

Nissin Group Human Rights Policy

In realizing its corporate purpose of 'Touch the hearts of all, delivering global happiness and peace', we, Nissin Group has established our Human Rights Policy (hereinafter called 'the Policy') to clearly demonstrate that respect for the basic human rights of all people affected by its business activities is fundamental to our business, and we will sincerely proceed with measures in line with the Policy.

The Policy is also available in Japanese and applies to our overseas offices.

1. Basic approach to human rights

Nissin Group supports and respects the fundamental human rights stipulated in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. In addition, Nissin Group will fulfil its responsibility to respect human rights by supporting and practicing international standards relating to fundamental human rights as set out in the UN Guiding Principles on Business and Human Rights (hereinafter called 'Guiding Principles') and the OECD Guidelines for Multinational Enterprises.

2. Scope of application

This Policy applies to all directors and employees of Nissin Group. Nissin Group also expects all business partners and other parties involved in its business and services to support and respect this Policy, and to work together to fulfil the responsibility to respect human rights.

3. Commitment to respect for human rights

Nissin Group recognizes that it may have a negative impact on human rights directly or indirectly in the course of our business activities.

Nissin Group will fulfil its responsibility to respect human rights by taking appropriate remedial, preventive and mitigating measures to correct any negative impacts on human rights that arise from its business activities, and to prevent recurrence, if it becomes clear that Nissin Group has contributed to such negative impacts.

Nissin Group prohibits all forms of discrimination and harassment based on personal attributes and does not tolerate forced labor, work under conditions of servitude, child labor or other forms of illegal labor. Nissin Group also ensures a safe working environment and reduces excessive working hours, ensures minimum wages, and

respects freedom of association and the right to collective bargaining.

4. Human rights due diligence

Nissin Group shall establish and continuously implement a human rights due diligence mechanism in accordance with the Guiding Principles. Nissin Group will identify negative human rights impacts on stakeholders and work to prevent and mitigate them.

5. Dialogue and consultation

Nissin Group will make use of external expertise in its human rights and will engage in dialogue and consultation in good faith with stakeholders affected by our business.

6. Education and training

Nissin Group will provide appropriate education and training to its directors and employees to ensure that the Policy is incorporated into and effectively implemented in all business activities.

7. Rectification and remedy

If it becomes clear that Nissin Group's business activities have caused or contributed to a negative impact on human rights, or if indirect involvement is revealed or suspected through business partners or other parties, Nissin Group will work through dialogue and appropriate procedures in accordance with the Guiding Principles and other international codes of conduct to remediation and redress.

We set up a reporting contact point to resolve concerns, including negative human rights impacts, at an early stage. The confidentiality of the content of reports shall be ensured. Also we shall prohibit any prejudicial treatment or retaliatory measures against whistleblowers and shall ensure the protection of whistleblowers.

8. Information disclosure

Nissin Group discloses the progress and results of its efforts to respect human rights on its website and in its Integrated Report.

9. Compliance with applicable laws and regulations

Nissin Group complies with the laws and regulations of the countries and regions in which it operates. Where there are contradictions or differences between internationally recognized human rights principles and the laws and regulations of the relevant country or region, Nissin Group will ensure maximum respect for internationally recognized human rights principles.

The policy has been approved by the Board of Directors of the Company and signed by the President and CEO.

17th March 2025.

Nissin Corporation
President and Representative Director
Masahiro Tsutsui