



CSR Report 2020



Committed to contributing to the sustained growth of society as a good corporate citizen, Nissin engages in free and fair business activities globally with a strong sense of ethical values.

Top Message



Masahiro Tsutsui

President

The name Nissin comes from an ancient Chinese saying that translates to “a new issue day by day, and an innovation to the day.” Driven by this spirit, the Nissin Group provides safe, fast, and top-quality logistics and travel services, and works to contribute to society through business activities to realize a more prosperous society.

Nissin has introduced some of its social contribution activities in its previous CSR reports, but this report will also give an overview of the Group’s history, global network, and business model.

As of June 2021 when this report is being released, the COVID-19 crisis has been ongoing for over a year and there is still no prospect of containing the epidemic in Japan. The world is also riddled with other problems that need to be overcome in order to realize a sustainable society, including an increase in natural disasters and global warming caused by climate change, economic disparity, poverty, and food loss.

The Nissin Group will continue to engage in CSR and business activities with a commitment to help overcome these social problems.

We present this year’s CSR report for your perusal and hope it will facilitate your understanding of the Nissin Group’s CSR activities.

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History of Nissin

As a pioneer in international comprehensive logistics, Nissin Corporation provides a full range of logistics services including ocean, air, rail, and truck transport, as well as warehousing, moving, and customs clearance.

Major events in society

1951 San Francisco Peace Treaty

1955 - 1973 Japan's rapid economic growth period

1930

1940

1950

1960

1970

1938

1958

1938 - 1958

Establishment and listing

December 1938 Established Nissin Transport Co., Ltd. in Kawasaki, Japan

October 1942 Relocated head office to Yokohama



Head office of Nissin Transport Co., Ltd. Tokyo Sales Office



November 1948 Established Kobe Branch Office

April 1949 Started warehousing business and strengthened warehousing department



Strengthened warehousing department

April 1950 Listed on First Section of the Tokyo Stock Exchange

November 1954 Established Tokyo Branch Office

May 1958 Established Osaka Branch Office

1958 - 1983

Expansion of business scale

August 1961 Started pier operation as Nissin Pier

April 1969 Established Chiba Branch Office

April 1970 Started ocean export of completely built up (CBU) vehicles



Nissin Kanagawa Pier



Exporting CBU vehicles

December 1973 Established Nissin International Transport U.S.A., Inc. as first overseas subsidiary

January 1974 Established Nissin Transportation & Warehousing (H.K.) Ltd. as a local subsidiary in Hong Kong

July 1975 Established London Branch Office

April 1978 Spun off air travel section into Nissin Travel Services Co., Ltd.

April 1981 Established Hokkaido Nissin Transportation & Warehousing Co., Ltd.

March 1983 Started consolidated air cargo transport service

October 1983 Established Nissin Transport (S) Pte., Ltd. as a local subsidiary in Singapore



1983 - 1994

Expansion of operations overseas

October 1983 Spun off London Branch Office to the local subsidiary Nissin (U.K.) Ltd.



Nissin (U.K.) Ltd.

- October 1984 Established Nissin Transport (Canada) Inc. as a local subsidiary in Canada
- January 1985 Established Nissin Transport G.m.b.H. as a local subsidiary in West Germany
- October 1985 Changed company name to Nissin Corporation
- October 1987 Established Siam Nistrans Co., Ltd. as a local subsidiary in Thailand
- December 1987 Established Nissin Transport Ges. M.B.H. as a local subsidiary in Austria
- April 1992 Established Nissin France S.A.S. as a local subsidiary in France
- August 1992 Established joint venture Shanghai Gaosin Trade & Warehousing Industrial Co., Ltd. in Shanghai, China
- June 1994 Established Nistrans (M) Sdn. Bhd. as a local subsidiary in Malaysia

1994 - today

Towards the next evolution

- May 1999 Established joint venture Nissin ABC Logistics Private Ltd. in India
- July 2000 Established Nistrans Internacional de Mexico, S. de R.L. de C.V. as a local subsidiary in Mexico
- August 2004 Established PT. Nissin Transport Indonesia as a local subsidiary in Indonesia
- March 2005 Established LLC Nissin Rus as a local subsidiary in Russia
- May 2006 Established Nissin Logistics (VN) Co., Ltd. as a local subsidiary in Vietnam
- June 2007 Established Nissin Logistics Poland Sp. zo. o as a local subsidiary in Poland



Nissin Logistics Poland Sp. zo. o

- February 2012 Established Lao Nissin SMT Co., Ltd. as a local subsidiary in Laos
- December 2018 Marked 80th anniversary
- September 2019 Completed Island City Logistics Center (Fukuoka)
- February 2020 Completed Maya West Refrigerated Warehouse
- March 2021 Completed Heiwajima Refrigerated Logistics Center

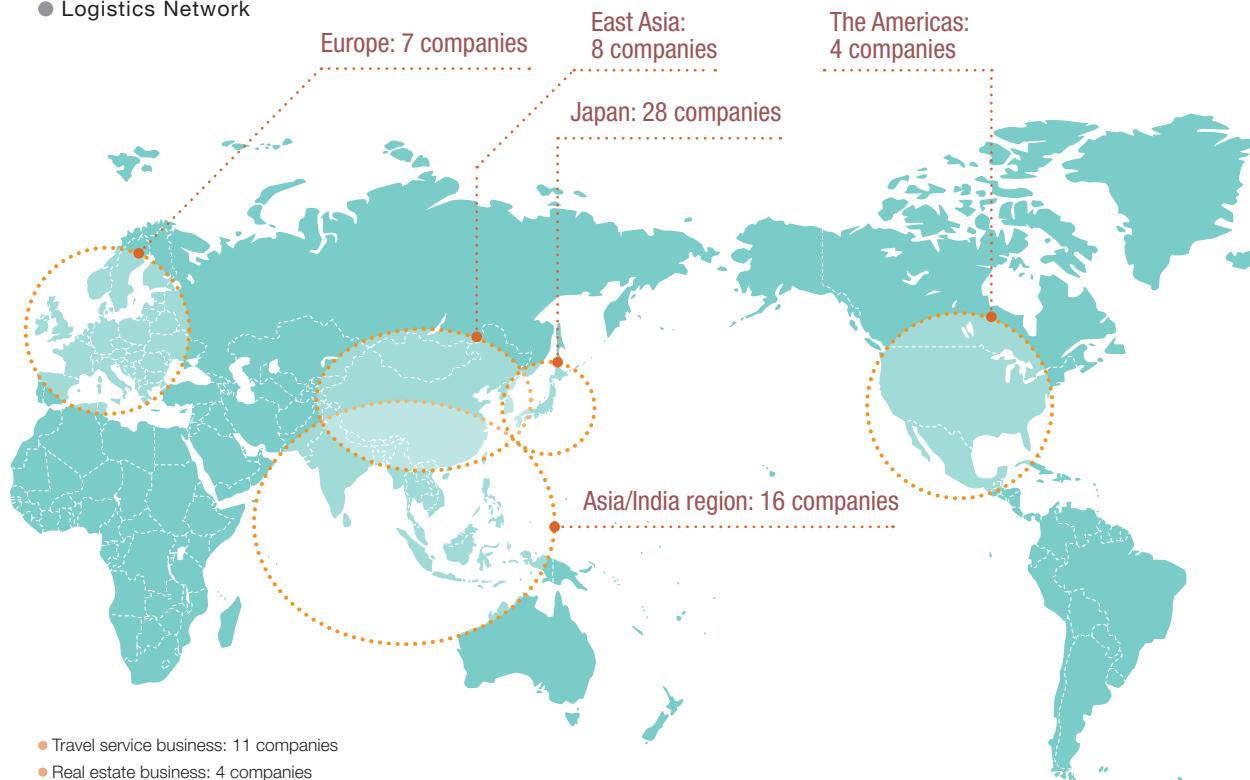
Global Network

Company Overview

(as of March 31, 2021)

Name:	Nissin Corporation
Established:	December 14, 1938
Yokohama Head Office:	6-81 Onoe-Cho, Naka-Ku, Yokohama, Kanagawa
Tokyo Head Office:	5 Sanban-cho, Chiyoda-ku, Tokyo
Representative:	Masahiro Tsutsui, President
Capital:	6,097 million yen
Number of employees:	1,636 (non-consolidated)
URL:	https://www.nissin-tw.com/english/

● Logistics Network



Business Model

The Nissin Group operates a worldwide logistics business as well as travel service and real estate businesses.



Logistics business

- **Air cargo**
Covering major cities worldwide, Nissin provides safe, accurate, and fast door-to-door consolidated air cargo transport services through its network of local subsidiaries and agencies. Nissin's strength lies in its ability to provide cargo space and competitive prices thanks to partnerships with airline companies.
- **Ocean cargo**
A pioneer in international intermodal transportation, Nissin has extensive experience in non-vessel-operating common carrier (NVOCC) services as well as large equipment transportation for plants and factories.
- **Port/warehouse**
Nissin operates the container terminal business at the ports of Yokohama, Osaka, and Kobe, and has general and refrigerated warehouses in 30 locations, with a focus on wharf districts in the Keihin and Kansai regions.
- **Domestic services**
Boasting a wide range of transportation methods including truck, Japan Railway (JR) container car, coasting vessel, and ISO tank container transport, Nissin provides logistics services with over 100 offices and subsidiaries across Japan. Nissin also provides onsite operation services such as inventory management, loading and unloading, packing, sorting, and other tasks at its customers' plants and logistic centers.

Travel service business

Nissin provides total support to companies and other organizations for their business trips.

Nissin proposes travel plans that are tailored to the organization's objectives for business inspection tours, training trips, seminar and event tours, and more.

Real estate business

Nissin operates commercial buildings and parking lots and leases land for commercial use mainly in the Keihin area.



Nissan Corporation Environment Policy

Nissan Corporation and its affiliated companies shall aim to be a logistics group that is trusted by its customers on the world stage and to regard the balance of economic activity and the environment as an important management pillar in order to minimize the burden on the environment through the spirit of “improving day by day” and develop a sustainable society as a good corporate citizen.

Basic Policy

- 1, We shall establish environmental goals for the conservation of the global environment and prevention of pollution, and strive to continuously improve them through periodical reviews.
- 2, We shall comply with all environmental laws and regulations, accords and terms of agreements relating to business activities.
- 3, We shall make active efforts to conserve resources and energy and reduce waste to minimize the burden on the environment.
- 4, We shall work together with our clients and partner companies to take into account the prevention of global warming and controlling of air pollutants and provide environmentally friendly logistics services from a life cycle perspective.
- 5, We shall thoroughly inform all employees and affiliated parties and disclose to the general public the contents of this Environmental Policy.

Green Management Initiatives



Recognizing that environmental conservation is a corporate social responsibility, Nissan carries out environmental measures independently and systematically, and strives to improve management in that regard.

Nissan believes it is its social responsibility as a logistics services provider to ensure the blessings of the earth are passed on to the next generation, and provide efficient and environmentally friendly logistics services.



Examples of Initiatives in Green Management

1 Modal Shift

Shift to rail transportation

Nissin switched its method of transport from truck to rail, which allows transporting larger quantities of cargo. This provides a number of benefits that contribute to reducing environmental impacts such as lowering CO₂ emissions, controlling traffic congestion, improving transportation efficiency, and saving energy.



2 Improving Logistics Efficiency

HACO Lab.

HACO Lab. is a solution to manage distribution containers that enables users to visualize the inventory of returnable containers, reduce container loss and overstock, lower container costs, and prevent waste of containers. The system can also be installed on a smartphone with a quick and easy process, which also contributes to saving resources.



3 Facilities and Equipment

Environmentally friendly warehouse: Heiwajima Refrigerated Logistics Center

The center is situated in an ideal location for exporting and importing cargo (Heiwajima, Ota-ku, Tokyo), and provides easy access to the center of Tokyo and the entire metropolitan area.

It is equipped with environmentally friendly refrigeration equipment that uses natural refrigerants, and employs a truck reservation system to reduce truck standby time and CO₂ emissions. The center also has a rooftop emergency generator as a BCP measure.



4 Environmental Conservation Efforts

CO₂ reduction initiatives awarded S class six years in a row

Nissin has received the top rating ("S class") in the Ministry of Economy, Trade and Industry's Business Operator Classification Evaluation System stated in the periodical report of the Energy Saving Law.



Reducing energy use also helps lower CO₂ and contributes to Japan's 2050 Carbon Neutral Goal (i.e., achieve net-zero emissions of greenhouse gases).



Talent Development

Nissin values people above all else. In order to achieve sustainable growth, Nissin provides career development support to employees with the goal of “developing global talent who take initiative with logical thinking skills.”

Category	Details	Entry level	Mid-level	Leader	Management
Level-specific training	Employees undergo training to mainly gain management skills and awareness of their roles.	Entry-level training		Training for promoted employees	
Basic knowledge and skills	Employees undergo training to gain knowledge needed to perform their duties, such as relevant laws and internal rules. Particularly important matters are also covered in e-learning classes.	Basic knowledge training course (e.g., laws and contracts)	Practical training (introduces workplace/occupation)	Anti-harassment training	Various e-learning courses (internal)
Applied knowledge and skills	Employees participate in external training courses to gain knowledge, certifications and skills that are related to their daily operations.	International Cargo Agents Training Programme	International Multimodal Transport Specialists Course	Training programs offered by various trade associations and external training courses	
Diversity	Nissin provides training on an individual and organizational basis on improving workplace productivity.	Women's career development support training course	Management training course on developing female junior staffs		
Logical thinking	Employees undergo training to improve basic skills in logical thinking.	Basic logical thinking training course (writing skills)	Advanced logical thinking training course (communication)		
Basic IT skills	Employees gain basic computer skills (e.g., Excel, Word, PowerPoint).	Various e-learning courses		Practical training	IT systems training course
Finance	Entry-level employees undergo training on the basics such as the role of the accounting department and understanding financial statements, and those in managerial positions undergo more advanced training.	Basic knowledge training course (accounting)	Finance training course (financial analysis)		
Development of global talent	In order to develop talent that can succeed worldwide in the future, Nissin offers online language courses and TOEIC testing in Japan, and also provides practical training at its subsidiaries outside Japan.	TOEIC testing and language courses		Pre overseas assignment training (general/executive levels)	
Passing down know-how	Nissin provides training to quickly turn new employees into a skilled workforce and give management skills to mid-level employees.	On-the-job (OJT) training	OJT for leaders		
Personal development	Nissin also provides training courses not directly related to job duties (e.g. giving presentations)	Various e-learning courses			

Training programs implemented in FY03/20.



Respect for Human Rights

Striving to create a comfortable workplace environment for all employees, Nissin has established programs tailored to life stage transitions, and a system that enables employees to have a fulfilling career and personal life.

Diversity

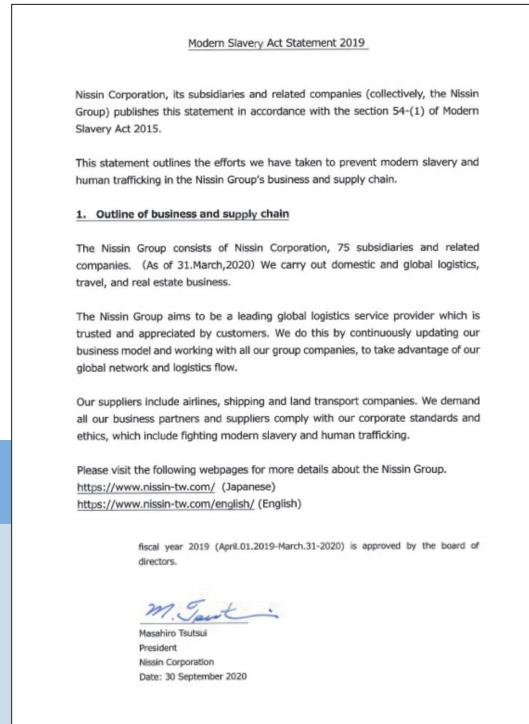
Nissin has implemented the following programs to ensure the workplace environment is comfortable for people in a wide range of circumstances.

- **Childcare** Childcare leave, reduced working hours, staggered working hours, flextime
- **Nursing care** Caregiver leave, reduced working hours, flextime, reemployment
- **Female empowerment** Reemployment (after marriage, child-raising, or job relocation of spouse)
- **Seniors** Post-retirement reemployment (up to 70 years old, subject to conditions)

Statement on the UK Modern Slavery Act 2015

Nissin Corporation and its group companies published a statement on the Modern Slavery Act 2015 enforced in the UK.

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





Social Contribution

Cosponsoring *Oshigoto Nenkan 2020*, a Career Education Book for Children

Oshigoto Nenkan (“The Job Almanac”) has been published annually since 2016. It is given free of charge to elementary and junior high school students in Japan and to Japanese schools for Japanese citizens who live abroad. The book is written in question and answer format, in which companies give thorough answers to children’s honest questions about different jobs.

Nissin cosponsored *Oshigoto Nenkan 2020* to give the next generation an opportunity to learn about the logistics industry.



Shipping Medical Supplies and Necessities to Those under Lockdown Due to the Pandemic in India

From March 25 to May 3, 2021, the entire country was put under lockdown, forcing companies that provide inessential goods and services to suspend operations.

During that time, Nissin carried out local social contribution activities by shipping medical supplies and other necessities in India with a focus on the southern region.



Signing Agreement on Use of Facilities in a Disaster

Tsurumi Warehouse signed an agreement on the use of its facilities during a disaster on December 17, 2020 at a hall of the Kanagawa Prefectural Yokohama-Suijo Police Station.

Experts say that there is an over 70% chance a massive earthquake will occur in Japan in the next 30 years. We hope to help provide safety and security to locals by offering use of the facility when an earthquake hits.



Transporting Ingredients for Avigan Tablets

The drug Avigan is a candidate COVID-19 treatment drug. The government of Japan made an urgent request to build a system to carry out fully integrated manufacturing and ensure stable supply of Avigan in Japan, and Nissin played a part in transporting ingredients for the drug.

Leveraging its expertise in providing fast logistics services, Nissin transported 11 ISO tank containers, filled 1,030 drums, and made shipments with 22 large trucks.





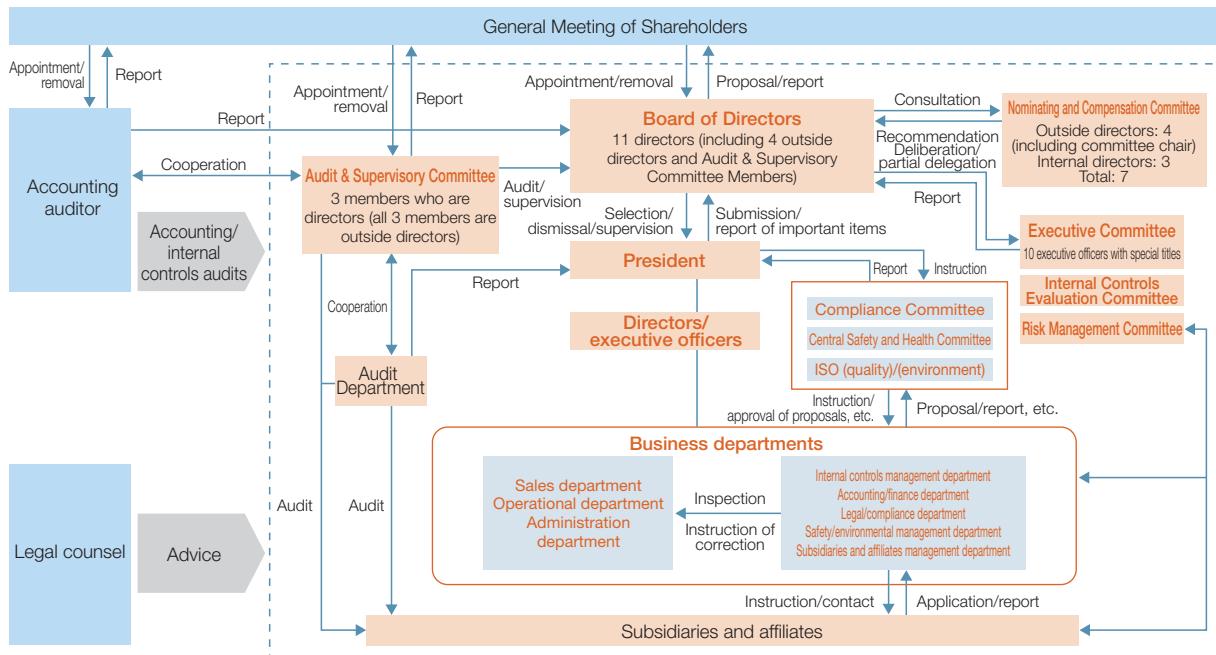
Corporate Governance

Nissin's Basic Approach to Corporate Governance

Nissin strives to implement a thorough corporate governance system building on improving business transparency and efficiency in order to contribute to society and meet the expectations of stakeholders by enhancing corporate value. Furthermore, to ensure that corporate governance functions effectively, Nissin has also established the Nissin Charter of Corporate Behavior, which sets out specific guidelines for complying with the laws of Japan and other countries and acting in accordance with corporate ethics, and carries out compliance activities stated in the charter.

● Governance Structure

(As of March 31, 2021)





Risk Management

Risk Management Committee

In order for Nissin and its group companies to fulfil their corporate social responsibility, a Risk Management Committee has been established to acknowledge risks and prevent loss caused by risks. The committee develops overall policy on risk management, and identifies, assesses, and regularly monitors material risks that need to be managed.

Internal Control

Nissin has formulated a basic policy on establishing internal control systems to ensure executives and employees perform their duties properly and companies conduct their business operations appropriately.

- 1) Systems to ensure that the duties performed by directors and employees are in compliance with laws and the articles of incorporation.
 - 2) Systems involving the storage and management of information related to the performance of directors' duties
 - 3) Rules on managing risk of loss and other systems
-

Business Continuity Plan (BCP)

Nissin works to reduce the impact of disasters on businesses and maintain customers' supply chains by taking measures to prepare for disasters in ordinary times.

- 1) Nissin will place top priority on the lives and safety of executives, employees, their family members, and other stakeholders.
 - 2) Nissin will prevent the spread of damage by promptly identifying the state of damages, and work to ensure the early recovery of the supply chain.
 - 3) In the event of an emergency, Nissin will fulfill its responsibility as a member of society by contributing to regional society through business operations.
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Compliance

Whistleblowing

Nissin's Compliance Committee, which is chaired by the president, makes every effort to ensure compliance activities are put into practice. Furthermore, Nissin has established a whistleblowing system, and endeavors to identify and rectify misconduct at an early stage.

Nissin has established and operates a whistleblowing hotline where employees can report or receive advice in the event they discover a compliance violation or possible violation such as misconduct in business activities or harassment.

Charter of Corporate Behavior

In recognition of our position as a good corporate citizen committed to contributing to the sustained growth of society and to engaging in free and fair business activities globally with a strong sense of ethical values, Nissin Corporation and its subsidiaries have established a set of principles to guide its corporate behavior.

1. We aim to become a company that earns the trust of our customers and satisfies their needs.

Based on our corporate philosophy of "improving each day", we will identify global trends and provide valuable services to society.

Through our global logistics operations, we will help to achieve an improved quality of life and contribute to sustainable economic growth.

We will strictly protect and secure control of both personal and customer information.

2. We will execute fair and responsible corporate activities.

We will comply with international rules and local laws and conduct appropriate transactions.

We will maintain sound and normal relationships with governments and administrative authorities.

We will resolutely oppose anti-social forces and groups that threaten the order or safety of civil society as a whole.

3. We will carry out information disclosure in a fair and active manner.

We aim to become a trusted company through timely and appropriate disclosure of information.

We will work to deepen mutual understanding through dialogue with customers, suppliers, shareholders, employees, and other stakeholders.

4. We will respect human rights in the conduct of our business.

We respect the human rights of all people and will work to eliminate all forms of illegal labor.

We will create an environment that respects different values and that makes the most of diverse human resources.

We aim to become a company that enables each employee to grow, to work cheerfully, and to find meaning in their job.

5. We will work to promote a healthy global environment.

We will develop an environmentally friendly logistics business and strive to ensure harmony with the global environment.

6. We will fulfil our responsibility as good corporate citizens.

We aim to achieve a good balance between our business activities and social contribution activities and to help build a prosperous society.

We respect the cultures and customs of each country and contribute to the development of local communities and to solve social issues.

7. We will prepare for diversifying risks and engage in systematic risk management.

Under an appropriate risk management system, we will work to mitigate risks for business continuity.

We will work to enhance our ability to respond to crises by educating our employees continuously.

8. We place this Charter at the foundation of our daily activities and strive to abide by it.

Senior management will take the lead in practicing this Charter and will strive to achieve a full understanding of the Charter within Nissin Corporation and among its Group companies.

We will encourage the entities in our supply chain to act based on the spirit of this Charter.

We will forge effective the corporate governance needed to embody the spirit of this Charter.

Should any circumstances arise that conflict with this Charter, Nissin shall work as one to identify its causes and prevent any recurrence.

Charter established: December 16, 2002

1st Revision: February 15, 2006

2nd Revision: June 18, 2018

Nissin Group



株式会社 日新
NISSIN CORPORATION

NISSIN CORPORATION

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Scope of report: Nissin Corporation and its subsidiaries (the Nissin Group)

Period covered: April 1, 2020 - March 31, 2021

(This report also includes some related information that is outside this period.)

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