cuttlefish we use and confirm matters such as compliance with closed seasons, fishing methods, catch limits, and child labor prohibition.

To strengthen these initiatives, in September 2017 we instituted the NISSIN Group Policy on Sustainable Procurement. This policy addresses food safety, respects the global environment and human rights, and proclaims our commitment to procuring legally produced raw materials.

Nissin Group Policy on Sustainable Procurement		
01 Food Security/ Food Safety	Confidence in food safety leads to a pleasant eating experience. The Nissin Foods Group has redoubled its efforts in food safety, which the Group has considered as a top priority issue since its foundation, by procuring raw materials from the standpoint of sustainability and traceability, providing security and delicious products to consumers.	<ul style="list-style-type: none"> • Analysis and testing of raw materials • Implementing quality assurance system and quality investigation activities • Strict observance of regulations related to products and their production • Provision of product information • Proper transportation and storage
02 Compliance with laws and regulations/ Ethical acts	The Nissin Foods Group is well aware of the social responsibility of the Company and has adopted a code of ethics in which compliance with applicable laws and regulations in daily operations and actions suitable in terms of social ethics are stipulated. For procurement, the Group complies with laws and regulations in each country and builds a fair, impartial and transparent relationship with partner companies, and ensures appropriate procurement activities. In addition, the Group manages confidential information and personal information related to procurement in an appropriate manner.	<ul style="list-style-type: none"> • Honesty of business • Prohibition of bribery • Corporate governance system • Maintenance of confidentiality, protection of personal information
03 Earth/ Environment	Environmental issues such as global warming and the depletion of water resources have a huge impact on stable food production. The Nissin Foods Group procures raw materials produced in consideration of the sustainability of the earth and environment, mitigating the burden on the environment (preventing deforestation and global warming, etc.), conserving limited resources, and maintaining the ecosystem (preventing overexploitation, conserving biodiversity, etc.). In addition, the Group strives to reuse limited resources by procuring renewable materials.	<ul style="list-style-type: none"> • Environmental management system • Waste management (promotion of zero emission) • Efficient energy use • Green procurement • Prevention of environmental pollution • Respect for biodiversity
04 Respect for human rights	All people are born free and are equal in terms of respect and rights. The Nissin Foods Group procures raw materials produced in consideration of human rights, working environment, and industrial health and safety, promoting the abolishment of forced labor, child labor, discrimination, and inhumane treatment, and fair business with respect for basic human rights.	<ul style="list-style-type: none"> • Prohibition on child labor • Prohibition on forced labor • Prohibition on discrimination • Prohibition on abuse/harassment • Securing of health and safety in work place
05 Co-existence with local communities	The Nissin Foods Group works to create prosperous communities through talks with stakeholders. For producers of raw materials to be able to shift to the sustainable production of resources, the Group supports the improvement in the work environment and living standard of producers, contributing to the development and economic independence of local communities. In addition, the Group strives to build favorable relationships with partner companies by strictly ensuring fair procurement/contracts.	<ul style="list-style-type: none"> • Contribution to society and local communities • Fair competition • Proper payment and benefit packages • Encouragement of sustainable activities



Procurement of Sustainable Palm Oil

Palm oil, extracted from the fruit pulp of the oil palms, is a raw material essential for the manufacture of noodles and confectioneries. It has a higher production yield per hectare and is less expensive than other vegetable oils, so it is used for a variety of applications. However, palm oil production can entail problems such as tropical rainforest destruction, ecosystem destruction, greenhouse gas emissions due to peatland fires, and violation of the human rights of plantation workers.

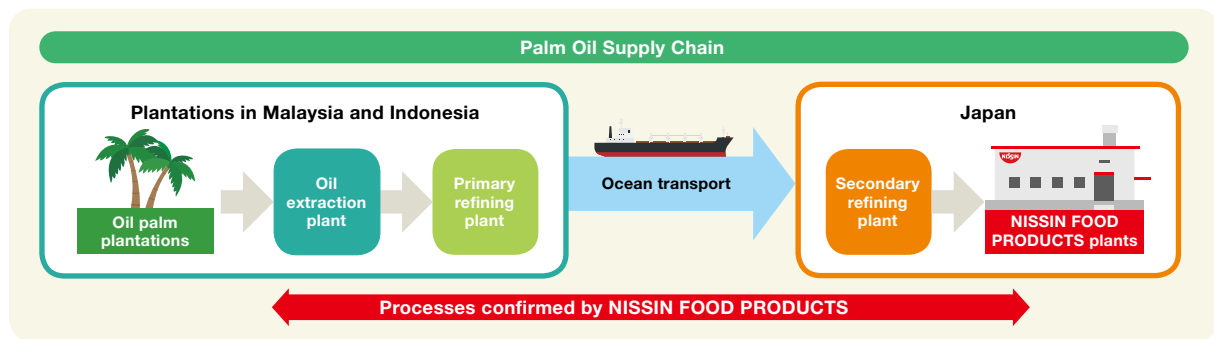
The NISSIN FOODS Group has long inspected oil extraction plants and primary refining plants, which are the sources of supply for the raw material palm oil used by the domestic refiners that supply the Group, and ascertained that they are not violating local laws. To strengthen this initiative and procure raw materials produced with due consideration given to deforestation prevention, biodiversity preservation, and human rights protection (certified palm



oil), in October 2017 NISSIN FOODS HOLDINGS joined the Roundtable on Sustainable Palm Oil (RSPO).*

NISSIN FOODS (U.S.A.) joined the RSPO in 2013, and Nissin Foods Kft. (Nissin Hungary) joined in 2016. Today, these companies use only RSPO-certified palm oil, equivalent to about 20% of the palm oil used by the Group.

*The RSPO, headquartered in Kuala Lumpur Malaysia, is a non-profit membership organization established in 2004 by palm oil producers, manufacturers, retailers, and environmental organizations. The RSPO certification mark is given to palm oil produced at RSPO-certified palm oil plantations and products distributed and processed by certified business operators. The RSPO promotes the production and use of sustainable palm oil, and currently some 3,500 organizations endorse the RSPO and engage in activities to promote sustainable palm oil.



Use of Soy Meat Alternatives

It is said that the livestock industry is the source of about 15% of the world's greenhouse gases. The methane gas and other gases emitted from livestock excreta and cow burps have an enormous environmental impact, in addition to that of the feed and water necessary for livestock production. Also, vegetable protein is attracting attention as a substitute for animal protein from the aspect of health.

In 2016 NISSIN FOOD PRODUCTS developed "soy beef," made using an original production process with soy protein as the main raw material, and began using it as a product ingredient. The company has subsequently developed soy pork and will continue to promote the use of soy meat.

Toward Realization of Sustainable Procurement

Supplier cooperation is important for realizing the aims of a sustainable procurement policy. Accordingly, we have publicized the NISSIN Group Policy on Sustainable Procurement to primary suppliers and obtained from them signed documents attesting that they have confirmed the policy. The NISSIN FOODS Group, as an EARTH FOOD CREATOR, will contribute to resolving environmental and social problems by selecting sustainable palm oil and other raw materials.

FOCUS 03

Realizing Efficient, Highly Productive Work

Outstanding human resources are essential for the growth of a company. The NISSIN FOODS Group is developing an environment and systems to enable employees to demonstrate their abilities to the fullest.

Problems Relating to the Work Environment

Japanese companies are plagued by the problems of low labor productivity and long working hours, a low paid leave utilization rate, early retirement because of the burden of childcare or nursing care, and a declining working-age population. It has been recommended that Japanese society as a whole solve these problems under the rubric of “work style reform.”

Introduction of Overtime Reduction Measures and Systems for a Supportive Work Environment

NISSIN FOODS HOLDINGS, NISSIN FOOD PRODUCTS, NISSIN CHILLED FOODS, and NISSIN FROZEN FOODS instituted the Smart Work 2000 project in fiscal 2018 as a part of work style reform. The project target is to reduce total annual working hours to less than 2,000 hours.

Prior to the start of the project in fiscal 2019, the companies conducted a trial run from September 2017 to March 2018. We designed programs and systems to improve employee work productivity and attain work-life balance, and set concrete targets aligned with the Smart Work 2000 target of less than 2,000 working hours. We changed the previous flextime system to a flextime system with no compulsory working hours and expanded application of the work-at-home program and half-day paid leave system to additional departments. To encourage employees to adopt efficient work styles, outside instructors conducted two seminars on overtime reduction and productivity improvement. We paid cash bonuses to employees of

departments that achieved their department-specific targets as motivation to achieve targets. Furthermore, we initiated a social contribution project to make donations to provide school meals in developing countries. (→ P. 50)

Idea Creation and Promotion of Interaction among Employees

In implementing Smart Work 2000, we introduced the Activity Based Working (ABW)* concept and aimed to create offices where employees can work efficiently and a workplace environment where ideas emerge.

Since many employees requested fewer meetings and a shift to paperless procedures, we established Five Rules for NISSIN Meetings as shared rules for shortening meeting times and curtailing waste of paper. Also, to ensure that new ideas are born in a free and flexible workplace environment, in January 2018 we started a casual day. In March 2018, we introduced the following new programs and spaces at the Tokyo head office.

- Introduction of a free address system
- Preparation of places where individuals can focus on work
- Preparation of several huddle spaces to facilitate conversation
- Preparation of nap areas

*A work style that allows workers to select working hours and workplaces according to their tasks or moods

Smart Work 2000: Total Annual Working Hours of Less than 2,000 Hours

Scope
of
Application

Employees of NISSIN FOODS HOLDINGS, NISSIN FOOD PRODUCTS, NISSIN CHILLED FOODS, and NISSIN FROZEN FOODS

Programs
and
Systems

- Shortening of regular working hours through extension of the lunch break by 15 minutes
- Flex-time system with no compulsory working hours
- Work-at-home program
- Program to pay cash bonuses to departments that have achieved their targets for reducing overtime and promoting taking of paid leave (excluding production departments)



Increasing Work Efficiency from a Systems Perspective

Receipt of the Comprehensive Information Technology Award

NISSIN FOODS HOLDINGS received the Comprehensive Information Technology Award, the highest award in the 35th Information Technology Awards 2017 (organizer: Japan Institute of Information Technology), as a company that has achieved results in management innovation utilizing IT. The award was conferred in recognition of the reduction of over 70% of the 180 business systems used by individual departments by carefully examining and eliminating unnecessary systems, and elimination of the 40-year old mainframe used by NISSIN FOODS HOLDINGS, NISSIN FOOD PRODUCTS, NISSIN CHILLED FOODS, and NISSIN FROZEN FOODS from internal computer rooms. These measures resulted in not only a significant reduction in operating expenses but also in reducing staff overtime, the creation of an environment that facilitates taking of paid leave, and boosting employee work efficiency.

Joint Development of a Suica Expense Settlement Service with JR-EAST

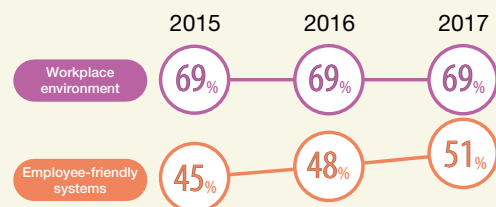
NISSIN FOODS HOLDINGS and East Japan Railway Company collaborated in 2011 on the development of an expense settlement service that utilizes Suica prepaid money card-use history data to automatically input information on train and bus fares and merchandise purchased

using the Suica system into an expense settlement system. Use of the service has increased the efficiency of inputting expenses by employees and expense settlement checking procedures in accounting departments and is contributing to work style reform.

Making Work More Pleasant

As a result of such measures, 80% of all departments achieved their targets in the second half of FY2018. In Smart Work 2000 efforts in fiscal 2019, we will further promote overtime reduction and taking of paid leave. We conduct an attitude survey covering Group employees in Japan once a year and will utilize the findings of the fiscal 2019 survey to verify the results of Smart Work 2000 and improve our work style reform initiatives.

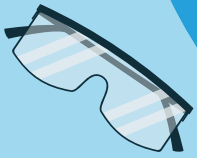
Percentage of employees who can be considered satisfied based on employee attitude survey findings



Support for balancing work and childcare/nursing care, and diversity initiatives (⇒P. 38)

Food Safety

The NISSIN FOODS Group states in its code of conduct: “Efforts shall be made to create and develop products and services which prioritize health and safety of the public” and “Products and services should not in any way harm the bodies and properties of consumers. Issues caused by such quality problems shall be addressed and solved promptly with good faith.” To make good on this promise, the Group is building a unique quality assurance system centered on the NISSIN Global Food Safety Institute. In November 2017, we announced the Voluntary Declaration of Consumer Orientation, as recommended by the Consumer Affairs Agency.



Product Safety Assurance

Quality Assurance Systems

The NISSIN FOODS Group has put in place a dual quality management system consisting of quality control at the production plants and inspection and analysis of raw and packaging materials and products at the NISSIN Global Food Safety Institute (“the Institute”).

The Institute analyzes raw and packaging materials for harmful substances, radioactive substances, and genetically modified agricultural products. For finished products, it conducts inspections to confirm nutrient components and the presence or absence of allergen contamination. In addition, the Institute conducts quality surveys at each stage, from raw materials to processing and production, and performs scientific testing of foreign matter, off-flavors, and off-odors reported by customers using the VOICE system. (→P. 26)

To ensure product safety, the Institute conducts audits of product manufacturing plants and raw and packaging materials plants based on NISFOS (Nissin’s Inspection Standards for Food Safety) and works to resolve any issues detected in plant audits by offering improvement proposals.

We are constructing the same quality control system used at the plants in Japan at the plants of all overseas Group companies. In fiscal 2018, we expanded the scope of allergen testing to cover not only domestically manufactured products, but also all products manufactured by overseas Group companies, and put in place a system for checking products for the presence or absence of allergens subject to labeling requirements overseas.

Acquisition of Third-party Certification

The NISSIN FOODS Group continues to strengthen its production-related risk avoidance and quality enhancement efforts at plants and business sites, which is exemplified by

holding such standards as the ISO 9001 international standard for quality management systems and the HACCP^{*1} food sanitation management system. In addition to ongoing efforts to acquire the ISO 22000 international standard for food safety management systems at all Group production sites, NISSIN FOODS Group is acquiring certification under

COLUMN

Formulation of the Voluntary Declaration of Consumer Orientation

The Voluntary Declaration of Consumer Orientation summarizes policies aimed at allowing us to become a company trusted by customers in the following areas: corporate governance assurance, basic customer response policy, activities to gather and utilize direct customer insights, enhancement of information provision to customers, and improvements and product development in response to the wishes of customers and society. It also declares that the Group strives to deliver products that are not only delicious, safe, and reliable, but also adapted to customers’ lifestyles. This includes environment- and health-friendly products and convenient products that save time and effort in food preparation.

→ The Voluntary Declaration of Consumer Orientation

<https://www.nissin.com/jp/about/csr/stakeholders/customer/declaration/>



FSSC 22000^{*2}, an international standard added to ISO 22000 that addresses food defense (initiatives to prevent the deliberate contamination of food products with foreign matter). In fiscal 2018, five more plants obtained FSSC 22000 certification, bringing the total number of certified plants and business sites to 19 in Japan and two overseas. Also, five overseas plants newly obtained ISO 22000 certification, bringing the total number of certified plants to 15 plants.

*1 HACCP (Hazard Analysis Critical Control Point)

*2 FSSC 22000 is a benchmark recognized by the Global Food Safety Initiative (GFSI) that integrates the ISO 22000 international standard for food safety management systems, ISO/TS 22002-1 (food manufacturing).

Activities to Enhance Quality Testing Proficiency at the Institute

The Institute holds certification for ISO/IEC 17025, the international standard for general requirements for the competence of testing and calibration of laboratories. Furthermore, to enhance the quality testing proficiency of plant personnel at the Group's domestic and overseas plants, the Institute evaluates the food analysis-related testing proficiency of all quality control staff members of the plants. Similarly, the Institute administers a microbiological testing proficiency evaluation examination twice a year and began administering an allergen testing proficiency evaluation examination in fiscal 2018.

Strengthening of the Quality Assurance System in China

Since 2006, the FOOD SAFETY EVALUATION & RESEARCH INSTITUTE CO., LTD. in Shanghai (the "Shanghai Institute") has performed quality assurance for product raw materials for use in China and raw and packaging materials for use in Japan utilizing the same analysis procedures as the Institute in Japan. In fiscal 2018, it introduced new analysis methods: for instance, methods developed at the Institute for simultaneous analysis of preservatives and for near-infrared spectroscopic analysis of fats and oils. Also, Shanghai Institute staff members periodically visit manufacturing plants across China to examine the manufacturing processes for raw and packaging materials.



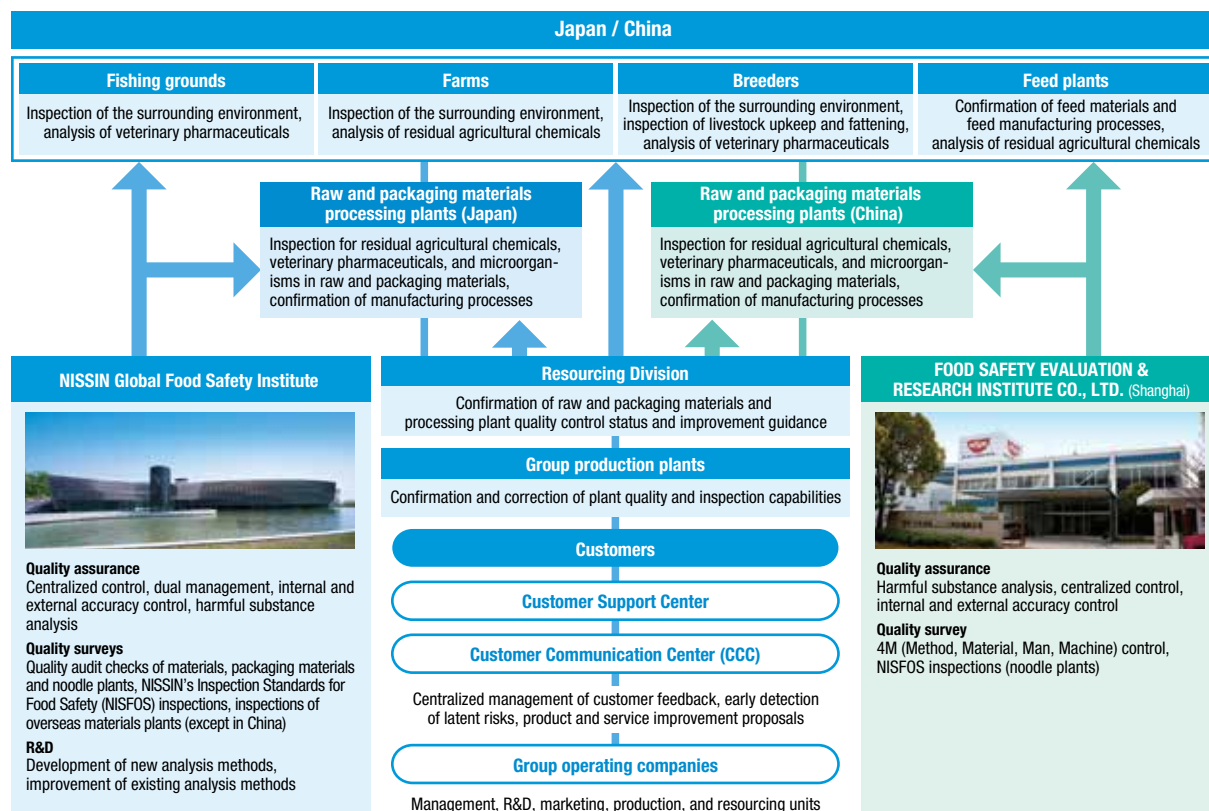
To commemorate its 10th anniversary, in December 2017 the FOOD SAFETY EVALUATION & RESEARCH INSTITUTE CO., LTD. in Shanghai held a symposium on food safety to promote the sound development of the instant noodles industry in China.

Procurement of Raw Materials

Analysis and Inspection of Raw Materials

The Institute analyzes raw materials for agricultural chemicals, veterinary drugs, and heavy metals. When no analysis methods exist, it independently develops analysis methods and

Quality Control System



equipment and utilizes them in quality assurance. In fiscal 2018, it developed a system capable of simultaneously testing for eight types of nuts subject to allergen labeling overseas (patent pending) and introduced simultaneous analysis using near-infrared spectroscopy to confirm the nutrient components in instant noodles, reducing the time required for analysis from 150 hours per month to about 24 hours.

Principal Analysis and Testing Technologies Independently Developed by the Institute

Item	Description
Inspection for food poisoning bacteria	Inspection based on genetic information for bacteria that cause food poisoning
Nissin's Analytical Systems for Residual Agricultural Chemicals (NASRAC) and Nissin's Analytical Systems for Veterinary Drugs (NASVED)	Analysis of 545 residual agricultural chemicals and 200 veterinary drugs
Nissin's Evaluation Systems for Mammalian Genotoxicity (NESMAGET), a system for testing for genotoxic carcinogens	Testing method that uses human cells to evaluate carcinogenic DNA damage
Nissin's Evaluation System for Tumor-Promoting Activity (NESTUP), a system for testing for carcinogenesis promoters	Testing method that uses cells to detect carcinogenesis promoters (tumor promoters)
Inspection for allergens	Simultaneous testing for eight nut allergens

Quality Control of Raw and Packaging Materials

The quality group, which specializes in quality control and is a part of the NISSIN FOODS HOLDINGS Resourcing Division, conducts supplier inspections using the Raw and Packaging Materials Manufacturing Plant Checklist. The list covers a total of 32 items relating to laws and ordinances, facilities, raw and packaging materials and water, manufacturing processes, product inspection, hygiene management, and other quality-related matters, and it provides guidance for improvement of raw and packaging materials suppliers' and contract manufacturers' factories, to strengthen the quality control of procured raw and packaging materials. In fiscal 2018, the Institute conducted on-site inspections of approximately 100 companies. It shares the inspection checklist with the Group's overseas operating companies for use by their inspectors in on-site plant inspections.

Information Sharing for Quality Improvement of Raw and Packaging Materials

To improve materials quality, beginning in fiscal 2018 a quality group in the NISSIN FOODS HOLDINGS Resourcing Division has begun holding quality training workshops twice a year for quality control managers and sales representatives of resource manufacturers in Japan. At the workshops, it shares case examples of problems that have occurred as well as improvement and prevention measures. In addition, it holds training workshops on specific themes for business partners as needed.

Initiatives in Manufacturing

Prevention of Contamination by Foreign Matter

The Group is introducing screening equipment at plants to prevent contamination by foreign matter. In addition to installing sieves, wind, color, and magnetic sorters and x-ray

inspection systems for use at the time of raw materials delivery, in fiscal 2018, the NISSIN FOOD PRODUCTS Shiga Plant installed a centrifuge that removes minute foreign matter in frying oil. Accompanying the start of pallet transport (→P. 30), the Shizuoka Plant introduced a pallet cleaning system to prevent foreign matter adhering to pallets from entering the plant. NISSIN FOODS INDIA has installed metal detectors for use in the packaging process on its manufacturing lines for mainstay products and x-ray inspection systems on two lines.

We practice rigorous hygiene management to prevent contamination of products by foreign matter. Plant employees place all personal items in designated lockers and wear specified uniforms to prevent head and body hair from entering the production area. Furthermore, employees enter the plant only after following a procedure involving use of an adhesive roller, hand washing, air drying, disinfecting with alcohol, shoe cleaning, and passing through an air shower.

Evaluation of the Manufacturing Plant Quality Control System

The Institute evaluates the status of manufacturing control at each manufacturing plant using five categories—food safety management, pest avoidance measures, manufacturing practices, maintenance (period inspection of equipment), and cleaning activities—and offers improvement proposals for any issues discovered during evaluation. In fiscal 2018, the Institute carried out quality inspection activities at a total of 233 plants: 163 in Japan and 70 overseas. To verify the effectiveness of quality control and improve it at each plant, the Institute also began quality inspection activities to check whether quality standards in raw and packaging materials acceptance and manufacturing process control standards are being followed and whether product audits are being correctly conducted.

Pre-shipment Product Inspection

To confirm whether manufactured products meet internal quality standards, the Institute carries out microbiological testing, acid value and peroxide value testing of frying oil, visual inspection, and weight checking. It conducts quality checks of product texture and flavor, such as sensory testing (sampling) by qualified food tasters.

Product History Management Covering from Raw and Packaging Materials to Manufacture and Shipment (Traceability)

1. Use of QR codes

The Group is building up a traceability system to enable tracing of product information, such as place of origin and producer.

To enable automatic tracing of the materials it sources from suppliers, NISSIN FOOD PRODUCTS attaches QR codes to outer cartons or inner bags and manages raw and packaging material information including lot number, manufacturing date, and supplier. It has also begun introduction of QR codes at overseas plants for raw and packaging materials delivered directly from manufacturers.

2. Installation of Quality Control Cameras

NISSIN FOOD PRODUCTS, NISSIN CHILLED FOODS, NISSIN FROZEN FOODS, MYOJO FOODS, NISSIN CISCO, NISSIN YORK, Bonchi and some other plants have installed a total of more than 6,000 quality control cameras. We have put in place a system capable of keeping track of product manufacturing time using camera images and X-ray picture records and have made it possible to determine the cause of any problem that occurs within 24 hours even for trace amounts of matter.

Information Sharing for the Purpose of Quality Improvement

NISSIN FOOD PRODUCTS holds bimonthly production technology meetings for the purpose of information sharing among the production plants, Production Division, Resourcing Division, and Global Food Safety Institute. The participants strive to improve quality by discussing matters such as quality issues and the horizontal deployment and standardization of technologies across plants. The company also holds bimonthly plant manager meetings in which the plant managers and representatives of the Production Division and other involved divisions participate.



Product Allergen Labeling

The NISSIN FOODS Group posts information on allergens contained in raw materials on its website. There are 27 raw materials identified as food allergens, including 7 specified raw materials for which labeling is mandatory under the Food Sanitation Act and 20 raw materials for which labeling is recommended, and the Group indicates all 27 items on the website. Customers can search products that contain or do

not contain the 27 allergens on the Group website (in Japanese).

NISSIN CISCO also sells *CISCORN BIG Plain*, a product that contains no allergens.



→ Allergen Search (in Japanese)

<https://www.nissin.com/jp/products/allergens/>

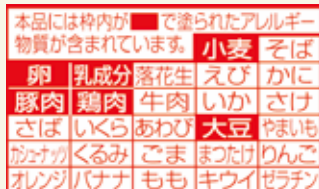
Allergen List Design Change

To make allergen lists easier to understand and read, NISSIN FOODS PRODUCTS is changing its packaging for all products to adopt a uniform design that indicates allergens by using white text against a colored background. NISSIN YORK has been sequentially adding a space to its packages for listing allergens contained in products (from a total of 27 allergens).

Before improvement



After improvement



Addition of Allergen Information on the Front of Packages

Since *Anpanman Ramen Assari Shoyu* and *Anpanman Oudon Yasashii Odashi* are products for small children, NISSIN FOODS PRODUCTS has added allergen information on the front of packages to make it more clear to consumers what allergens are present.



Use of Illustrations in Allergen Labeling

NISSIN YORK has changed the allergen labeling used for the *Apple Lactic Acid Bacteria* (65 ml x 10) and *Peach Lactic Acid Bacteria* (65 ml x 10) drinks to easy-to-understand illustrations. Since these products contain few allergens, the product packages include prominent illustrations that show only the allergens in the products.





Reflecting Collected Customer Feedback in Products and Services

Customer Response System

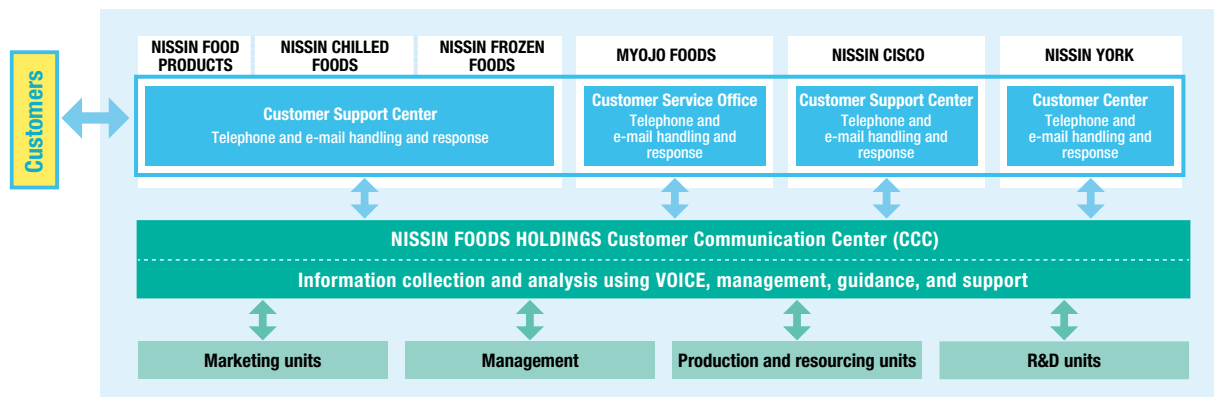
Opinions and comments from customers received at the customer support centers of six NISSIN FOODS Group companies (NISSIN FOOD PRODUCTS, NISSIN CHILLED FOODS, NISSIN FROZEN FOODS, MYOJO FOODS, NISSIN CISCO, and NISSIN YORK) are collected and analyzed at the NISSIN FOODS HOLDINGS Customer Communication Center (CCC), and the results are promptly fed back to management and the appropriate departments. Collected customer feedback is compiled in the customer support database, named VOICE, which can be searched by all

departments of any Group company. Then the feedback is applied to improve products and services, and utilized groupwide for customer satisfaction improvement.

The CCC has held the twice-monthly VOC (Voice of Customer) Meetings where the marketing, production, resourcing, and R&D units of NISSIN FOOD PRODUCTS, NISSIN CHILLED FOODS, and NISSIN FROZEN FOODS summarize and share customer feedback, make improvement proposals, and confirm progress of improvements.

The CCC sorts customer opinions and comments and the call reception situation at the customer support centers by category, shares the information among Group compa-

Customer Response System



Examples of Improvements from Customer Perspectives

Publication of Country of Origin Information on the Website

In response to requests from customers who want to know where raw materials are produced, we post country of origin (COO) information for the main raw materials used in each product on the NISSIN FOODS Group website. NISSIN FOOD PRODUCT, NISSIN CHILLED FOODS and NISSIN FROZEN FOODS include the website URL on product packaging to guide users to raw materials COO information (in Japanese).

Non-Microwaveable Versions of Products for China

Conventional *NISSIN Yi-mian* and *NISSIN Spaghetti* instant pasta products from NISSIN FOODS (CHINA) require heating in

a microwave oven, and some customers commented that this is inconvenient if they do not have a microwave. Accordingly, the company launched a version of *NISSIN Yi-mian* prepared with hot water.

Reducing Pack Sizes for Greater Convenience

Some customers suggested that a packaging format with a smaller individual pack size would be more convenient than the conventional format of four 23-gram individual packs of fried rice crackers per package. Accordingly, BONCHI launched *Kaisen Agesen Jyako Age Sen*, *Uni Age Sen*, and *Ebi Age Sen* in convenient packages containing six 14-gram individual packs.



nies, offers improvement proposals to the departments in charge, and confirms the status of improvement. In fiscal 2018, 56 of the CCC's improvement proposals were successfully reflected in product development.

New Telephone System for Improving Customer Service Quality

The customer support centers began introducing a cloud-based virtual telephone reception system in February 2018. Introducing the system at all Group companies will enable the CCC to centralize management of the call reception situation and response content, which will lead to improvement in customer service quality. The CCC is also putting

together a structure for handling emergency situations, so that calls can get through at any time.

Customer Satisfaction Survey

When we send a customer a report of results from an investigation in response to a criticism received at a customer support center, we include a customer questionnaire with questions to measure satisfaction with the response of the customer support center representative. We utilize the collected responses as a guideline for improving customer satisfaction.



Easy-to-Understand Typography

There are individual differences in human color perception, and text may be difficult to read due to text color, size of font, color combinations, or contrast. The NISSIN FOODS

Group has adopted the Universal Design (UD) concept to ensure that label information, such as raw materials lists and preparation methods, is easy to read.

Making Packages Easy to Read by Using Blue Text against a White Background

CUP NOODLE Seafood Noodle from NISSIN FOOD PRODUCTS uses the brand colors blue and orange on a white cup. However, some customers pointed out that they have trouble clearly seeing orange and yellow text against a white background. Accordingly, the company has changed to a standardized format of blue text against a white background for the CUP NOODLE brand as a whole. It has also moved the precautions printed on the package to a more prominent location.



Making Microwave Heating Time Information More Readable

Some customers pointed out that the text indicating the microwave oven heating time included in the cooking instructions on the packages of NISSIN FROZEN FOODS' frozen pasta and udon noodles was small and hard to read. Accordingly, at the time of product renewal the company enlarged the cooking instructions and changed the "Approximate Cooking Time" information to be in large black text against a white background. It also switched to a universal design font for the text.



The voluntary recalls in fiscal 2018

In fiscal 2018, there were six voluntary recalls in the Group. We deeply apologize for the great inconvenience and concern this caused to our customers. We will work to further strengthen quality control by means such introducing new inspection systems to ensure that such cases do not occur in the future.

*Details are reported on the NISSIN FOODS Group website (in Japanese).

Environment

In the NISSIN FOODS Group Environmental Charter, the Group sets forth the principle “Seek harmonious coexistence with society and strive for improvement of the global environment.” In fiscal 2016, the Group set Medium-Term Environmental Targets for FY2021. In accordance with this policy and targets, we are working to reduce environmental impacts in manufacturing and throughout product life cycles.



Environment Management

Environmental Management System

Environmental conservation activities by the NISSIN FOODS Group are coordinated by the Environmental Council, which is chaired by the COO of NISSIN FOODS HOLDINGS. The Environmental Council sets group-level environmental policies and also deliberates on important matters relating to environmental targets and activities, which gathers the heads of environmental management to share information among the Group plants in Japan. In addition, staff members in each business area also convene working group meetings as required.

Companies in the NISSIN FOODS Group place great importance on the achievement of certification under ISO 14001, which is the international standard for environmental management systems.

【Progress toward Medium-Term Environmental Targets for FY2021】

Targets	Results for fiscal 2018
30% reduction in greenhouse gas (CO ₂) emission from business operations* ¹	25.3%
Maintenance of waste recycling rate of 99.5% or higher	99.6%
100% ISO 14001 certification rate at Group plants* ²	69.2%
Improvement of environmental manager qualifications (Eco Test pass rate of 100%)* ³	41.7%

*¹ Reduction target per unit of output at domestic business sites subject to reporting (compared to fiscal 2006)

*² Certification rate at manufacturing plants in Japan and overseas subject to inspection (at the time of target setting)

*³ Including alternative qualifications, such as Environmental Planner certification

To implement groupwide environmental management activities, the Environmental Promotion Division has been conducting surveys at factories in Japan about environment-related regulatory compliance and environmental management based on the NISSIN FOODS Group’s own standards (RISEA*). Results from these RISEA surveys are fed back to each plant and used to monitor subsequent improvements. In fiscal 2018, 28 factories were subject to RISEA standards, and RISEA surveys were conducted at 10 of these factories. In fiscal 2019, the Division will conduct plant surveys and offer advice based on RISEA, revised in accordance with ISO 14001: 2015, with an added perspective of energy conservation to achieve the 2020 environmental targets.

*RISEA (Food Safety Research Institute’s Inspection Standards for Environmental Activities)

Group Companies with ISO 14001 Certification

Japan	NISSIN FOOD PRODUCTS (Kanto Plant, Shizuoka Plant, Shiga Plant, Shimonoseki Plant), MYOJO FOODS (Head Office, Research Center), NISSIN CISCO (Tokyo Plant, Osaka Plant), NISSIN YORK (Kanto Plant, Kansai Plant), SAPPORO NISSIN, NISSIN PLASTICS (Kanto Plant, Shiga Plant), HIGASHINIHON MYOJO (Saitama Plant), NISHINIHON MYOJO (Kobe Plant), UNI-STAR, SAITAMA NISSIN FOOD PRODUCTS, SHIKOKU NISSIN FOOD PRODUCTS, NISSIN F.D. FOODS, AJINIHON, KAGAWA NISSIN FOOD PRODUCTS
Overseas	NISSIN FOODS DO BRASIL, NISSIN FOODS (Hong Kong), WINNER FOOD PRODUCTS, ZHUHAI GOLDEN COAST WINNER FOOD PRODUCTS, GUANGDONG SHUNDE NISSIN FOODS, FUJIAN NISSIN FOODS, ZHEJIANG NISSIN FOODS, NISSIN FOODS VIETNAM, NISSIN FOODS (THAILAND) CO., LTD.

As of May 2018

Scope 3 Calculation

To ascertain greenhouse gas emissions throughout the supply chain and take appropriate measures to address processes with high environmental impacts, in fiscal 2018 we calculated Scope 3^{*1} for the previous fiscal year for NISSIN FOOD PRODUCTS and four plants^{*2} directly controlled by NISSIN FOOD PRODUCTS. The results showed that Scope 3 emissions are approximately 720,000 tons, or approximately 87% of total Scope 1, 2, and 3 emissions. Category 1: Purchased goods and services accounted for most Scope 3 emissions. Since reducing the weight of packaging materials contributes to CO₂ reduction not only for Category 1, but also for Category 4: Upstream transportation and distribution, Category 9: Downstream transportation and distribution, and Category 12: End-of-life treatment of sold products, in fiscal 2019 and beyond we will pursue further CO₂ reduction through packaging materials weight reduction and materials conversion. We also plan to expand

the scope of Scope 3 calculation to the entire Group.

*1 Scope 3 includes 15 categories of a company's indirect greenhouse gas emissions.

*2 Kanto Plant, Shizuoka Plant, Shiga Plant, Shimonoseki Plant

Environmental Pollution Prevention

Each NISSIN FOODS Group plant has set voluntary standards more rigorous than those stipulated in regulations and ordinances for sulfur oxides (SOx) and nitrogen oxides (NOx), causes of air pollution, and for biochemical oxygen demand (BOD) and chemical oxygen demand, indicators of water pollution, and each plant monitors the values of these indicators. Also, we have formulated an emergency response procedures manual to prepare against damage to plant facilities and outflow of environmental pollutants into the surrounding area and periodically conduct drills that envision emergency situations. There were no major pollution-related accidents or lawsuits in fiscal 2018.



Reducing Environmental Impacts at Manufacturing Plants

Reducing CO₂ Emissions

CO₂ reduction also contributes to cost reduction. The NISSIN FOODS Group is reducing CO₂ emissions by, for example, introducing energy-saving facilities such as LED lighting and lighting with motion sensors, installing heat pump facilities, and reusing heat energy.

inspections and periodic inspections performed by external specialist organizations in accordance with the Fluorocarbon Emission Control Law. Also, we are incrementally moving away from the use of alternative fluorocarbons (HCFC refrigerants such as R-22) in order to completely eliminate their use by 2020.

NISSIN F.D. FOODS, which manufactures dry ingredients for cup-type noodles, introduced freezers that use natural refrigerants (ammonia and CO₂) for its vacuum freeze driers in February 2017. As a result, all of its large freezers now use natural refrigerants.

Fluorocarbon Leakage Prevention

To prevent fluorocarbon leakage, the Group conducts simple

Energy-Saving Initiatives at Manufacturing Plants in FY2018

Energy Conservation Measures for Facilities		Annual Amount of CO ₂ Reduction Effect (t)
NISSIN CISCO Tokyo Plant	Conversion of 46 product warehouse lighting fixtures from fluorescent tubes to LEDs	6
	Conversion of equipment used at a wastewater treatment plant that purifies water to inverter-controlled equipment	13
NISHINIHON MYOJO	Conversion of 398 fluorescent lighting fixtures to LED lighting	2
NISSIN FOOD PRODUCTS Kanto Plant	Introduction of an independently developed high-efficiency multi-stage steamers for steaming noodles	110
NISSIN FOOD PRODUCTS Shizuoka Plant	Update of a cooling system that produces chilled water to a high-efficiency version and reduction of annual electricity use by 240,000 kWh	92
	Use of output from operation of a cogeneration system for 132 days as 870,000 kWh of electricity and 1.21 million kg of steam	925
SAITAMA NISSIN FOOD PRODUCTS	Use of hot water from an installed EcoCute system as kettle supplementary feed water for noodle boiling, and 9.4% decrease in gas use for boilers	400
Fuel Conversion		
NISSIN CISCO Tokyo Plant	Partial conversion of fuel from butane to utility gas	102
Heat Pump Installation		
NISSIN CISCO Osaka Plant	Use of heat pumps as replacements for heaters and boilers previously used as heat source equipment	13
Reuse of Heat Energy		
NISSIN FOOD PRODUCTS Shizuoka Plant	Reuse in the steaming process of boiler steam used in the oil heating process	107
Heat Insulation Paint		
NISSIN CISCO Tokyo Plant	Painting of the approximately 3,000 m ² roof of the No. 2 Plant with heat insulation paint	4

COLUMN

Initiatives at Overseas Operating Companies

The overseas operating companies comply with regulations, prevent environmental pollution, and engage in environmental conservation activities in accordance with the circumstances of the individual country and business site.

NISSIN FOODS VIETNAM has established the Environmental Management System (EMS) Committee and is monitoring electricity consumption, boiler steam generation, and water consumption and taking measures to reduce consumption. Indo Nissin Foods has been introducing biomass fuels, mainly palm shells. The plants in China and Indonesia have completed fuel conversion from heavy oil to natural gas. NISSIN FOODS (THAILAND) has converted plant interior and exterior lighting to LEDs. The ZHUHAI GOLDEN COAST WINNER FOOD PRODUCTS production plant recovers flash steam and reuses it in boilers. This has resulted in CO₂ emissions reduction of 772 tons. NISSIN FOODS (U.S.A.) has introduced software at its offices to shift to paperless procedures and is striving to raise awareness of the environment by installing an EV recharging stand in its parking lot.



Reducing Environmental Impacts in Distribution and Company Vehicle Use

Reducing Transport Distance

NISSIN FOOD PRODUCTS aims to shorten transport distance by manufacturing and selling at locations near consumer regions. It is reviewing production planning, such as plant and production item selection, and improving and modifying facilities and production patterns. It has increased the number of manufacturing sites for the cups used for *Nippon Meshi Sukiyaki Beef Rice* and *Curry Rice*, using a site in Shizuoka in addition to the one in Shiga, and the cups used for the *U.F.O.* series, using a site in Saitama in addition to the one in Nara. This has made possible supply to the greater Kansai and Kanto regions.

MYOJO FOODS has reviewed the method of transferring items from the Saitama Plant to multiple warehouses in the Kansai region and linked this activity to reduction of product transfer between warehouses. This has reduced cargo transport volume by approximately 5,000 ton-kilos.*

NISSIN YORK offers dairy products and lactobacillus drinks, which are products manufactured and delivered daily. In fiscal 2018, the company consolidated small delivery sites in its Tohoku region distribution network into a single site in Iwate. This has not only shortened transport distances, but also reduced product inventory loss at the site to one third.

*A unit of freight traffic—1 ton-kilo = 1 ton of freight transported for 1 kilometer

COLUMN

Promoting Pallet Transport and Easing Driver Burden at NISSIN FOOD PRODUCTS

NISSIN FOOD PRODUCTS has changed from manual truck loading to the use of plastic pallets in trunk line transport from plants to distribution warehouses. This has reduced the time required for loading or unloading from the previous 2 hours to 20 to 30 minutes (each way). Shortening loading, unloading, and waiting times reduces the total time drivers spend at work sites. The change applies to cargo shipped from the Shimono-seki, Kanto, and Shizuoka Plants beginning in 2017 and from the new Kansai Plant, which will begin partial operation in August 2018. The logistics industry is facing a driver shortage, and NISSIN FOOD PRODUCTS is contributing to reducing work and improving the work environment for drivers by pursuing greater distribution efficiency to secure a stable means of product transportation.



Joint Delivery within the Group and with Non-group Companies

Joint delivery by the Group's operating companies contributes to environmental impact reduction by increasing load efficiency and reducing the number of vehicles required for delivery. NISSIN FOOD PRODUCTS, MYOJO FOODS, and NISSIN CISCO deliver jointly in Hokkaido and Kyushu, and NISSIN FOOD PRODUCTS and MYOJO FOODS deliver jointly in the Tohoku, Chubu, Shikoku, and Chugoku regions.

Since June 2017, NISSIN FOOD PRODUCTS has utilized joint delivery of instant noodle products together with Suntory alcoholic and non-alcoholic beverages to wholesalers in the Obihiro area of Hokkaido. NISSIN FOOD PRODUCTS' lightweight products and Suntory's heavier products are suited to consolidation, and since demand for these products differs in summer and winter, both companies benefit from flexibility in the use of warehouse space.

Promotion of Modal Shift

We are implementing a modal shift from trucking to ship and rail transportation.

NISSIN FOOD PRODUCTS uses ships to transport freight from the Shimonoseki Plant to the logistics centers in eastern Japan and has implemented a modal shift for a great

majority of freight on this route. In fiscal 2018, the modal shift ratio on a ton-kilo* basis increased by 0.4 points year on year to 29.7%, reducing annual carbon dioxide emissions by approximately 590 tons.

MYOJO FOODS is implementing a partial modal shift for transportation of freight from its Saitama Plant and Kobe Plant to its Kyushu logistics center, and in fiscal 2018 rail transport volume from the Kobe Plant increased by 15% year on year.

NISSIN FROZEN FOODS transports freight by sea from SAITAMA NISSIN FOOD PRODUCTS to the Kyushu area and in May 2017 began rail container transport of some freight on the same route.

Initiatives Related to Company Vehicle Use

Company vehicles used in business operations are selected for their excellent environmental performance. We use hybrids and other vehicles that meet the highest exhaust emission standards. In fiscal 2018, our six business companies* achieved 100% utilization of environment-friendly vehicles. Employees are encouraged to use eco-driving techniques, including the avoidance of rapid acceleration or braking, and to use public transportation if available.

*NISSIN FOOD PRODUCTS, NISSIN CHILLED FOODS, NISSIN FROZEN FOODS, MYOJO FOODS, NISSIN YORK, NISSIN CISCO



Reducing Water Usage

The production plants are working to reduce water usage. They are reducing the use of water necessary for manufacturing processes and striving to reuse water used for cooling in manufacturing processes and for other purposes for equipment washing.

The NISSIN FOOD PRODUCTS Shizuoka Plant has reduced annual water usage by 87 tons by replacing the equipment it used for removing frozen food products from molds and changing its cleaning methods. The NISSIN YORK Kanto New Plant, completed in May 2017, is reducing water usage by approximately 15 tons per day by recovering drainage water (high-temperature water whose heating function is complete) generated from steam, used in sterilization and other processes, and reusing it as boiler water. The plant has also reduced water usage by 9,931 tons per month by recovering water used for product liquid cooling and using it to wash equipment. The NISSIN FOODS DO BRAZIL Gloria do Goita Plant has been reusing plant wastewater for outdoor cleaning and lawn watering since October 2017, reducing daily water usage by four tons.

COLUMN

Reducing Household Wastewater at NISSIN CHILLED FOODS

NISSIN CHILLED FOODS sells home-use noodle products that do not entail disposal of hot water after boiling the noodles. Soup is made using the hot water by simply adding liquid seasoning. These products were made possible through the use of the company's original fresh noodles that do not compromise the flavor of the soup.





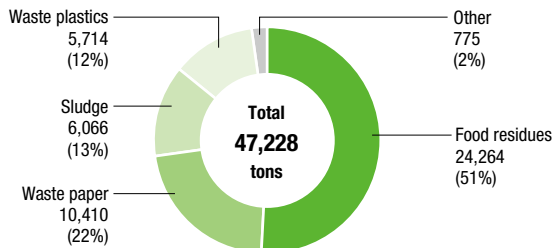
Reducing Waste

The NISSIN FOODS Group is working to achieve zero emission status by reducing product loss that occurs in production processes and promoting recycling. Food residues, which make up the bulk of waste from our plants, are reused in animal feed and as fertilizers. We are also reducing sludge by improving wastewater treatment facilities and recycling mixed waste.



Exhaustive sorting of waste at a plant

Waste by Type at Group Manufacturing Plants in Japan



Reducing Raw Materials Waste

At NISSIN FOOD PRODUCTS, occasionally a problem would occur in the process of filling cups and attaching lids that resulted in ingredient filling failure. The amount of ingredients wasted as a result was reduced through individual control of ingredient filling.

NISSIN FOOD PRODUCTS and MYOJO FOODS share raw ingredients inventory information. They strive to avoid wasting raw materials by transferring raw materials between the companies when certain products are discontinued and their raw materials are no longer needed.

Reducing the Amount of Packaging Materials Use

As part of reducing the environmental impact of packaging, the NISSIN FOODS Group adopted the Basic Policy on Environmentally Friendly Container and Packaging Design. Under this policy, we contribute to the creation of a recycling-based society by reducing, reusing, and recycling resources (the 3Rs). The Group is reviewing product sizes, working to reduce individual packaging and container packaging, switching to trayless packaging, and using simplified packaging.

NISSIN FOOD PRODUCTS uses polystyrene foam sheets when forming *Donbei* containers. By reorienting the way the containers are cut out, the company increased the number of containers cut at one time from 36 to 42 containers. This had the effect of reducing polystyrene foam use by 118 tons per year. Also, since non-fried noodles tend to bend while still warm, the process of inserting them into bags was often difficult and resulted in wasted bags. By forming bricks before the noodles cool, the company facilitated filling and reduced packaging material waste.

NISSIN FROZEN FOODS has switched to trayless packaging for nearly all noodle products sold under its own brands. For its pasta and *yakisoba* products, switching to noodles packaged directly with the toppings has reduced use of raw material for liquid sauce packages.

NISSIN CISCO previously inserted a plastic bag inside *CISCORN BIG* cornflake boxes. It has now eliminated the box and changed to plastic zipper stand-up pouches, reducing paper use by approximately 1,200 tons per year.



Effective Use of Resources through Recycling

At the NISSIN CISCO Tokyo Plant, plastic containers used for flavorings become fuel through thermal recycling. In this way, three tons of waste plastic are recycled per year. Molasses, left over from the manufacturing process, is sold and recycled. Through these measures, the NISSIN CISCO Tokyo Plant increased its food waste recycling ratio year on year from 99.2% to 99.7%.

Instead of incinerating paper bags that previously contained chocolate raw materials, the NISSIN CISCO Osaka Plant now sells them to be recycled as used paper. This has increased the plant's waste recycling ratio by one point.

Sale of Refill Products

NISSIN FOOD PRODUCTS sells refill products. These products, designed to be eaten from mugs, enable reduction of the amount of trash generated with each meal. As of May 2018, the company sells three *CUP NOODLE* items, one *Chicken Ramen* item, and two *Nissin-no-donbei* items.



Use of Materials with Low Environmental Impact

NISSIN FOOD PRODUCTS uses paper for all vertical-format containers, including *CUP NOODLE* containers (the ECO cup). Use of the ECO cup is spreading at the Group's overseas operating companies.



Sale of Long Shelf-Life Products

NISSIN FOOD PRODUCTS sells two products with a shelf life of three years in limited quantities. Placing an oxygen absorber in a can to remove oxygen and then suppressing moisture enables extension of the best-before date beyond that of ordinary instant noodles. Since the products have a long shelf life, they are suitable for use as emergency supplies.



Reducing Packaging Materials

The Group is reducing materials use by decreasing the size of cardboard shipping containers. NISSIN CISCO has reduced the size of cardboard used for *COCONUT SABLE* shipping cases, reducing annual cardboard usage by 36 tons. MYOJO FOODS reviewed the size of cardboard used for *CHUKAZANMAI* bag-type noodle shipping cases, reducing annual cardboard usage by 1.3 tons. We have also increased the number of cup-type products per shipping case by packing them in an alternating standard (lid up) and inverted (lid down) configuration.

Recycling of Containers and Packaging

In Japan, companies that use packaging materials are obligated to recycle packaging materials under the Containers and Packaging Recycling Act. NISSIN FOOD PRODUCTS, MYOJO FOODS, NISSIN CISCO and NISSIN YORK outsource the recycling of plastic, paper and other materials from containers and packaging to the Japan Containers and Packaging Recycling Association, and pay recycling fees for the items recycled in accordance with the weight of products manufactured and sold. Collected recyclable materials sorted from municipal household garbage are used to produce such things as pallets, imitation wooden logs, benches, and reconstituted paperboard by recycling companies.

Appropriate Disposal of Waste

All NISSIN FOODS Group companies dispose of industrial waste according to the Industrial Waste Manual, which is an important set of regulations for the Group. We outsource disposal of industrial waste to disposal contractors. Agreements with industrial waste disposal contractors are always based on the format stipulated by the NISSIN FOODS Group. We also check and assess contractors' sites using our own contractor checklist. In addition, agreements, waste manifests, waste quantities, and other data are regularly forwarded to the Environmental Promotion Division for double-checking.

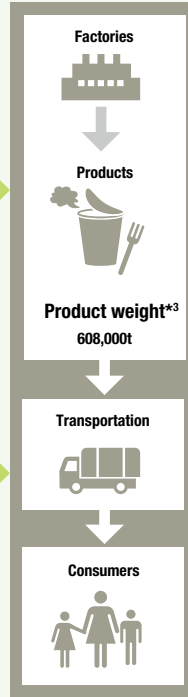
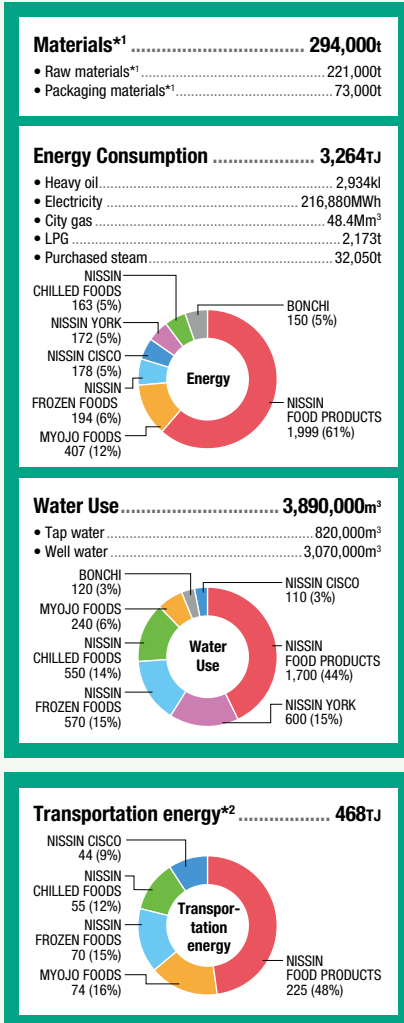
Waste materials in product form are in principle collected by packer trucks. If this is not possible, they are collected using standard trucks with members of our staff present at all stages from collection and transportation through to arrival at disposal sites. The photographs showing the material being incinerated or crushed must be retained for five years, together with the manifests.



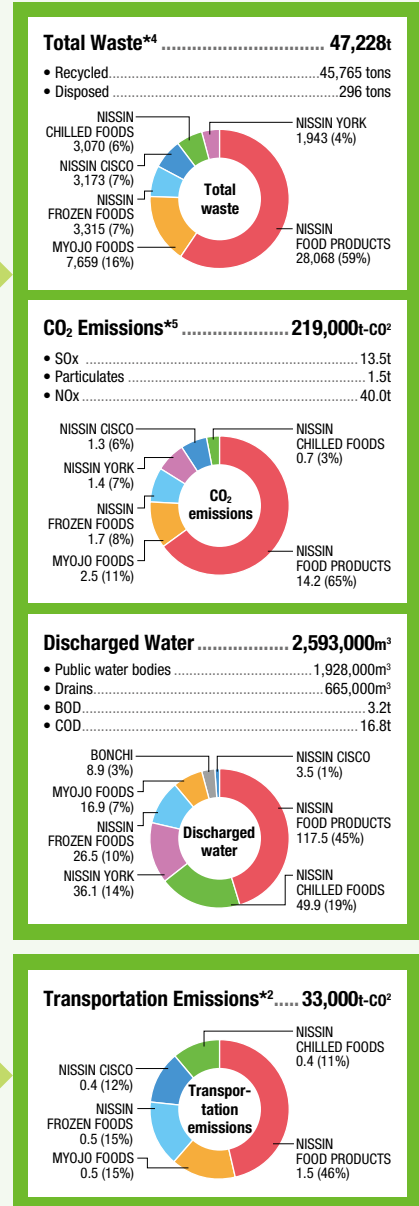
Environmental Data

Manufacturing Plants in Japan

INPUT



OUTPUT



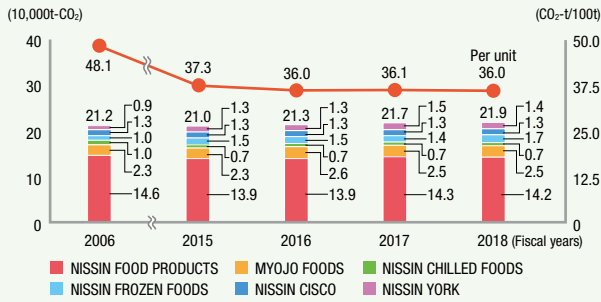
● Scope:
Manufacturing Plants in Japan: NISSIN FOOD PRODUCTS, SAPPORO NISSIN, AJINIHON, NISSIN PLASTICS, NISSIN F.D. FOODS, KAGAWA NISSIN FOOD PRODUCTS, HIGASHIHOH MYOJO, NISHIHOH MYOJO, UNI-STAR, SAITAMA NISSIN FOOD PRODUCTS, SAGAMI FRESH, SHIKOKU NISSIN FOOD PRODUCTS, TAKAMATSU NISSIN FOOD PRODUCTS, MIE NISSIN FOOD PRODUCTS, NICKY FOODS, NISSIN CISCO, NISSIN YORK, BONCHI
Manufacturing Plants overseas: Consolidated subsidiaries*6

*1 Data for raw materials applies to NISSIN FOOD PRODUCTS and SAPPORO NISSIN, and data for containers and packaging materials to NISSIN FOOD PRODUCTS and MYOJO FOODS.
*2 Transportation data which covers transportation of products from plant to wholesaler refers to NISSIN FOOD PRODUCTS, NISSIN CHILLED FOODS, NISSIN FROZEN FOODS, MYOJO FOODS and NISSIN CISCO.
*3 Product weight data does not include data for UNI-STAR, SAGAMI FRESH and BONCHI.
*4 Waste data does not include data for BONCHI. The waste data and recycling rate for fiscal 2006 do not include data for MYOJO FOODS.
*5 CO₂ emissions data does not include data for UNI-STAR, SAGAMI FRESH and BONCHI.
*6 Does not include data for NISSIN YILDIZ GIDA SANAYI VE TICARET A.S.

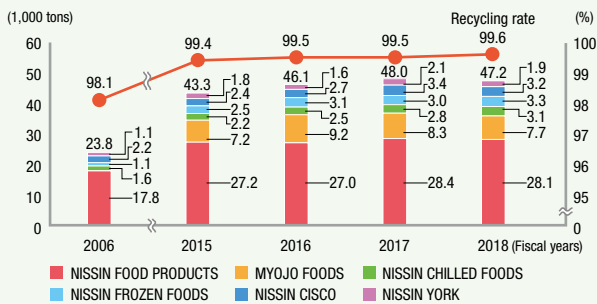
● Calculation methods:
CO₂ emissions from the production division are calculated according to the Act on Promotion of Global Warming Counter Measures.
CO₂ emissions for electricity use in Japan are calculated using emission factors for the previous fiscal year disclosed by electric power companies.
CO₂ emissions for overseas electricity use are calculated using country-specific emissions factors from the International Energy Agency.
Estimated data is used for overseas manufacturing plants where complete data was not available.
The thermal energy conversion factor for Japan and overseas electricity use is 3.6 (GJ/MWh).
Logistics-related emissions are calculated according to the provisions of the Act on the Rational Use of Energy.

● Because the figures have been rounded up or down, grand totals may not exactly match the sum of totals for individual companies, and the sum of percentages may not add up to 100%.

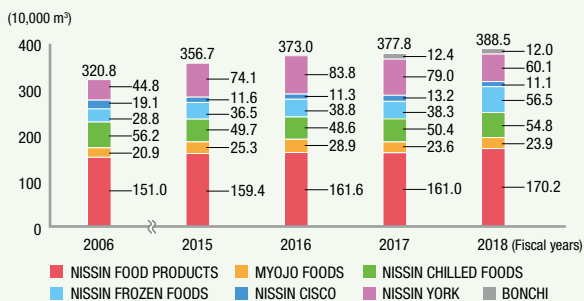
CO₂ Emissions/CO₂ Emissions per Product Weight



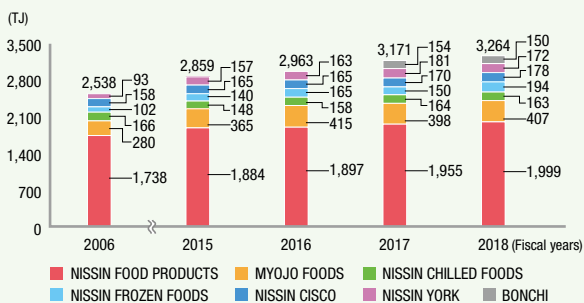
Waste Emissions/Recycling Rate*4



Water Use

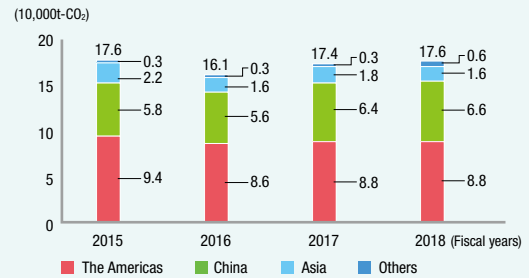


Energy Consumption

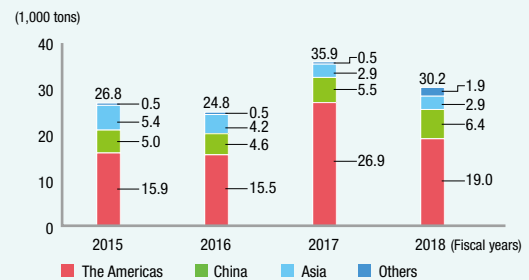


Manufacturing Plants Overseas

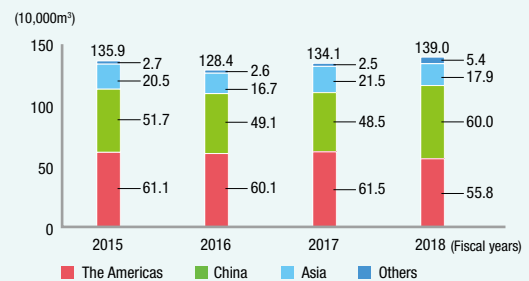
CO₂ Emissions



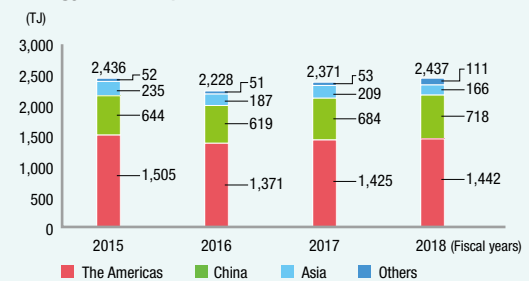
Waste Emissions



Water Use



Energy Consumption





Environmental Education for Employees

The NISSIN FOODS Group raises employee environmental awareness by encouraging employees to obtain environment-related qualifications and arranging opportunities for employees to get in touch with nature (see “Biodiversity Conservation” below).

Business sites that have obtained ISO 14001 certification provide education for internal auditors and department-specific and level-specific education.

As a Medium-Term Environmental Target for FY2021, 100% of environmental managers must pass the Eco Test or acquire an alternative qualification, such as the Environmental Planner certification. In fiscal 2018, five persons newly

obtained qualification, and the percentage of environmental managers subject to the target who have obtained qualification reached 41.7%.

From fiscal 2009 to fiscal 2018, the Group has been encouraging Group employees age 40 or above to obtain a certification as nature experience activity leaders (NEAL)* (→P. 51). Participants obtained the certification by attending a variety of courses. From the start of the project until the end of fiscal 2018, a total of 193 employees obtained the NEAL certification.

*A qualification certified by the National Institution for Youth Education



Biodiversity Conservation

Forest Maintenance

Japan’s forests could be managed more effectively. Lack of forest maintenance contributes to degradation of a forest’s ability to absorb CO₂, as well as increasing the risk of landslide and avalanche disasters. It also affects ecosystems.

The NISSIN FOODS Group engaged in an activity to help conserve a Japanese forest and effectively utilize a natural resource. In January 2017, employees thinned trees in a forest in Shimoichi town, Yoshino-gun, Nara. Timber from 52 felled trees was processed into blocks and used by employees to produce hand-made chopsticks from June until February of the following year. Some 27,000 pairs of chopsticks produced by a total of 870 employees were provided to consumers, local residents, shareholders, and fellow employees.

Once every year, “the WAVE,” the NISSIN FOODS Group’s R&D center, hosts forest maintenance activities for employees and their families in a nearby green conservation area in support of the Tokyo Greenship Action, an environmental conservation activity of the Tokyo Metropolitan Government. In December 2016, employees cleared forest undergrowth to promote biodiversity. In March 2018, employees thinned trees and cleared undergrowth so that sunlight could reach the forest floor and maintained and repaired walking paths. In addition to forest development, time was allowed for enjoying the blessings of the forest by creating whole carbonized flowers, engaging in handicrafts, and planting shiitake mushrooms. On the day of the event, there were a total of 38 volunteers, including employees of the WAVE and their families, and supporters from the Tobukikita Forest Conservation Society, Green Support

Hachioji, and Tokyo Metropolitan Government Bureau of Environment.

Preparation of a Habitat for Insects

Areas surrounding Komoro City, Nagano Prefecture provide habitats and breeding grounds for a wide variety of plants and animals, including endangered species. Accordingly, the Group is preparing a habitat for insects by creating a biotope*¹ on the grounds of the Momofuku Ando Center in Komoro City. Under the supervision of Mr. Kazuo Unno, an insect photographer and a board member of Japan Insect Association, 29 volunteers consisting of 23 NISSIN FOODS Group employees and 6 local residents created the biotope during a three-day period beginning November 11, 2017. Then, in May 2018, Group employees and visitors from the general public added flowering plants to the biotope.

In May 2018, NISSIN FOODS HOLDINGS, the Momo-



fuku Ando Center, Nagano Prefecture, and Komoro City entered into a Biodiversity Partnership Agreement.*² Since the end of May, visitors to the Center have been photographing insects to compile a digital insect picture book containing photos of 100 insect species. The Group will continue to promote interest in biotope development and ecosystems.

*1 "Biotope" in English comes from the German biotope, which originated from the Greek words bios (life) and topos (place). It refers to a space where local wildlife live, grow, and reproduce.

*2 An agreement under which citizens' groups, companies, schools, and other organizations cooperate in activities to conserve the natural environment and biodiversity in Nagano Prefecture

COLUMN

Creation of Opportunities to Enjoy Nature by the ANDO Foundation (P. 48)

● Nature-Experience Activities

The Momofuku Ando Center of Outdoor Training (Momofuku Ando Center) in Komoro City, Nagano is a dedicated facility established in 2010 for the purpose of training leaders for children's nature-experience activities and popularizing outdoor activities. The 52,500-m² grounds of the Center are a splendid natural setting that commands a panoramic view of the Asama mountain range.

The Center is available for use as a facility to train leaders for nature experience activities, outdoor activities, and nature education, for research, and for conferences and it also offers courses on nature experience activities. The Japan Long Trail Association executive office is located within the Center and uses the facility to host the Japan Long Trail Symposium annually. The Center fosters a "culture of walking" by supporting the popularization and development of "long trail," a cross-country trip on foot, in cooperation with the Long Trail Association.

A forest on the grounds of the Center is the site of the Komoro Tree House Project. Seven treehouses designed by famous designers and architects create a space in

which art can resonant with nature. In addition, the Center holds events related to these treehouses to provide an opportunity for people to commune with nature. On the day of an event, woodworking classes and other workshops are held, and food booths serve foods prepared with local seasonal ingredients. In May 2018, the Center held an event named The Living Story of the Forest with a theme of insects and the Center's biotope.

→ The Momofuku Ando Center (in Japanese)

<http://www.momofukucenter.jp/>

→ Komoro Treehouse Project (in Japanese)

<http://www.momofukucenter.jp/treehouse/>



● Support for Children's Nature Experience Activities

In accordance with the concept "Nature activities nurture children's creativity and can-do spirit," since fiscal 2003, the Ando Foundation has held the Tom Sawyer School Idea Contest. The purpose of the contest is to solicit proposals for unique and highly creative hands-on nature activities from schools and groups around Japan, to donate support funds for these activities to 50 selected organizations, and to commend excellent organizations each January on the basis of submitted activities reports.

For the 16th Tom Sawyer School Idea Contest in fiscal 2018, entries were received from 247 organizations. We endeavor to further spread and popularize hands-on nature activities by publishing the contest results and activity details on a website.

→ Tom Sawyer School Idea Contest (in Japanese)

<http://www.shizen-taiken.com/>



Employees

In Medium-Term Business Plan 2021, announced in May 2016, the NISSIN FOODS Group announced the key theme “Developing and strengthening human resources for global management.” To achieve this, the Group is promoting diversity and enhancing employee education.



Promoting Diversity

Diversity Promotion Structure

The NISSIN FOODS Group respects basic human rights and strives to create a work environment that enables people with diverse values to fully demonstrate their capabilities, going beyond attributes such as gender, age, nationality, presence or absence of disability, sexual orientation, and career. We strive to ensure fair and equitable treatment in hiring and in subsequent promotion and advancement.

To promote human resource diversity, we have established a Diversity Committee, consisting of the executive director responsible for diversity and voluntary members, which plays a central role in implementing various measures. In fiscal 2018, we newly established the NISSIN DIVERSITY AWARDS, a program that recognizes leaders and teams who promote diversity. In the first year of the program, there were 95 applications, and 16 awards were conferred.

To ascertain employees' awareness of the company, their work, and their values, every year we conduct an employee attitude survey covering Group employees in Japan. We have added to the survey questionnaire the question, “Does the company respect various differences, such as nationality and gender, and create a climate of mutual acceptance?” The percentage of employees who gave a positive response rose by 10 points from 52% in fiscal 2016 to 62% in fiscal 2018.

Employee Awareness Activities

- In-house diversity seminars
- Courses for male managers on the participation and advancement of female employees

- Events that promote interaction among employees
Examples: networking events for mid-career hires, opportunities for sales department employees to tour “the WAVE”, the company’s R&D center
- Workplace tours for employees’ families

Women’s Skills Development

The NISSIN FOODS Group has made promoting more active roles for women a high priority in diversity promotion and is preparing supportive employment systems and working to raise consciousness within the Group. We are also enhancing training for women and in fiscal 2018 began workshops for female managers. NISSIN FOODS Holdings participates in the Japan Business Federation’s voluntary action plan for the promotion of women to managerial and board positions.

【Targets】

Five-year period from April 1, 2016 to March 31, 2021:

- Female hiring ratio of 25% or higher in hiring of new university graduates (for career-track positions)
- Female manager ratio of 8% or higher

Training Programs

Training for Young Female Employees

- Women’s Career Planning Training held jointly with other food industry companies to enable participants to discuss industry-specific concerns and issues facing young female employees
- Sisters Program, which enables young female sales employees to feel free to discuss things with senior colleagues and obtain advice

Training for Female Manager Candidates

· Catalyst course for female leader candidates in the Global SAMURAI Academy, a selective training program that cultivates future management personnel. The eight-month course covers leadership training, understanding of one's own characteristics, and strategic thinking. In fiscal 2018, career interviews between women who completed the training and the managers responsible for their development were held.

Support for Balancing Work and Parenting

For employees with children, we are creating an environment that makes it possible to balance work and parenting. In fiscal 2018, 40 female employees made use of the reduced working hours for childcare program. Also, 91% of female employees who took parental leave returned to work.

In addition to e-learning as a skills development measure for employees on parental leave, in fiscal 2018 we prepared a Parental Leave Petite MBA program for studying management knowledge and thinking. Also, to pave the way for a smooth return to work, we conducted training for male managers on how to engage with employees on parental leave and interviews to relieve the concerns of female employees after returning to work.

Parenting Programs

(Excluding Legally Mandated Programs)

Programs for Employees on Parental Leave

- Skills development assistance through e-learning and training
- Assistance measures and pre-return interviews to support early return from parental leave

Programs for Employees Raising Children

- Emergency childcare cost assistance
- Reduced working hours for childcare (for employees with children up to the third year of elementary school)

- Paternal leave*¹
- Use of lapsed annual paid leave for childcare
- Flex-time system with no compulsory working hours*²
- Work-at-home program*²
- Half-day paid leave*²

【Targets】

Two-year period from April 1, 2018 to March 31, 2020:

- Paternal leave*¹ usage rate of 70% or higher

*1 Leave for male employees for the purpose of childcare

*2 Available to all employees (not limited to childcare)

Support for Balancing Work and Nursing Care

We are preparing a flexible working environment through the flex-time system, work-at-home program, and use of lapsed annual paid leave for nursing care. In fiscal 2018, one person took nursing care leave.

Employment for People with Disabilities

The NISSIN FOODS Group is working to increase employment of people with disabilities and create amenable working environments for them. Currently, the NISSIN FOODS Group in Japan, including a special subsidiary*¹, employs 70*² people with disabilities.

*1 NISSIN FOODS HOLDINGS, NISSIN FOOD PRODUCTS, NISSIN CHILLED FOODS, NISSIN FROZEN FOODS, MYOJO FOOD, and NISSIN BUSINESS SUPPORT PLUS

*2 Employees with severe disabilities are counted as two employees.

COLUMN

Success of *Nadecisco*, NISSIN CISCO's Women's Project Team

Since NISSIN CISCO formed the *Nadecisco* project team made up entirely of female employees in April 2016, women have been invited to join the team for specific projects ranging from product development to recruiting activities. The team received a NISSIN DIVERSITY AWARDS gold award for activities in fiscal 2017 that contributed to the enhancement of corporate value.

In fiscal 2018, *Nadecisco* engaged in development of new flavors of *Gorotto Granola* from the perspective of working women and created two products, including *Gorotto Granola Three Nuts Caramel Macchiato*. It also engaged in activities to increase the number of female graduates hired and their retention, creating an environment that enables prospective employees to start work with a sense of security. Team members themselves provide explanations on a recruiting website and at company information sessions, and the team assigns members to assist each student who has tentatively decided to join the company.



Continued Employment after Mandatory Retirement Age

We have created a system that enables people who have reached the retirement age of 60 to continue working until they are 65 if they wish.

As of March 31, 2018, the number of persons re-employed at Group companies in Japan was 60 persons.

Hiring of Global Human Resources

We are building a future for NISSIN FOODS Group as a global company. As part of that process, we actively recruit talented workers without connection to their nationality. Locally hired non-Japanese nationals were appointed as presidents of NISSIN FOODS DE MEXICO in September 2017 and Nissin Foods GmbH in Germany in April 2018. In

Japan we facilitate the recruitment of foreign students. We also accept new graduates from overseas universities in October in addition to accepting domestic graduates in April. As of March 31, 2018, NISSIN FOODS PRODUCTS was employing 38 foreign nationals.

Raising Awareness of LGBT

The Harassment Response Standards (standards that clarify language and behavior that constitute harassment and the details of disciplinary actions), introduced in fiscal 2017, clearly prohibit language and behavior constituting gender discrimination. Beginning in fiscal 2018, we have included LGBT-related content in training for employees posted overseas and new manager training. In fiscal 2019, we plan to expand the scope of this training to all employees.

COLUMN

NISSIN BUSINESS SUPPORT PLUS Initiatives

In 2013, we established a special subsidiary, NISSIN BUSINESS SUPPORT PLUS to facilitate employment for people with disabilities. Now, the company employs 35 people* in tasks that include building maintenance (cleaning) and office support (mail sorting and delivery) and has recently expanded tasks to include producing business cards and putting together product samples. Because the positive manner in which the company's employees accomplish their tasks has a beneficial effect on all Group employees, NISSIN BUSINESS SUPPORT PLUS was awarded Silver in the NISSIN Diversity Awards. (⇒P. 38)

To increase understanding of employment prospects for people with disabilities and to aid their families in assisting their careers, NISSIN BUSINESS SUPPORT PLUS holds company visits and training. In fiscal 2018, the Tokyo and Osaka head offices held a total of 36 company visits in which participants could see how mail is sorted and building cleaning is conducted. The Tokyo and Osaka head offices also accept trainees from organizations such as special needs schools and held a total of 12 such training opportunities in fiscal 2018.

* Employees with severe disabilities are counted as two employees.



Key Personnel and Labor Data

Fiscal year*	Number of employees			No. of new graduates (females)	Attrition rate of employees with less than three years of service	Female manager ratio	No. of re-employed persons	Average years of service (Male/Female)	Permanent turnover ratio	Employees taking parental leave (subtotal: males)	No. of employees taking family care leave	Paid leave usage ratio	Disabled employee ratio*
	Total	Permanent (Male/Female)	Contract (Male/Female)										
2015	1,911	1,756 (1,497/259)	155 (58/97)	58 (12)	15.4	3.1	15	13.4 (14.7/7.8)	4.3	23 (0)	1	39.5	1.93
2016	1,968	1,797 (1,509/288)	171 (83/88)	38 (8)	11.8	3.4	38	14.1 (15.2/9.3)	4.7	29 (0)	0	50.9	2.16
2017	2,044	1,855 (1,548/307)	189 (105/84)	52 (11)	13.0	2.9	56	14.4 (15.6/9.3)	3.5	33 (4)	1	54.4	2.06
2018	2,168	1,983 (1,645/338)	185 (107/78)	48 (11)	10.5	4.0	60	14.4 (15.6/9.0)	4.5	32 (4)	1	78.0	1.97

Note: The data above pertains to those who are employed by NISSIN FOOD PRODUCTS (including employees on temporary assignment to NISSIN FOODS HOLDINGS, NISSIN CHILLED FOODS, NISSIN FROZEN FOODS, etc.), and NISSIN BUSINESS SUPPORT PLUS

*As of March 31



Soliciting Employee Opinions

Employee Interview

In accordance with employees' position and role in the company, the Group provides opportunities for meetings with the President and Executive Vice President or individual interviews with the HR Division.

Every year we create opportunities for management executives to meet with the President and Executive Vice President. These meetings are valuable opportunities for the President and Executive Vice President to listen to employees' voices, which helps business management, and for management executives to inquire directly about management strategies and policies and seek advice about their mission and responsibilities at work.

The HR Division conducts individual interviews with all employees in up to their third year of service and employees who request interviews. The interviews serve as an opportu-

nity for employees and the HR Division to share employee wishes concerning job assignments and suggestions to the company.

Employee Attitude Survey

We conduct an attitude survey of Group employees in Japan each year. The questionnaire includes questions on satisfaction with the company, communication within departments, and the presence or absence of power harassment by managers. The survey findings and employee opinions are shared with top management and department managers for use in improving working conditions. In the fiscal 2018 employee attitude survey, 77% of employees indicated that they "Feel job satisfaction" in their current work (75% in fiscal 2016 and 77% in fiscal 2017).



Fair Evaluation

Evaluation Methods

We conduct employee evaluations twice a year with the aim of ensuring fair performance evaluation methods. Line managers and directors in charge conduct evaluations of line employees. Managers are evaluated on skills required of business managers, with additional multifaceted evaluation conducted by subordinates, colleagues, and other stakeholders of their divisions and departments.

Promotion of Employees

We actively promote talented people regardless of age. Employees who demonstrate ability and performance, and are judged to have the qualification needed for senior positions can be promoted early so that young leaders can be developed more efficiently. We have also instituted an open internal job posting system that enables employees to apply for positions they desire. In fiscal 2018, 46 employees were assigned to their desired positions through the job posting system.

Employee Awards

The NISSIN CREATORS AWARD is presented to employees in recognition of meritorious service and contributions to the improvement of the Group's brand value. Notable inventions

and innovations, or who have shown originality through new ideas or innovative process improvements are eligible for these awards. We newly established the Small Successes Awards in fiscal 2018 to recognize small, day-to-day initiatives and successes, bringing the total number of award programs to five. There were 277 applications, a 231% increase year on year, and awards were conferred following a judging process. Another awards program is the NISSIN DIVERSITY AWARDS, a program that recognizes leaders and teams who promote diversity. (⇒P. 38)





Human Resource Development

Position-Specific Training Programs

1. Training for Graduates

Entry-level employees undergo training for approximately one month. They learn about our company history and philosophy and gaining an overall understanding of our organization, business operations, and compliance. They visit our plants and R&D center, known as “the WAVE.” In addition, they get to experience working as staff at the CUPNOODLES MUSEUM in Yokohama City, Kanagawa. We conduct cookery training for employees assigned to the R&D center or plants to learn the basics of food preparation and cooking as well as job-specific education, such as PC skills training, for other employees. In addition, we conduct one-month basic developer training for employees assigned to R&D departments.



2. Second- and Third-Year Training

We provide joint training for employees in their second and

third years to ascertain and resolve issues at their workplaces and promote their career growth. By holding joint training, we provide an opportunity for second-year employees to learn from the experiences of older colleagues and for third-year employees to develop awareness of their role as senior colleagues and build a foundation for becoming educational leaders.

3. Job-Specific Training

We provide training adapted to the work content of employees assigned to sales departments, the R&D center, and plants.

4. New Manager Training and Beat Brain Training

We conduct group training and training using e-learning for newly appointed managers in their first and second years. In their first year, new managers learn the basics of management skills necessary for leaders who have subordinates, and in their second year, they acquire through case studies basic skills for demonstrating more powerful leadership.

5. Desert Island Training

Desert island training is a program designed to build mental and physical toughness in newly appointed managers. By building shelters, lighting a fire, and finding food in an environment with limited resources, participants develop the strength to face and overcome difficulties without giving up.

The participants come to realize the importance of food and nurture their creativity, judgment, and leadership through team problem solving. In fiscal 2018, 33 newly appointed managers around age 40, including 6 women and 10 non-Japanese nationals, participated in the training on an uninhabited island in the Seto Inland Sea in Kagawa Prefecture.

Targets	Staff Members	Supervisors	Managers	Executives	
Training Programs for Specific Position and All Employees	1. Training for Graduates				
	2. Second- and Third-Year Training				
	3. Job-Specific Training			4. New Manager Training and Beat Brain Training	Mentoring Successors
	Tenth Year Career Training			5. Desert Island Training	
	40's Career Training				
	6. Life-Planning Seminars for All 50's				
	7. Support for Self-Improvement and Obtaining Qualifications / 8. Education about the Founder's Philosophy				
Selective Trainee Programs	9. Overseas Trainee Program 10. Marketing Trainee Program				
	11. In-house University: Global SAMURAI Academy				

Trainee targets: Employees of NISSIN FOOD PRODUCTS (⇒P. 40 Key Personnel and Labor Data)

This was the first time non-Japanese managers participated, and the training provided an opportunity for them to cultivate leadership required globally through survival training in a foreign land together with employees of various nationalities.



6. Life-Planning Seminars

We hold life-planning seminars for employees age in their fifties, who play a key role in their organizations, to think about their future life plans. Participants look back on their experience, organizational roles, and personal strengths and are given information for use in preparing for economic career independence and information on life and money planning.

Training Programs for All Employees

7. Support for Self-Improvement and Obtaining Qualifications

We offer more than 200 correspondence education courses. We also fund half the tuition fees of exam preparation courses for employees taking examinations to obtain qualifications for the purpose of self-improvement. In fiscal 2018, we added online English conversation courses. There are two types of courses—a course for employees on overseas assignment and employees who require English for work and a course for employees looking to improve themselves—and we assist with tuition fees. In fiscal 2018, a total of about 80 employees took the courses.

In addition, we assist with the cost when employees obtain advanced qualifications required by their companies.

8. Education about the Founder's Philosophy

To instill in employees the shared values and code of conduct of members of the NISSIN FOODS Group, we regularly provide training to learn about the philosophy of the founder, Momofuku Ando, in Japan and overseas.

Selective Trainee Programs

9. Overseas Trainee Program

This is a program for nurturing people with a global management perspective in which young employees selected through open recruitment are dispatched to overseas business sites on one-year assignments. In fiscal 2018, 13

employees applied, 6 of whom were dispatched to the U.S., India, Thailand, and other countries.

10. Marketing Trainee Program

We have set up this trainee program for young employees selected through open recruitment to undergo training in the Marketing Division for one year. In fiscal 2018, 14 persons applied, 5 of whom were accepted and participated in the program.

11. In-House University: Global SAMURAI Academy

This program was established as an in-house university to train core management personnel at all levels from junior employees through to executives. Participants study a variety of subjects, including management skills, logical thinking, foreign languages, cross-cultural understanding, and liberal arts as they advance through the five levels below. We systematically nurture and develop the abilities of Academy graduates on a long-term basis by providing opportunities for discussing their future career plans.

- “Young Warrior” for junior employees through to mid-level employees
- “Samurai” for team managers through to section managers
- “Robust Manager” for people at the assistant manager and divisional manager levels preparing for a future role in top management
- “Executive” for current management executives
- “Catalyst” for women with leadership potential

12. Training for Executives of Overseas Operating Companies

To nurture and develop management leaders at the overseas operating companies, in fiscal 2018 we newly conducted training for executives selected from these companies. Eight executives from the U.S., Mexico, Brazil, mainland China, Hong Kong, and India participated in the training. They studied the founder's philosophy and Group Philosophy and visited the R&D center in Japan, the birthplace of NISSIN FOODS.

COLUMN

Operating Company Human Resource Development Program

MYOJO FOODS requires sales and marketing employees to take the Microsoft Office Specialist (MOS) certification test and assists with the costs associated with taking the test.



Prevention of Occupational Accidents

Commitment to Occupational Safety and Health

In accordance with the Industrial Safety and Health Act, the NISSIN FOODS Group is committed to creating a work environment where employees can work safely and with peace of mind. We confirm whether any problems exist with respect to workplace lighting levels, temperature and humidity, air quality, noise, working space, and other factors and conduct employee stress checks. Also, at monthly meetings of the Health and Safety Committee held at each worksite, management and labor representatives discuss measures to prevent the occurrence and reoccurrence of occupational accidents, employee health promotion, and other matters.

Number of Occupational Injuries

	FY2015	FY2016	FY2017	FY2018
No. of lost-time injuries	2	6	13	29
No. of no-lost-time injuries	8	21	23	12

Employees of NISSIN FOOD PRODUCTS
 (→P. 40 Key Personnel and Labor Data)

Prevention of Occupational Injuries at Plants

The plants implement various measures to prevent occupational injuries, such as installation of handrails and stepladders, installation of safety covers at dangerous places, use of non-slip floor coatings, use of path markers, installation of safety signs, and use of helmets, safety glasses, and gloves by employees. Health and Safety Committee members conduct monthly patrols inside the plants to confirm safety and sanitary conditions in work processes and share information about problem areas and dangerous behavior and consider safety measures with the plant managers at Health and Safety Committee meetings. Also, a suggestion box has been installed at each plant to enable the employees to express their views.

Occupational injury prevention measures are shared among the Group companies. For instance, plastic helmets for head protection worn under work caps have been introduced at NISSIN FOOD PRODUCTS, NICKY FOODS, and TAKAMATSU NISSIN FOOD PRODUCTS. In fiscal 2017, fire broke out at a NISSIN FOODS DO BRAZIL plant when a charging connector caught fire. In response to this accident, we recommended that the plants of consolidated overseas subsidiaries and equity-method affiliates attach reinforcement covers to charging connectors. In addition, these plants are introducing sprinklers, alarm bells, fire extinguishers, fire hoses, fire detectors, and other firefighting facilities in accordance with the NISSIN FOODS Group's fire prevention standards.

Prevention of Vehicular Accidents

We provide safety awareness measures for sales employees who drive vehicles at work. We post publicity posters at each worksite during May and November, designated traffic safety reinforcement months.

We have new employees concerned about driving attend driving courses when they take up their positions at their assigned workplaces. We also provide training in driving on snowy roads to employees assigned to snowy areas who desire training. Employees who cause traffic accidents are required to take safe driving skills courses.

We also utilize automatic brake systems, rear view monitors, and drive recorders to help employees drive safely, and these systems are being introduced as needed at NISSIN FOOD PRODUCTS, NISSIN CHILLED FOODS, NISSIN FROZEN FOODS, MYOJO FOODS, NISSIN CISCO, and NISSIN YORK.

Disaster Prevention and Mitigation Measures

We take various measures to ensure the safety of employees in the event of a disaster. To prepare for the case in which employees are forced to stay at worksites following a disaster, we have prepared food, drinking water, and other supplies and secured private power generation facilities and rechargeable batteries. We have also introduced an Internet-based safety confirmation system to enable all employees to promptly report the safety of themselves and their families to the company and require all employees to carry a leaflet that summarizes actions to take in a disaster.

At the R&D center, we are holding basic first-aid training sessions conducted by the Tokyo Fire Department to increase the number of employees capable of administering first aid. We plan to have all employees complete the training during fiscal 2020 by having some 100 employees, one third of the total, undergo this training each year.



Earthquake drill at R&D center



Improving Employees' Health

Disease Prevention

The NISSIN FOODS Group helps employees to prevent disease and improve their health. For example, employees aged 35 and older undergo intensive medical checkups, including testing for lifestyle diseases, and managers undergo complete medical checkups including brain scans and colorectal examination in addition to regular health checks. We began analyzing employee health check results in fiscal 2018 and plan to exhaustively provide health guidance to employees and take measures in accordance with matters requiring improvement beginning in fiscal 2019. To implement these activities, in April 2018 we hired a nurse at the Tokyo Head Office.

We provide an external service for consultation on matters such as health, healthcare, nursing care, childcare, and mental health. Group employees and their families as well as temporary employees working at NISSIN FOOD PRODUCTS seek advice and consultation by mail or telephone 24 hours a day. We cooperate with an industrial physician in utilizing inquiries received through the service for disease prevention, promoting return to work, and reoccurrence prevention.

In addition, the Group regularly combines health promotion for employees with projects to assist children suffering from hunger or poverty. Since December 2017, the Group has been carrying out a project that not only acknowledges sleep's role in maintaining health, but also brings attention to the effect that sleep can have on daily productivity and concentration. Employees are recommended to get 7.5 hours of sleep a day, while the 400 project participants also aim to collectively reach a combined total sleep time of 60 years (531,000 hours*), which was a target decided upon in connection with the 60th anniversary of the founding of NISSIN FOOD PRODUCTS. Upon reaching the project's goal, the Group will make donations to the Fund to Support Children's Future and the United Nations World Food Programme's school meals program. Furthermore, the total



donation will increase in accordance with the degree of achievement of the Group's targets for overtime reduction and paid leave usage. (⇒P. 20) To make daily results easy to grasp, participants have been given wrist band-type activity monitors, which automatically log the hours they sleep and count their steps. In order to increase participants' quality of sleep, the Group provides a special project site on the corporate intranet with basic knowledge on sleep and information on techniques for comfortable sleep, as well as holding sleep-related lecture events. (⇒P. 50)

*The figure was calculated by adding the additional hours from leap years (5,400 hours) to the number of hours in 60 years (525,600 hours).

Employee Cafeteria

To enable employees to enjoy nutritionally balanced meals, the Tokyo Head Office employee cafeteria offers a buffet featuring a wide variety of main dishes and side dishes. Since many employees at the R&D center engage in tasting work, it discontinued its menu of set meals with rice and changed to a format that enables employees to choose individual menu items.



Labor-Management Relations

NISSIN FOOD PRODUCTS and the NISSIN FOODS Labor Union (union shop system) cooperate in efforts to create a better company. In fiscal 2018, they engaged in discussions

of pay increases and bonuses, HR systems, regulation revisions and work style reform.

Social Contribution

In keeping with the spirit of founder Momofuku Ando, the NISSIN FOODS Group provides support for children, provides assistance through food, and promotes sports. The Group also engages in activities in cooperation with the Ando Foundation, the United Nations World Food Programme (WFP), and the World Instant Noodles Association (WINA). Our code of conduct states: "We closely collaborate and cooperate with local communities and actively contribute to communities." Each Group company and business site contributes to its local community.



Supporting the Healthy Growth of Children

Funding for School Meals in Developing Countries



One in three children in developing countries suffers from chronic malnutrition. NISSIN FOOD PRODUCTS and NISSIN FROZEN FOODS participate in the Red Cup campaign, donating a portion of sales of designated products to the United Nations World Food Programme (WFP). The NISSIN FOODS Group also provides funding for school meals through the Hyakufukushi Project (→P. 50) and sponsorship of events.



Amount of donations to the Red Cup campaign from NISSIN FOOD PRODUCTS and NISSIN FROZEN FOODS

FY2018

¥31,441,139

Cumulative total from FY2013

¥184,940,294

The designated products are NISSIN FOOD PRODUCTS' *Chicken Ramen* and *Chicken Ramen Donburi* and, since July 2017, NISSIN FROZEN FOODS' *Nissin Chicken Ramen Kin-no-Chahan*.

Measures to Fight Childhood Poverty in Japan

One in seven children in Japan is said to live below the poverty line. The NISSIN FOODS Group supports the Fund to Support Children's Future, promoted by the Cabinet Office, Ministry of Education, Culture, Sports, Science and Technology, Ministry of Health, Labour and Welfare, and The Nippon Foundation. The Group donated ¥426,000 through the Hyakufukushi Project (→P. 50) in fiscal 2018, and cumulative donations since fiscal 2017 have reached ¥1,058,000.

Support for Education at Japanese Schools

The Bellmark Campaign is an initiative of the Bellmark Educational Support Foundation in which companies and consumers join together in improving school educational facilities and materials. NISSIN FOOD PRODUCTS has sold products printed with the Bellmark symbol and campaign points since 1961 as a corporate sponsor. Each point is converted to ¥1, and the proceeds are used to purchase necessary educational materials and equipment for schools.



Donation via NISSIN FOOD PRODUCTS

FY2018

14,196,010 points

The products are *Chicken Ramen*, *Nissin Yakisoba*, *Demae Iccho*, *Nissin Raoh*, *NISSIN-no-Ramen-yasan*, *Nissin-no-Donbei*, and *Nissin Yakisoba U.F.O.*



Activities to Support the World through Food

Emergency Food Aid through WINA

Instant noodles are extremely useful relief supplies in times of natural disaster. The NISSIN FOODS Group provides emergency support through WINA, of which NISSIN FOODS HOLDINGS CEO Koki Ando currently serves as Chairman. NISSIN FOODS HOLDINGS assigns two employees to WINA as permanent staff members.

When major disasters occur in areas around the world, the NISSIN FOODS Group distributes food through local companies that are members of the World Instant Noodles Association (WINA) and organizations such as the International Red Cross. With the collaboration of over 53 companies, the Group donated 5.91 million instant noodle products since May 2008 through March 2018.

What is WINA?



The World Instant Noodles Association (WINA) is a worldwide industry organization that was established in 1997 on the proposal of Momofuku Ando for the purpose of contributing to development of the industry and dietary habits around the world. WINA regularly holds the Food Safety Conference and World Instant Noodles Summit, and supports emergency food aid efforts through the provision of instant noodles to natural disaster victims around the world. As of March 2018, WINA had 153 member companies and organizations in 25 countries and regions around the world.



→ WINA
<https://instantnoodles.org/en/index.html>

International Relieve Response by WINA in FY2018

Period	Natural Disaster	Donation Volume	Products were donated with
Sep.	Hurricane Harvey in Texas, USA	Around 100,000 servings of CUP NOODLES (An additional 210,000 servings of CUP NOODLES from NISSIN FOODS (USA))	NISSIN FOODS (U.S.A.)
Sep.	Earthquake in South Mexico	Around 100,000 servings of CUP NOODLES	NISSIN FOODS DE MEXICO S.A. DE C.V.
Sep.	Earthquake in Central Mexico	Around 100,000 servings of CUP NOODLES	NISSIN FOODS DE MEXICO S.A. DE C.V.
Nov.	Hurricane Irma in Florida, USA	Around 37,000 servings of Cup Yakisoba	NISSIN FOODS (U.S.A.)
Dec.	Earthquake in Iran & Iraq	Around 100,000 servings of instant noodles (An additional 210,000 servings of instant noodles from Nissin Yildiz (Turkey))	Nissin Yildiz (Turkey)

Supporting the Activities to Eradicate Hunger through WFP

According to the UN, some eight hundred million people around the world, or one in nine persons, suffer from hunger. In accordance with the spirit of founder Momofuku Ando expressed in the phrase “Peace will come to the world when there is enough food,” the NISSIN FOODS Group actively supports the activities to eradicate hunger through the Japan Association for the World Food Programme (JAWFP), of which CEO Koki Ando serves as Chairman. The Group assigns a NISSIN FOOD employee to serve on their permanent staff. Since 2005, the Group has raised awareness among employees and stakeholders about world hunger through donating a portion of the sales from specific products to WFP (⇒P. 46) and through the Hyakufukushi Project (⇒P. 50). Through these efforts the Group has donated a total of ¥260 million.

What is WFP?



Assisting 80 million women and children in around 80 countries each year, the World Food Programme (WFP) is the humanitarian organization fighting hunger worldwide, delivering food assistance in emergencies and times of conflict, and working with communities to improve nutrition and provide school meals. “WFP” is used here as a collective term for the United Nations organization “United Nations World Food Programme” and the accredited NPO “Japan Association for the World Food Program” that supports it.



→ WFP
<http://www1.wfp.org/>

Food Donation by Operating Companies in FY2018

The Group’s overseas operating companies provide emergency food supplies in times of disaster and donate to food banks.

Company	Recipient	Donation Volume
NISSIN FOODS DO BRASIL	Flood victims in Estado de Pernambuco (in July)	Around 5,500 servings of Nissin Lamem and 20,000 servings of CUP NOODLES
	Flood victims in Florianópolis (in January)	Around 6,000 servings of CUP NOODLES
	Refugees from Roraima (in March)	Around 55,000 servings of Nosso Sabor
PT. NISSIN FOODS INDONESIA	Bandung Flood victims	Around 3,000 servings of GEKIKARA RAMEN
Nissin Foods Kft. (Hungary)	Hungarian Food Bank Association	Around 17,600 servings of Soba Thai Flavor
NISSIN FOODS DE MEXICO S.A. DE C.V.	Asociación Mexicana de Bancos de Alimentos A.C.	Around 77,000 servings



Support for Sports

Sports Promotion Supporting Children's Track and Field Activities

Endorsing the belief of the Japan Association of Athletics Federations that running is where all sports begin, the NISSIN FOODS Group has sponsored the "NISSIN FOODS Cup" National Elementary School Track and Field Championships, since it was first held in 1985. Since 1999, we have sponsored the "NISSIN FOODS Cup" All Japan Elementary School Athletics Competition, held to enable elementary school children to learn correct long-distance running and endurance running techniques and training methods. Many Olympians and other athletes who compete in international events have emerged from these two competitions, which have contributed to strengthening track and field in Japan.



Ando Foundation Support for Track and Field Athletes and Tennis Players

Since 2013, the Ando Foundation has sponsored the junior tennis player development program organized by the Japan Tennis Association. In fiscal 2018, a total of 87 players participated in 3 top performer training camps, 198 players attended 26 national junior tennis camps, and 59 top junior players and instructors went on 14 overseas tours. Yosuke Watanuki, with whom NISSIN FOODS HOLDINGS concluded a sponsorship agreement in November 2017, participated in a top performer training camp in 2013. Since 2015, the Ando Foundation, together with the Japan Association of Athletics Federations, has conducted the Ando Foundation Global Challenge Project to support overseas competition by young

track and field athletes. The project supports unsponsored individuals age sixteen or older who aspire to win medals in international track and field competitions. Participants gain valuable experience by taking extended leave from school and traveling to events that draw world-class athletes. In fiscal 2018, the project provided support to nine athletes expected to make a particularly strong showing at the 2020 Tokyo Olympics.



Shota Iizuka, Yoshihide Kiryu, and Kenji Fujimitsu, bronze medalists in the men's 4x100 meter relay at the IAAF World Championships, and Hirooki Arai, silver medalist in the men's 50 kilometer walking event, made a courtesy call at the Tokyo head office in August 2017.

Ando Foundation

Momofuku Ando established the Ando Foundation with his personal funds in 1983 in the belief that "Eating and sports are the two axles of health." The foundation's main activities are support for track and field events, promotion of nature activities, operation of the CUPNOODLES MUSEUMS, and an awards program that encourages creative foundational research and solid developments that lead to the creation of new food products. The NISSIN FOODS Group endorses the principles of the Ando Foundation and enthusiastically supports its activities.



→ Ando Foundation (in Japanese)
<http://www.ando-zaidan.jp/>



Activities that Celebrate Invention and Discovery

An Interactive Educational Food Museum

The NISSIN FOODS Group operates the CUPNOODLES MUSEUMS (Official name: The Momofuku Ando Instant Ramen Museums), which convey the importance of invention and discovery, in Ikeda City, Osaka and Yokohama City, Kanagawa. Through hands-on experience, museum visitors enjoy learning about an entrepreneurial mindset and the

creative thinking of Momofuku Ando. The museums feature exhibits related to the invention and development of instant noodles, the Chicken Ramen Factory, where visitors make noodles by hand from flour, and the My CUPNOODLES Factory, where visitors select a soup and ingredients to create their own original CUP NOODLES. The CUPNOODLES MUSEUM Osaka Ikeda attracted 770,000 visitors in fiscal 2018, and 8.15 million since opening. The CUPNOO-

DLES MUSEUM Yokohama drew 1.08 million visitors in fiscal 2018, and 6.86 million since opening.

Interactive Instant Noodle-Making Experience Centers in Hong Kong

The NISSIN FOODS Group opened in Hong Kong International Airport the Demae Iccho Factory and the My CUP NOODLES Factory, where visitors learn the importance of invention and discovery by personally creating their own versions of these products. These interactive experience centers have drawn a total of 190,000 visitors since their opening in November 2016 until March 31, 2018.

Dietary Education for Children

NISSIN FOOD PRODUCTS has held the Chicken Ramen Oishii (Delicious) Dietary Education School program since 2008. We teach children in an easy-to-understand way how Chicken Ramen is made and what ingredients are used by enabling them to enjoyably experience the process of making instant noodles, from kneading flour and rolling noodles, to frying noodles in oil. Children can learn about the

importance of nutritional balance through their experiences. In fiscal 2018, 900 parents and children participated in 20 sessions held at 13 locations.



Support for New Food Creation

The SHOKUSOKAI, founded in 1996 in accordance with Momofuku Ando's principle "Create foods to serve society," established and confers on researchers and entrepreneurs the Momofuku Ando Awards to encourage creative foundational research, food product development, and venture businesses that contribute to the creation and development of new food products.

The SHOKUSOKAI supports the activities of researchers and entrepreneurs with a grand prize of ¥10 million and awards of excellence of ¥2 million as well as invention and discovery encouragement awards of ¥1 million awarded as an extra prize for young researchers and young developers working at SMEs.



Regional Development and Community Contributions

Support for Local Innovators

To help energize communities through noodles, NISSIN FOOD PRODUCTS is a sponsor of Hometown Specialty of the Year, an awards program that supports specialty products that will contribute to the future of local communities and development of markets for those products (organizer: Hometown Specialty of the Year Executive Committee; support: Cabinet Office, Ministry of Agriculture, Forestry and Fisheries, Ministry of Economy, Trade and Industry).

In fiscal 2018, awards were conferred in three categories. *Hachioji ramen*, a local ramen branding initiative, received an award in the Noodles that Contribute to Regional Development Category. *Toshiake udon* ("New Year's udon"), an activity to promote a new custom for enjoying udon noodles, received an award in the Community Publicity through Noodles Category. Ramen made using wild boar, which damage crops, received an award in the Delicious Accomplishment

Category. We posted information on the awards on the NISSIN FOODS Group website.



MYOJO FOODS Launches a New Product to Support Tohoku Recovery Efforts for the Eighth Consecutive Year

Since the Great East Japan Earthquake of 2011, MYOJO FOODS has continued to create new products to support recovery efforts in the Tohoku region. Since 2013, the company has developed new products in collaboration with leading restaurants in the region. In February 2018, it launched *MYOJO Pikaichitei Shoyu Ramen*, developed under the supervision of the owner of Pikaichitei, a popular long-established ramen restaurant in Miyako City, Iwate. A portion of the sales proceeds was donated to Miyako City's Hometown Donation Fund.

R&D Center Tours

In August 2017, "The WAVE," the NISSIN FOODS Group's research and development center in Hachioji City, hosted a tour for 32 local elementary and junior high school students and their caregivers and 8 employees of Hachioji City. This was the second such tour, following a successful initial tour in 2016. The participants observed a fried noodles test production line and learned about business activities at the WAVE ranging from the development of products including cup-type noodles, frozen products, lactobacillus drinks, and granola to safety management.



Engaging in 100 Social Contribution Activities in 50 Years

The Hyakufukushi Project

Since 2008, its 50th anniversary, the NISSIN FOODS Group has been implementing the Hyakufukushi Project. In the spirit of founder Momofuku Ando, who was filled with enthusiasm for socially beneficial activities, the Group is engaging in a total of 100 social contribution activities over 50 years. Five themes, which draw upon the spirit of the founder and the establishing philosophy of the Ando Foundation, guide project selection: Creation, Food, the Earth, Health, and Children.

In fiscal 2018, the Group carried out three projects (No. 19–No. 21). The NISSIN FOODS Group will continue to contribute to a brighter, richer future through the Hyakufukushi Project.



Project No. 21 “Sleep Smart, Work Smart,” Sixtieth-Year 60 Year Sleep Project

December 2017–



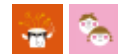
This project combines assistance for children in Japan and overseas suffering from hunger or poverty with health promotion for Group employees. The aim of the project is for the 400 participants to collectively reach a total sleep time of 60 years (531,000 hours*), which was a target decided in connection with the 60th anniversary of the founding of NISSIN FOOD PRODUCTS. The Group will donate ¥400,000 in participation fees to assist children in Japan through the Fund to Support Children’s Future (→P. 46). Then, after the 60 year sleep target is reached, the Group will provide assistance to children abroad by donating ¥600,000 to the United Nations World Food Programme’s (WFP) school meals program (→P. 47). Furthermore, the Group will make an additional donation of up to ¥400,000 in accordance with the achievement of targets for overtime reduction and paid leave usage (→P. 20).

*The figure was calculated by adding the additional hours from leap years (5,400 hours) to the number of hours in 60 years (525,600 hours).



Project No. 20 Super Rare Ancient Earthenware Project

January 2018



As part of a larger program of corporate promotion for Japan’s national treasures*, the NISSIN FOODS Group held an event to help expand children’s understanding of ancient Japanese culture through knowledge of Jomon era earthenware vessels, which revolutionized Japan’s dietary culture. From January 17 to 22, 2018, the CUPNOODLES MUSEUM in Yokohama hosted an exhibition of Jomon pottery replicas and an educational exhibit of Jomon era culture and customs. During the exhibit period, the museum held a hands-on pottery workshop where participants could fashion one-of-a-kind Jomon earthenware-style CUP NOODLE crocks (to hold and serve one package of CUP NOODLES). A total of 98 groups of parents and children learned about the lifestyle of the Jomon period, which was markedly different than previous periods due to creative and ingenious design and also discussed the importance of individual creativity.

*The year 2017 was the 120th anniversary of the Japanese government first using “national treasure” in reference to preserving cultural objects. In this anniversary year, various Japanese companies took part in promoting information about national treasures, as well as the concept that the national treasures belong to the nation’s citizens.



Project No. 19 Komoro Endangered Bugs Biotope Project

November 2017–

This project, which was aimed at preserving insect biodiversity, took place at the Momofuku Ando Center near Komoro City, in the mountains northwest of Tokyo (→P. 36).



The Hyakufukushi Projects so far



https://www.nissin.com/en_jp/csr/social/hyakufukushi/

Period	Project Name	Activities	Creation	Food	Earth	Children	Health
Project No. 1 February 2008– January 2013	Supporting African Communities The Kenya Oishii Project	In Kenya, Africa, an area struggling with hunger, we held classes on the value and manufacturing of instant noodles and worked to empower the local economy.		●			
Project No. 2 October 2008– August 2017	Cultivate Nature-Experience Activities Leaders The “Idle to Idol” In-House Project	Group employees over forty were encouraged to obtain certification as nature experience activity leaders. As of 2017, a total of 193 employees have been certified. (⇒P. 36)					●
Project No. 3 August 2008	Encouraging Emergency Preparedness The Canned Chicken Ramen Just-in-Case Project	We donated 100,000 products (⇒P. 33), which can be stored for three years, to Osaka Prefecture, Osaka City and Ikeda City.		●			
Project No. 4 March 2010– March 2014	STOP Global Warming Even with Instant Noodles Hot Water The Living with Hot Water Project	We advocated methods of reducing the CO ₂ emissions produced when boiling water, and taught how these steps can help fight climate change.			●		
Project No. 5 March 2010– November 2012	Employee Volunteering Support Program The Support for Employees’ Great Volunteerism Project	We recognized outstanding Group employees who volunteer with NPOs and provided partial financing for their activities.	●	●	●	●	●
Project No. 6 September 2011– March 2013	Japan’s Fastest Teach Running Techniques The Run and Eat Children’s Education Project	NISSIN FOODS Group Track and Field Team athletes taught elementary school students about running form.				●	●
Project No. 7 July 2011– April 2013	Appreciating Food’s Deliciousness and Fun through Learning and Cooking Kids, Come into the Kitchen! Project	To encourage knowledge of nutrition and gratitude for good food, we conducted 251 nutrition and cooking classes for over 1,474 children.		●			●
Project No. 8 May 2012– March 2013	Giving Inspiration to Children The Brighter Future for Tohoku Project	One thousand children and their guardians from Iwate, Miyagi and Fukushima Prefecture, areas devastated by the Great East Japan Earthquake, were invited on a trip to the CUPNOODLES MUSEUM in Yokohama.	●				●
Project No. 9 August 2012	Storing 3-Minute Deliciousness for 3 Years The Canned Chicken Ramen & CUP NOODLES Project	We donated 50,000 products (⇒P. 33), which can be stored for three years, to the Shinjuku Ward in Tokyo, Yokohama, and Ikeda City in Osaka.		●			
Project No. 10 October 2012– March 2013	Father and Child Teams Going for the Win! The All Japan “Ikumen” Menu Contest	Father and child teams entered a cooking contest for recipes using instant noodles.	●			●	●
Project No. 11 September 2013– February 2015	Cheering on Children and their Dreams Let’s Have Some Run! Project	The NISSIN FOODS Group Track and Field Team visited schools in areas devastated by the Great East Japan Earthquake to teach “creative thinking” and provide “fun to run.”	●			●	●
Project No. 12 May 2014, July 2014	Protecting Ourselves and Saving Others NISSIN Employee Disaster Preparation Training Project	To ensure Group employees can protect themselves and help others in an emergency, we held overnight training for 63 participants at the Tokyo and Osaka headquarters. They were able to experience life in a simulated evacuation center and learn how to provide hot meal assistance and emergency first response.		●			
Project No. 13 April 2015– September 2015	Losing Weight and Increasing Donations One-Ton Weight Loss Challenge Project	The Group donated ¥5,000 for each kilogram of weight lost by a participating employee. Total weight loss reached one ton and the Group donated ¥5 million to the UN WFP school meals program.		●		●	●
Project No. 14 October 2015– November 2015	Promoting Cross Cultural Understanding and the Value of Sports NISSIN Speed Running Project	The two Kenyan members of the NISSIN FOODS Group Track and Field Team visited elementary schools in the area devastated by the Great East Japan Earthquake to help children gain understanding of different cultures and learn proper running form.	●			●	●
Project No. 15 April 2016– September 2016	Nissin Walking for Charity Project To the Moon: 9,000 Steps Each Day	In this project, 400 Group employees sought to improve their health by walking at least 9,000 steps per day. When the combined distance walked by participants equaled the distance from the Earth to the Moon (384,400 km), the Group donated ¥2.1 million to the UN WFP and ¥422,000 to the Fund to Support Children’s Future.		●		●	●
Project No. 16 November 2016	Peeling off stickers to deliver school lunches to children! Peel off and Deliver Food—Stickers of Life Project	Visitors to the CUPNOODLES MUSEUM locations in Osaka Ikeda and Yokohama made donations that were matched by NISSIN FOODS HOLDINGS for a total of ¥1,289,990, which was donated to the UN WFP.		●			●
Project No. 17 December 2016– April 2017	Helping eradicate hunger and poverty by scaling the Seven Summits! Seven Summits Stair-Climb Challenge Project	When the total height of stairs climbed by participating employees reached the elevation of the highest mountain peaks on the seven continents, the Group donated ¥2.4 million to the UN WFP and ¥210,000 to the Fund to Support Children’s Future.		●		●	●
Project No. 18 January 2017– March 2018	Protecting a Japanese forest through tree thinning and chopstick making! Fantastic Chopsticks!! Forest Conservation Project	Group employees engaged in forest tree thinning in Yoshino (Nara Prefecture) and the collected wood was used to create chopsticks. (⇒P. 36)			●		

Corporate Governance

The NISSIN FOODS Group recognizes enhanced and strengthened corporate governance as one of the top priorities for management and strives for highly objective and transparent management. In accordance with the NISSIN FOODS Group Ethics Regulations and NISSIN FOODS Group Compliance Regulations, all of the Group's managers and employees recognize corporate social responsibility, comply with relevant laws and regulations, and make an effort to behave in line with social ethics.



Corporate Governance

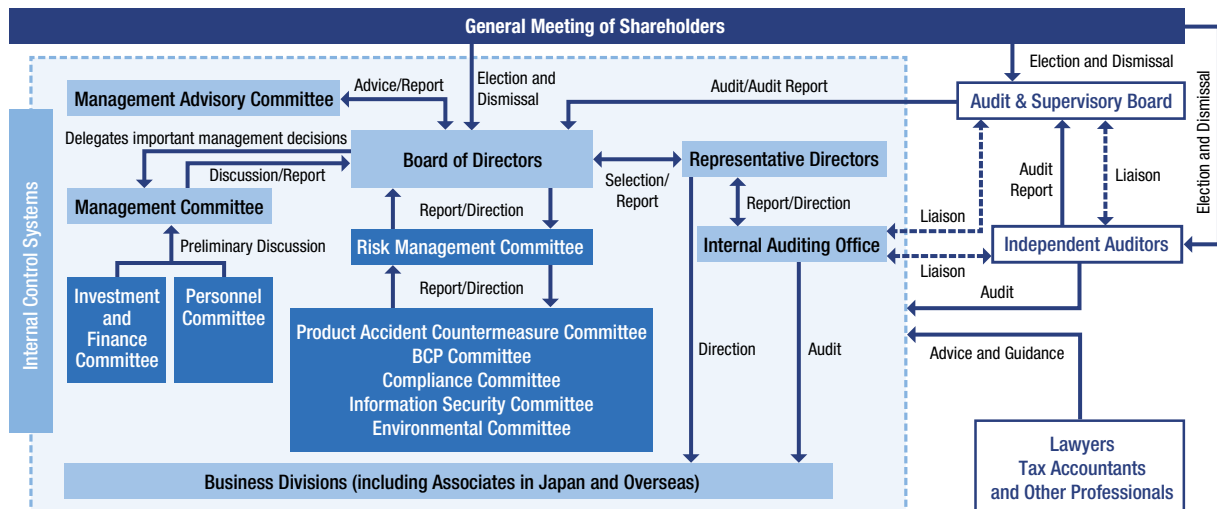
Corporate Governance Structure

For the purpose of further strengthening supervisory functions and promoting swifter decision-making, the NISSIN FOODS HOLDINGS Board of Directors consists of a majority of outside directors. As of March 31, 2018, the Board comprised eight directors, of whom five were outside directors.

To discuss and decide important matters in accordance with laws and regulations, the Articles of Incorporation, and the Board of Directors Regulations, the directors attend periodic regular meetings of the Board of Directors, as well as extraordinary meetings held as necessary. In addition, they monitor the status of business execution by the other directors. The directors also participate in decision-making and supervise the status of business execution by the other

directors at periodically held meetings of the Management Committee, consisting of the inside directors, managing executive officers, and fulltime Audit & Supervisory Board members.

As a company with an Audit & Supervisory Board, the Company has a system for monitoring the directors' execution of duties with three Audit & Supervisory Board members (of which, two Independent Outside Audit & Supervisory Board members). Furthermore, the Company is striving to further enhance corporate governance by assigning several staff specialists to assist with the operations of Audit & Supervisory Board members, enhancing the Internal Auditing Office, which improves the efficiency of audits by cooperating with Audit & Supervisory Board members, and reinforcing the internal control systems, etc.



The Audit & Supervisory Board members comply with the audit standards predetermined by the Audit & Supervisory Board and attend meetings of the Board of Directors and other important meetings in accordance with the audit policy and audit plan for the current fiscal year. They also interview the directors and executive officers concerning the status of execution of duties, examine important approval documents, and perform auditing work such as on-site audits of the head office and important business sites and monitoring and verification of the status of the internal control systems decided by resolution of the Board of Directors.

Enhancement of Internal Control Systems

The Board of Directors of NISSIN FOODS HOLDINGS is working to develop more appropriate and efficient systems by conducting reviews, as appropriate, to the “Basic Policy on Construction of Internal Control Systems.” The Audit and Supervisory Board members audit the internal control systems related to overall business management, and the Audit and Supervisory Board members and Internal Audit Office conduct operational audits of the business divisions, audit and verify the effectiveness of internal controls, and provide improvement suggestions, guidance, and instructions as necessary.

In addition, at the time of introduction of the Financial Instruments and Exchange Act, we designed and put into operation internal controls pertaining to financial reporting in conformance with the basic framework on internal control indicated in the document “On the Setting of the Standards and Practice Standards for Management Assessment and Audit concerning Internal Control over Financial Reporting (Council Opinions).”

Effective December 6, 2017, NISSIN FOODS HOLDINGS abolished the initiative entitled, Countermeasures to the Large-Scale Acquisition of the Company’s Shares (Takeover Defense Measures). Even after abolition of the takeover defense measures, we will continue to strengthen corporate defense measures, such as manual preparation.

Selection and Remuneration of Directors and Audit & Supervisory Board Members

Candidates for directors are discussed and determined by the Board of Directors following deliberation and verification of their appropriateness by the Management Advisory Committee. Candidates for Audit & Supervisory Board members are discussed and determined by the Board of Directors with the consent of the Audit & Supervisory Board following deliberation and verification of their appropriateness by the Management Advisory Committee.

Remuneration for directors consists of the “basic remuneration” paid according to position and role importance, etc. of the director and the “remuneration-type stock options” for the purpose of increasing motivation and incentives toward the contribution to sustained improvement of business performance and enhancement of corporate value over the medium- to long-term within the scope of the

total amount resolved by the General Meeting of Shareholders. However, in view of the nature of the duties, the remuneration for outside directors is not linked to business performance and consists only of “basic remuneration” paid according to the position. The procedures for the above are decided by the Board of Directors after the appropriateness of said procedures is deliberated and verified by the Management Advisory Committee, the majority of which are Independent outside directors and Independent Outside Audit & Supervisory Board members.

Furthermore, although remuneration for Audit & Supervisory Board members is determined through discussions with the Audit & Supervisory Board members within the scope of the total amount resolved by the General Meeting of Shareholders, in view of the nature of auditing service, remuneration for Audit & Supervisory Board member is not linked to business performance and consists only of “basic remuneration” paid according to the position.

→ Corporate Governance
https://www.nissin.com/en_jp/ir/management/governance/

Risk Management

In accordance with the NISSIN FOODS Group Risk Management Regulations, the Risk Management Committee ascertains the status of management of various risks facing the Group and strives to avoid damage to corporate value.

The Group has positioned risks related to product accidents, business continuity planning (BCP), compliance, and information security as high-priority risks and is strengthening measures to counter these risks.

BCP System

To fulfill its social responsibilities as a food products company, the NISSIN FOODS Group is establishing a system for maintaining product supply even after the occurrence of a major earthquake or other emergency. In December 2016, NISSIN FOODS HOLDINGS and NISSIN FOOD PRODUCTS strengthened business continuity planning by instituting the Regulations for BCP (Business Continuity Plan). In this way, we are establishing a system for rapidly gathering information on the safety of employees and the status of damage to plants and other business sites and swiftly and appropriately making decisions related to business continuity.

In fiscal 2018, we conducted a BCP initial response drill at the Tokyo head office.





Compliance

Compliance System

In accordance with the NISSIN FOODS Group Compliance Regulations, we assign a manager in charge of compliance in each main division of NISSIN FOODS HOLDINGS and each Group company and hold quarterly meetings of the Compliance Committee, which is chaired by the COO. The Committee members share reports on the nature and number of inquiries to the internal whistleblowing contact points, case examples of problems, and measures to prevent their reoccurrence. The managers in charge of compliance work to increase employee compliance awareness, share the details of reports at Committee meetings with their companies and departments, and hold compliance study meetings. They are also responsible for investigating and reporting suspected violations.

Compliance Education

We have incorporated compliance content into various training programs, including training for graduates and newly appointed managers. We also distribute to all employees working at NISSIN FOODS Group companies in Japan the Compliance Book, a pamphlet containing case studies on laws and ordinances and social norms to be observed.



【Compliance Book Case Examples】

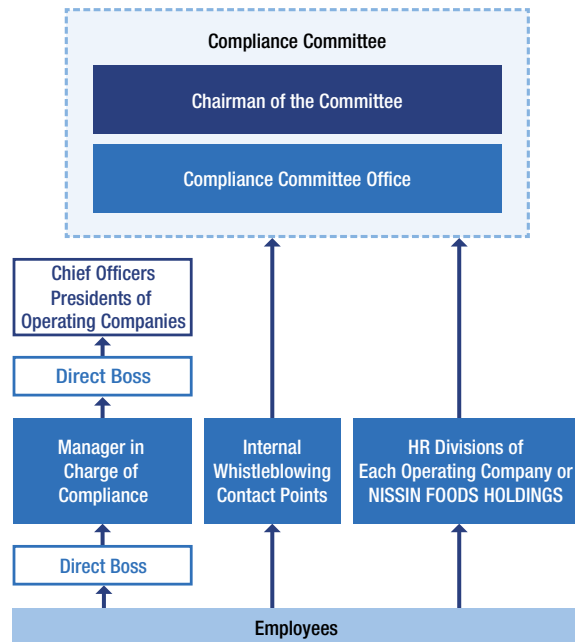
- Sexual harassment
- Power harassment
- Appropriate information management
- Guidance for preventing overwork
- Appropriate use of SNS
- Prohibition of unpaid overtime
- Insider trading
- Proper accounting procedures
- Compliance with the Antimonopoly Act and Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors
- Collusion with business partners (prohibition of the provision or receipt of gifts or entertainment that exceed social norms)

Internal Whistleblowing Contact Points

In accordance with the NISSIN FOODS Group Rules on Internal Whistleblowing, we have set up a whistleblower system that enables reporting and consultation on matters such as violations of work-related laws and regulations. We have prepared three internal whistleblowing contact points to make it easy for employees to seek consultation. Anonymous consultation is possible using any of the contacts, and disadvantaged treatment of whistleblowers is prohibited.

To publicize the internal contacts points, we distribute to all Group employees in Japan a Compliance Card containing the contact information in business card size.

Compliance Structure



【Internal Whistleblowing Contact Points】

- Contact point to the Compliance Group, Legal Affairs Department, NISSIN FOODS HOLDINGS
- Contact point to a fulltime Audit & Supervisory Board member
- Contact point to an attorney

Note: Concerns can be reported in person or by telephone, e-mail, or post.

Ensuring Fair Trading

We provide education to employees on the following matters in the NISSIN FOODS Group's Ethics Regulations through training, distribution of the Compliance Book, and other means.

All Group officers and employees shall:

- build fair, just, and transparent relationships with business partners and strive for business dealings in compliance with laws and regulations and fair business practices.
- strive to disclose corporate information and shall refrain from acts that constitute insider trading and the provision of benefits or advantages to third parties using undisclosed information.
- strictly manage information that constitutes trade secrets and refrain from disclosing or leaking it to outside parties whether during employment or after retirement.
- refrain from using a superior bargaining position to cause undue losses to business partners, and
- refrain from using a professional position to receive personal benefits or advantages from business partners.

Rejection of Unreasonable Demands from Antisocial Forces

In the course of carrying out corporate activities, the NISSIN FOODS Group has a policy of severing any relations with antisocial forces or organizations that threaten the order and safety of civil society. We clearly express this policy in the code of conduct in the NISSIN FOODS Group's Ethics Regulations and thoroughly familiarize employees with it. Also, the General Affairs Division handles antisocial forces, plays a key role in continuously gathering information from government bodies and outside specialized organizations, developing a system which will be able to address unexpected situations with prompt cooperation.

Strengthening of Information Security

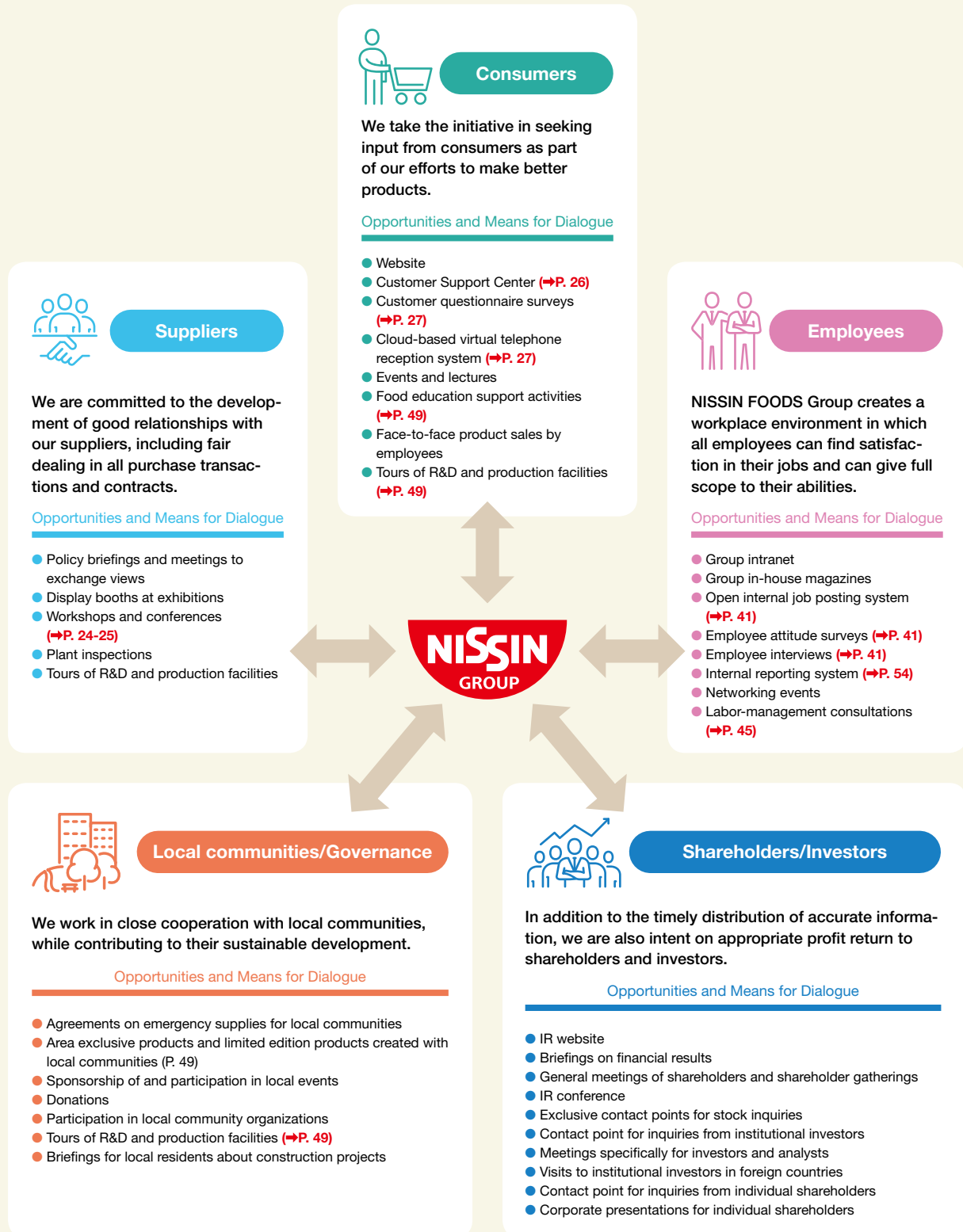
The NISSIN FOODS Group has set up the Information Security Committee, chaired by the COO, and appropriately protects and manages information. We appropriately handle and rigorously manage personal information in our possession in conformance with the NISSIN FOODS Group Personal Information Protection Regulations.

Major Awards and Recognition in FY2018

Recognition or Award Name	Award Sponsor	Recipient	Reasons for Recognition
In-House Newsletter Awards 2017 1) In-House Newsletter Category: Cover Planning Silver Award In-House Newsletter Category: Special Feature / One-Off Feature Award of Seven Pages or Less 2) Gold Award 3) Bronze Award	Nana General Communications Research Institute (Wis Works' think tank organization)	NISSIN FOODS HOLDINGS	1) Cover 2) "New Medium-Term Business Plan—The Road to Market Capitalization of ¥1 Trillion" 3) "What Will You Be Doing Ten Years from Now? Thinking about a Career Plan"
FY2018 Keidanren Recommended In-House Newsletters Special Theme Category: Planning Award	KEIDANREN Business Service	NISSIN FOODS HOLDINGS	Special feature "Work Style Reform Underway on a Grand Scale"
Four stars in the First Nikkei Smart Work Management Survey	Nikkei Inc.	NISSIN FOODS HOLDINGS	Human resource utilization and market development capabilities
Randstad Award Employer Brand Award 2018 Ranked 3rd	Randstad	NISSIN FOODS HOLDINGS	Availability of interesting work / Stable employment opportunities / Pleasant workplace environment / Innovative technologies / Reputation in society / Financial soundness
Certification as a Tokyo Sports Promotion Company 2017	Tokyo	NISSIN FOODS HOLDINGS	In recognition of promotion of employee sports activities through the Seven Summits Stair-Climb Challenge Project (Hyakufukushi Project No. 17) (⇒P. 51)
Certification as a Sports Yell Company 2017	Japan Sports Agency	NISSIN FOODS HOLDINGS	
Receipt of the Comprehensive Information Technology Award in the 35th Information Technology Awards 2017	Japan Institute of Information Technology	NISSIN FOODS HOLDINGS	(⇒P. 21)
Ranking of companies and industry sectors in which people would like to work Ranked 4th	Riskmonster.com	NISSIN FOOD PRODUCTS	(Reason for selection not specified, since the rankings are from the findings of a general questionnaire survey)
The Employer of Choice Award 2017 1) Employer of Choice Award 2) Asia Pacific Outstanding Employer Award 3) Learning & Development Award	Job Market	NISSIN FOODS (HONG KONG)	1) HR strategies in Hong Kong 2) Human resource development and recruitment in Hong Kong and mainland China 3) Education and training programs in Hong Kong, particularly Desert Island Training (⇒P. 42)
Recognized as a "Caring Company"	Hong Kong Council of Social Service	NISSIN FOODS (HONG KONG)	Recognized for CSR Program initiatives
Top Human Resource Management Awards 2017	JOBS.US	NISSIN FOODS (CHINA) HOLDING	In recognition of promotion of growth and achievement of personal goals by making all employees realize that they are important

Opportunities for Dialogue with Stakeholders

The NISSIN FOODS Group believes in the importance of dialogue with all stakeholders who are affected by the Group's business. The Group incorporates the views and requests that we learn through these processes into our efforts to achieve further improvement in our corporate value.



Editorial Policy

This report provides information about the philosophy and activities of the NISSIN FOODS Group in relation to its corporate social responsibilities (CSR) as a member of society. The report contains information about our initiatives in the areas of food safety, the environment, employees, social contribution and corporate governance.

Period Covered by this Report

This report covers fiscal 2018 (April 1, 2017–March 31, 2018) but also includes any significant information from before and after that period.

Scope of this Report

This report covers NISSIN HOLDINGS CO., LTD., and the NISSIN FOODS Group which consists of seven Japanese business corporations and multiple overseas business corporations. The scope of aggregation for environmental and social performance data are stated in each case.

Publication Date

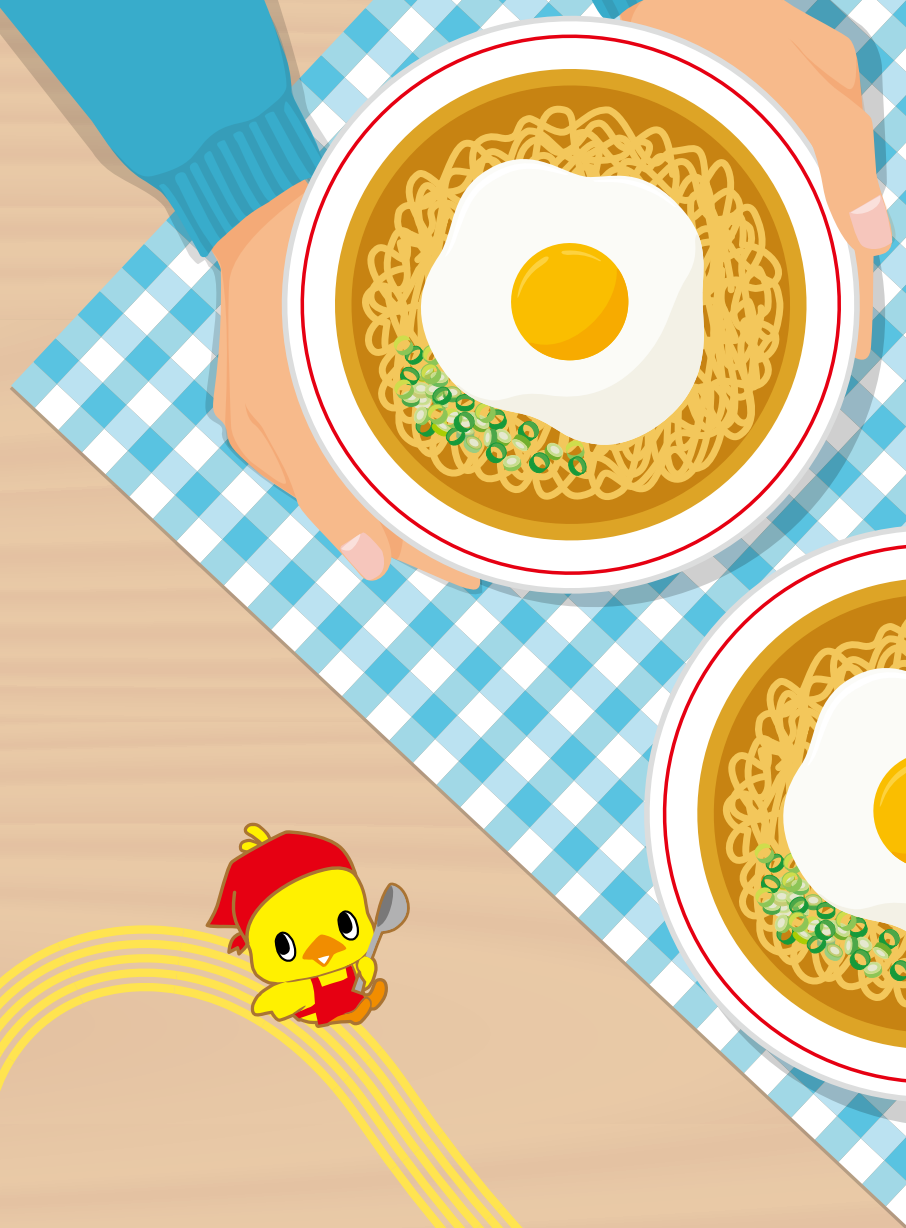
June 2018 (previous report: June 2017)

Referenced Guidelines

- Japanese Ministry of the Environment, Environment Reporting Guidelines 2012
- GRI (Global Reporting Initiatives), GRI Sustainability Reporting Standards
- ISO 26000 – Guideline on social responsibility

Further Inquiries:

CSR Promotion Office, Corporate Communications Division, NISSIN FOODS HOLDINGS CO., LTD.
Telephone: +81-3-3205-5111



Related Websites



CSR Website → http://www.nissin.com/en_jp/csr/

CSR Policies

Code of Conduct → https://www.nissin.com/en_jp/ir/management/governance/internal_control/

Voluntary Declaration of Consumer Orientation → https://www.nissin.com/en_jp/csr/stakeholders/customer/declaration/

NISSIN FOODS Group Environmental Charter → https://www.nissin.com/en_jp/csr/environment/policy/environment_charter/

Basic Policy on Environmentally Friendly Container and Packaging Design → https://www.nissin.com/en_jp/csr/environment/policy/container_packaging/

Basic Policy on Green Procurement → https://www.nissin.com/en_jp/csr/environment/policy/green_procurement/

Nissin Group Policy on Sustainable Procurement → P. 18



IR Website → https://www.nissin.com/en_jp/ir/

