CSR Report 2018
Top Message

Based on the meaning of “NISSIN” and our philosophy of “improving each day,” Nissin Group is committed to a process of constant renewal. Our basic business policy is to meet the expectations of shareholders and other stakeholders by continually enhancing the corporate value, while contributing to the creation of an affluent society and establishing trust with customers through the provision of safe, fast and high-quality logistics- and travel-related services at a competitive cost.

To adhere to this policy, the Group seeks to operate logistics- and travel-related services globally that are essential for economic and social development, while also fulfilling our corporate social responsibility (CSR) in terms of compliance with business ethics, laws and regulations and involvement in activities to protect the global environment.

Recently, the explanation and disclosure of CSR activities to stakeholders are becoming increasingly important. The Group will improve its activities by clarifying its past initiatives and future policies. The Group will introduce some of its initiatives in this booklet.

I hope you will gain a better understanding of CSR activities of the Group by reading through the booklet.

Masahiro Tsutsui
President and Chief Operating Officer (COO)
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The Group established the Charter of Corporate Behavior in 2002 and has since been using it as a guideline to conduct free and fair corporate activities globally. Recently, there are growing global concerns that the maintenance and development of the economic order will be threatened by aggravated social issues. Against these concerns, the international community is advancing its efforts for measures such as the Paris Agreement and the establishment of SDGs, and the Japanese government has expressed its intention to actively promote these efforts. In agreement with the purpose of these initiatives, the Group revised the Charter of Corporate Behavior for a third time in 2018, incorporating its commitment to social challenges and human rights as a global company as well as countermeasures against risks, in addition to our existing corporate ethics and social responsibility efforts. At the Nissin Group Meeting, the top management explained the purpose of the revision to the representatives of affiliated companies in Japan and overseas subsidiaries. The Charter of Corporate Behavior has been translated into four languages (English, Chinese, Spanish and Thai) and distributed in 24 countries for overseas employees to deepen their understanding of the Charter.
Embarked on Business Continuity Management

In recent years, a range of natural disasters occurred in Japan, and it is a particular concern that the disaster risk may arise due to a large-scale earthquake. To avoid the economic stagnation caused by the suspension of business for companies struck by a large-scale disaster, the Group has formulated a business continuity plan (BCP) as a logistics company responsible for the social infrastructure.

To facilitate the speedy restoration of business in the event that such a disaster occurs, the Group has formulated BCP for the Tokyo area by establishing a cross-departmental team. The Group plans to formulate BCP for all bases in Japan one by one in fiscal year 2019.

In January 2019, the Group conducted an initial response training for the emergency headquarters based on the assumption of a Tokyo inland earthquake. The Group will continue to fulfill its mission as a logistics company, part of the social infrastructure, by establishing effective business continuity management (BCM) based on the PDCA method during peacetime, including the implementation of training sessions based on a variety of scenarios, the development of MCA wireless communication devices essential for initial contact at the time of a disaster, the enhancement of safety conformation systems, and the development of stockpiles for disasters.
Support for Diverse Workstyles and the Enhancement of Training

The Group aims to become a company where each employee can maximize their abilities while balancing work and family by developing a pleasant work environment for all employees based on the Act on Advancement of Measures to Support Raising Next-Generation Children. The Group is also actively working on the recruitment of foreign students and people who studied abroad, based on the belief that actively hiring and utilizing human resources with diverse values is important for the sustainable development of society and a company.

1. Promotion of the employment of people with disabilities
2. Promotion of the flexible working hours system
3. Implementation of career training
4. Enhancement of the system for the planned granting of annual paid leave
5. Implementation of the reemployment system
6. Promotion of the employment of foreigners in Japan
Environmentally Friendly Logistics Facilities

As the Group has set active efforts to protect the global environment as a basic policy, it has introduced photovoltaic power systems, low-load electrical equipment for cargo handling, and LED lighting at its logistics facilities, and utilizes recycled resources for packing materials used at the facilities. The Group also makes choices to effectively utilize limited resources by using heat shield paints for the exterior walls of freezing and refrigeration facilities to reduce electricity consumption and by adopting natural refrigerant machines at facilities to be constructed. Recognized for such efforts toward environmental conservation, the Group has been authorized to receive a subsidy from the Ministry of the Environment when it constructs a new warehouse.

Rendering of Fukuoka Island City Warehouse
Efforts for Environmental Conservation in Vietnam

NR Greenlines Logistics Co., Ltd.* in the Group is working on environmental conservation in Vietnam by proposing a modal shift from trucks to railway to its customers. The company operates 10 trains a week in the railway connecting the northern and southern parts of Vietnam (between Hanoi and Ho Chi Minh City) and has reduced CO₂ emissions by 11,321 tons in 2018*.
* Calculated based on the calculation sheet of energy usage and CO₂ emissions of Japan Freight Railway Company.

Hanoi and Ho Chi Minh City are approximately 1,700 km apart, equivalent to the distance between Hachinohe and Fukuoka.
Efforts for Energy Saving

The Group was rated as an excellent business operator (Class S) by the Ministry of Economy, Trade and Industry for its periodic reports under the Act on Rationalizing Energy Use (submitted in fiscal 2018). The Group continues its efforts to eliminate the waste of energy by setting a target for reducing the energy consumption rate by 1% or more on average for five years. As a result of these efforts, the Group has been rated as an excellent business operator for the fourth consecutive year since the commencement of the system. The Group will continue to make efforts to achieve a sustainable society by conducting environmentally friendly business activities.

- Results of the classification assessment of business operators based on periodic reports under the Act on Rationalizing Energy Use (submitted in fiscal 2018) in construction works and workplaces

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<tr>
<th>Name of business operator</th>
<th>Evaluation of energy saving</th>
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<tr>
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<td>FY2015</td>
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<td>Nissin Corporation</td>
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(Reference)

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<th>Class S Business operators with excellent energy saving (those that have achieved the targets)</th>
<th>Level</th>
<th>Response</th>
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<td>(1) Achieved the non-binding target<em>1 or (2) Achieved the benchmark target</em>2</td>
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<td>Names of business operators and the number of consecutive years of achievement are presented on the website of METI</td>
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*1 Non-binding target: Reduce the energy consumption rate by 1% or more on average for five years.

*2 Benchmark target: Level at which business operators should aim in the medium to long term for the covered industries and areas of the benchmark system
Cooperation in Restoring Forests and Securing Water Sources

The Group has been participating in the Forest Restoration Partner Program in Kanagawa since January 2019. This program aims to pass on the abundant blessings of the forests to the next generation by maintaining forests in water source areas in cooperation between the Kanagawa Prefectural Government and private-sector companies. This is a participatory program in which partner companies not only make donations, but also thin the forests, develop forest roads and conduct studies on nature.

With the belief that cooperating in conservation activities for water source forests will lead to the conservation of all land, sea and air environments, which are the fields in which the Group conducts the logistics business, the Group has decided to conduct activities rooted in Kanagawa, the place of its establishment, in partnership with the prefectural government.

The Group has named the forest (approximately 9 hectares) in Mii, Midori-ku, Sagamihara, Kanagawa in which the Group is involved -"forest connecting the earth, the ocean and the whole sky". On March 14, 2019, the Group received a letter of gratitude from Prefectural Governor Yuji Kuroiwa.

Taken at the governor’s office in the main building of Kanagawa Prefectural Government
From left: Kanagawa Prefectural Governor Kuroiwa and President Tsutsui
Cooperation in Forest Preservation Activities

Nissin Travel Service Co., Ltd. in the Nissin Group cooperates in the activities of the C.W. Nicol Afan Woodland Trust in which C. W. Nicol, a famous environmental activist and writer, serves as the chairman under the corporate slogan of “helping people with their human- and earth-friendly travels.” The company aids in reviving the Afan Woodland in Shinano-machi, Nagano Prefecture, to become a forest with rich diversity where flora and fauna co-exist, and provides assistance to the Five-Sense Project, which hosts children from foster homes and families stricken by the Great East Japan Earthquake.

It is said that owls only live in healthy forests, because they need a rich environment including sufficient prey, woods and grassy areas to nurture their young.
The Group co-sponsored the Yokohama Youth Event 2018, an event co-hosting the 7th Asia Smart City Conference sponsored by the City of Yokohama, held at Yokohama Grand Intercontinental Hotel on November 14, based on our wish to extend a helping hand to providing educational opportunities for the next generation that will support the future in order to realize a sustainable society.

This event provides a priceless opportunity for students to conduct independent research to solve urban problems that face emerging countries in Asia and give a presentation at an international conference. Donations were earmarked for the research expenses of the students.

On the day of the event, active discussions on problem solving were held, and the participants were highly regarded by the Asian Development Bank and other organizations who thought that some of the discussed ideas included clues to solving various problems.

The Group will continue to actively conduct activities to facilitate educational support for the next generation and the development of areas where the Group extends its business.
Participation in Yokohama Marathon as Volunteers

On October 28, a total of 17 people including the Company’s volunteers and their family members participated in the water service volunteer activity at the Yokohama Marathon 2018. The main role of the Group was to provide drinks at the water station, but another important role was to cheer for the runners. Because the water station is located 37 kilometers from the start, near the goal, they naturally became passionate about cheering on the runners who tried to go the full distance. They also felt proud that the facilities of the Group blended into the scenery of Yokohama which the runners observed.

We also want to loudly cheer for runners in the autumn marathon as volunteers who support civic events in our community of Yokohama.
Co-sponsorship of Vietnam Festa in Kanagawa 2018

The Group co-sponsored the Vietnam Festa in Kanagawa 2018 held on September 7 to 9. We transported the large props of the Water Puppet Theater for free, as we did in 2017. The weather was good on the day of the event, and many visitors watched the puppet play, deepening the cultural exchange between Japan and Vietnam. We hope that both countries will continue to strengthen friendship in a range of areas and work toward the 50th anniversary of the establishment of diplomatic relations.
Free Delivery of Relief Supplies to Areas Stricken by Flooding in Laos

Lao Nissin SMT Co., Ltd., a local Laotian subsidiary of the Group, carried out the free delivery of relief supplies such as food, clothing and power generators to help the victims of the flooding that occurred in southern Laos in July 2018. More than 260,000 people were victims, and many were forced to live in emergency shelters. The company completed the delivery by proceeding with the work so that the goods would be delivered as soon as possible.
Nissin ABC Logistics Private Limited in the Group has been actively making donations to nursing homes and groups that provide assistance to patients with childhood cancer and conduct cleaning activities for the Ganges River. In 2018, the company cooperated in a traffic safety event as a new initiative in response to a call from the Japanese Chamber of Commerce & Industry, Chennai. On the day of the event, the company distributed traffic safety cards, encouraged the drivers of automobiles and motorcycles to wear a seat belt and a helmet and called on them to stop using smartphones while driving.

We will continue to conduct activities that aid the local development of India.