

Modern Slavery Act Statement 2024

Nissin Corporation, its subsidiaries and related companies (collectively, the Nissin Group) publishes this statement in accordance with section 54-(1) of the Modern Slavery Act 2015.

This statement outlines the efforts we have taken to prevent modern slavery and human trafficking in the Nissin Group's business and supply chain.

This statement is a report for the fiscal year 2024, which ended on March 31, 2025.

Outline of business and supply chain

The Nissin Group consists of the Nissin Corporation and 72 subsidiaries/related companies (As of 31 March, 2025).

We operate domestic and global logistics, travel, and real estate business.

The Nissin Group aims to be a leading supply chain logistics provider, which is trusted and valued by customers through developing new business models, leveraging the Group's strengths in overseas networks and international logistics.

In the UK, we opened our London branch in 1975, which was subsequently spun off to form NISSIN (U.K.) LTD in 1983. Since then, we have continued to expand our international logistics operations both within the UK and overseas markets.

In addition, the Nissin Group operates both domestic and international logistics services and procures a wide range of services from land, ocean and air carriers, as well as warehousing and packaging providers. We require all business partners involved in our operations to take appropriate measures in line with the Nissin Group Human Rights Policy as described below.

Please refer to the following webpages for more details about the Nissin Group.
(Japanese)

<https://www.nissin-tw.com/>

(English)

<https://www.nissin-tw.com/english/index.html>

Our policies on slavery and human trafficking

The Nissin Group promotes and upholds human rights across its operations through the implementation of its international regulations including the "Charter of Corporate Behavior" and the "Compliance Manual".

Recognising the increasing importance of human rights in the international community, the Group established the "Nissin Group Human Rights Policy" on 17 March 2025. This policy is based on the "United Nations Guiding Principles on Business and Human Rights" and other international standards and is intended to further strengthen our commitment to respect human rights throughout our business activities.

In the "Nissin Group Human Rights Policy", we clearly state that our group does not tolerate any illegal labour including forced labour, bonded labour, or child labour, not only within our own business operations but also throughout our supply chain.

Please refer to the following webpages for the full text of the Nissin Group Human Rights Policy:

(Japanese)

https://www.nissin-tw.com/assets/sustainability/social/Nissin_Group_Human_Rights_Policy_JP.pdf

(English)

https://www.nissin-tw.com/assets/sustainability/social/Nissin_Group_Human_Rights_Policy_EN.pdf

Due Diligence processes for prevention of slavery and human trafficking

Based on the "Nissin Group Human Rights Policy," the Group will establish and continuously implement a human rights due diligence mechanism in accordance with the United Nations Guiding Principles on Business and Human Rights, which enables us to identify potential negative human rights impacts on our stakeholders and to prevent and mitigate them.

The Nissin Group has a separate whistle-blowing contact point (by telephone, email or others) to report any noncompliance apart from the regular report line. If a compliance violation is identified, a Compliance Committee chaired by the President is convened and appropriate action is taken in accordance with internal regulations. In addition, we annually conduct an internal governance assessment of our domestic and overseas consolidated subsidiaries to confirm whether this mechanism and responses are being properly operated.

Training and other initiatives to prevent slavery and human trafficking

Training on harassment prevention and sustainability including 'Respect for Human Rights in the Supply Chain' is provided for all employees, including those transferred domestically and overseas, to ensure a deep understanding of the importance of preventing all human rights violations and respecting human rights throughout the supply chain.

In addition, training on our "Charter of Corporate Behavior" is provided for new employees and employees transferred abroad. The Charter contains an important clause on 'respecting the human rights of all people and eliminating all forms of illegal labour'. We aim to raise awareness of respect for human rights by providing new employees with a basic understanding and employees working in areas with relatively high human rights risks with more specific training.

No issues relating to modern slavery have been identified within the Nissin Group in the fiscal year 2024.

Initiatives to be undertaken in the future

The Nissin Group will continuously seek to improve our efforts towards the elimination of modern slavery and human trafficking and will disclose relevant information on our webpages or Integrated reports.

This statement was approved by the Board of Directors of the Company on 16 June 2025.

A handwritten signature in black ink, appearing to read 'M. Tsutsui', with a horizontal line underneath.

Masahiro Tsutsui
President and Representative Director
Nissin Corporation
Date: 16 June 2025