



# 日清食品有限公司

NISSIN FOODS COMPANY LIMITED

(Incorporated in Hong Kong with limited liability)

(於香港註冊成立的有限公司)

Stock Code 股份代號 : 1475



## 2023

Environmental, Social and Governance Report  
環境、社會及管治報告

# TABLE OF CONTENTS

## 目錄

3-5	<b>Chairman's Message</b>	董事長寄語
6-7	<b>About Nissin Foods</b>	關於日清食品
8	<b>About the Report</b>	關於本報告
9-13	<b>Stakeholder Engagement</b>	持份者參與
14	<b>ESG Oversight</b>	環境、社會及管治監督
15	<b>Business Ethics</b>	商業道德

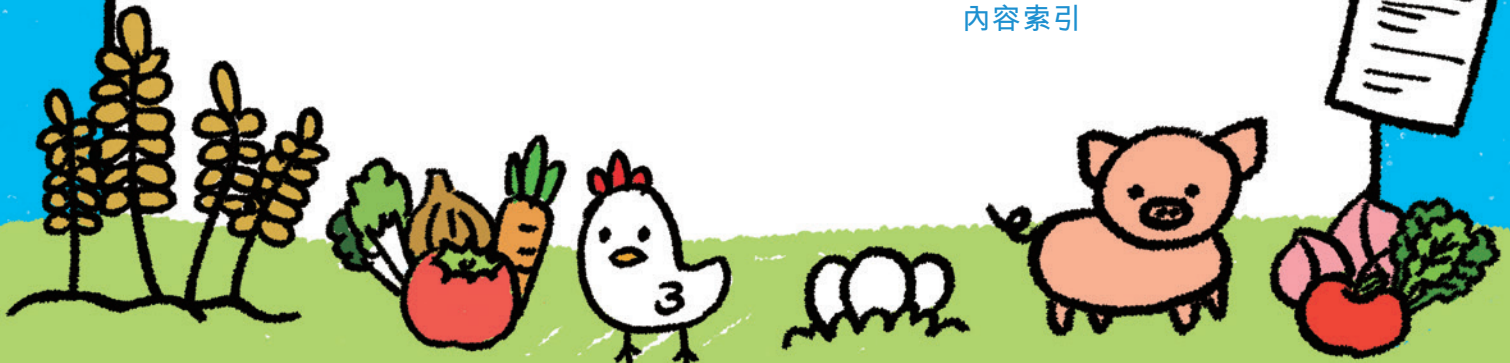
<b>16-32</b>	<b>Our Planet</b>	我們的地球
17-18	Emissions	排放物
18-20	Use of Energy	能源使用
20-21	The Environment and Natural Resources	環境及天然資源
22-25	Packaging and Waste	包裝與浪費
25-32	Climate Change Management	氣候變化管理

<b>33-41</b>	<b>Our Product</b>	我們的產品
34-37	Food Safety and Quality	食品安全及質量
38-39	Nutritious and Healthier Products	產品營養均衡且更健康
39	Responsible Value Chain	負責任的價值鏈
39-41	Supplier Selection and Management	供應商篩選及管理

<b>42-48</b>	<b>Our People</b>	我們的員工
43-44	Employment and Labour Standards	僱傭及勞工準則
44-45	Occupational Safety and Health	職業安全與健康
45-47	Talent Retention, Training and Development	人才挽留、培訓及發展
48	Employee Benefits and Caring	僱員福利及關愛

<b>49-57</b>	<b>Our Community</b>	我們的社區
50-53	Customer and Consumer Caring	顧客及消費者關懷
54-57	Community Engagement	社區參與

<b>58-62</b>	<b>KPI Summary</b>	關鍵績效指標概要
<b>63-66</b>	<b>ESG Reporting Guide Content Index</b>	《環境、社會及管治報告指引》 內容索引





“PROUD TO BE THE  
“EARTH FOOD CREATOR”  
自豪地成為「地球食物創造者」”

- and committed to bringing you great taste and a healthier, greener place
- 致力為您帶來美食，創造更健康、更環保的世界

On behalf of the board of directors (“the Board”) of Nissin Foods Company Limited (“Nissin Foods” or the “Company”, together with its subsidiaries, the “Group”), I am pleased to present our annual Environmental, Social and Governance (“ESG”) Report of the Group for the year ended 31 December 2023 (the “Reporting Period”).

As a listing company and the leading food manufacturer in Hong Kong, our primary goal is to continuously delight our customers with high-quality food products. We strive to achieve sustainability in our operations, by maintaining a healthy financial position and keep improving on the ESG fronts.

本人謹此代表日清食品有限公司(「日清食品」或「本公司」，連同其附屬公司統稱「本集團」)董事會欣然呈報本集團截至2023年12月31日止年度(「報告期間」)之環境、社會及管治年度報告。

作為上市公司及香港領先食品製造商，我們的首要目標是持續為客戶提供高質素的食品，令客戶滿意。我們努力透過維持穩健的財務狀況並在環境、社會及管治方面不斷進步，以實現營運的可持續性。



Under the direct oversight of the Board and senior management, we review and refine our ESG practices on a regular basis. A key milestone this year was our comprehensive materiality assessment, which has sharpened our focus on material ESG topics that may directly impact our operations and the interests of our stakeholders. The top three material ESG topics are:

在董事會和高級管理層的直接監督下，我們定期檢討及完善我們的環境、社會及管治慣例。今年的一個重要里程碑是我們訂立的全面重要性評估，令我們可更關注可能直接影響我們營運及持份者利益的重大環境、社會及管治議題。最重要的三個環境、社會及管治議題為：



### Product Safety and Quality 產品安全及質量

Underscoring our unwavering dedication to delivering products of the highest safety and quality standards, ensuring consumer trust and satisfaction.

強調我們堅持致力於提供最高安全及質量標準的產品，確保顧客信任及滿意。



### Packaging and Product Management 包裝及產品管理

Reflecting our commitment to sustainable packaging solutions and responsible product lifecycle management to minimise our environmental impact.

反映我們對可持續包裝解決方案和負責任的產品生命週期管理的承諾，以盡量減少對環境的影響。



### Health and Nutrition 健康及營養

Highlighting our commitment to offering products that support a healthy lifestyle, catering to the growing demand for nutritious and sustainable food options.

強調我們致力於提供支持健康生活的產品，滿足對營養均衡及可持續食品選擇不斷增長的需求。

These priorities have revealed important insights, giving us directions in formulating future policies and initiatives which are stakeholder-centric, effectively addressing their concerns and needs.

這些優先事項揭示重要的見解，為我們制定以持份者為中心的未來政策及措施提供方向，有效解決他們關注的事宜及需求。

Starting from 2023, we have been categorising our initiatives under Our Planet, Our Product, Our People, and Our Community. The key highlights are as follows:

自2023年起，我們將我們的措施分為「我們的地球」、「我們的產品」、「我們的員工」及「我們的社區」。主要摘要如下：



**Our Planet:** In line with our commitment to environmental stewardship, we have stepped up our efforts to mitigate our environmental impact by reducing pollution and emissions, optimising resources, and enhancing energy and water efficiency. Following the release of the finalised IFRS S2 standard of the International Sustainability Standards Board (ISSB), we have taken steps to enhance our climate-related disclosures. We conducted climate scenario analyses to assess the potential impacts on our business under different climate-related scenarios. The objective is to identify potential risks and opportunities posed by climate change, ensuring that Nissin Foods is well-prepared to navigate the challenges and leverage the opportunities that lie ahead.



**我們的地球：**根據我們對環境管理的承諾，我們加大力度透過減少污染和排放、優化資源以及提升能源及用水效益，以減輕我們對環境造成的影響。國際可持續發展準則理事會 (ISSB) 頒佈最終國際財務報告可持續披露準則第2號準則後，我們已採取措施以加強與氣候相關的披露。我們已進行氣候情境分析，以評估不同氣候相關情境下對我們業務的潛在影響。目標是識別氣候變化帶來的潛在風險及機遇，確保日清食品做好充分準備應對挑戰，並得以把握未來的機會。







**Our Product:** At the core of our mission is the commitment to produce high-quality, safe, and sustainable food products. Through comprehensive safety protocols, certifications, and innovative technologies, we guarantee the integrity of our products. We have continued to expand our product portfolio to cater to health-conscious consumers, offering non-meat options and plant-based alternatives, as well as nutritious beverages without added sugar or fat, such as Green Juice, our latest drink product.



**Our People:** Recognising the critical role that talents plays in securing Nissin Foods' continued success, we foster an inclusive, supportive, and growth-oriented work environment. Our comprehensive HR policies and initiatives are designed to promote employee development at all stages of their career with Nissin Foods, ensuring a rewarding and fulfilling professional journey.



**Our Community:** We have continued to actively engage in charitable and community projects as well as sponsorships to make a positive impact on society. The notable ones are scholarships for food and nutritional sciences students and elite athletes, the CUPNOODLES Museum Hong Kong, the "Nissin Foodium" membership programme, as well as our sponsorships to tennis, football and the Sports Federation and Olympic Committee of Hong Kong, China.

Staying true to our Group Philosophy – to be the "Earth Food Creator", we contribute to society by gratifying people with the pleasure of eating, and to the world by creating a healthier and greener community.

**Kiyotaka Ando**  
Chairman

*Nissin Foods Company Limited*



**我們的產品：**我們使命的核心是致力於生產高質素、安全及可持續的食品。透過全面的安全協議、認證及創新技術，我們確保產品的完整性。我們不斷擴大產品組合，以滿足注重健康的消費者的需求，提供非肉類選擇和植物性替代品及無添加糖或無脂肪的營養飲品，例如我們最新的飲品盈優青汁。



**我們的員工：**我們明白人才對確保日清食品的持續成功至關重要，我們建立一個包容、支持性及以增長為目標的工作環境。我們全面的人力資源政策及措施旨在促進僱員在日清食品事業各個階段的發展，確保員工獲得回報且擁有充實的事業旅程。



**我們的社區：**我們繼續積極參與慈善及社區項目以及贊助，為社會帶來正面影響。其中值得注意的有為食品及營養科學學生和精英運動員提供獎學金、合味道紀念館香港、「日清食品體驗館」會員計劃，以及我們對網球、足球及中國香港體育協會暨奧林匹克委員會的贊助。

我們秉持本集團理念 – 成為「地球食品創造者」，通過滿足人們的飲食樂趣來貢獻社會，創造一個更健康、更環保的社區。

**安藤清隆**  
董事長

*日清食品有限公司*



## ABOUT NISSIN FOODS 關於日清食品

The Group is principally engaged in the manufacturing and sales of noodles, retort foods, frozen foods, beverage products, snacks and vegetable products and provision of research and publicity services. The Company has been listed on The Stock Exchange of Hong Kong Limited since December 2017.

本集團主要從事生產及銷售麵條、蒸煮食品、冷凍食品、飲料產品、零食及蔬菜產品以及提供研究及宣傳服務。本公司自2017年12月起於香港聯合交易所有限公司上市。

### GROUP PHILOSOPHY 集團理念

#### EARTH FOOD CREATOR

Nissin Foods is dedicated to exploring the possibilities of food and creating food of fabulous tastes. We contribute to society and the earth by bringing people the pleasure of eating.

We call ourselves an "EARTH FOOD CREATOR" because we are not just a food manufacturer, but we also aspire to serve the world by creating food, the source of life.

"EARTH" also means land and soil. Grains, which are the raw materials of many foods, grow in soil. The mission of Nissin Foods is to create and continue to produce food with the bountiful resources the Earth provides.

#### EARTH FOOD CREATOR 地球食物創造者

日清食品致力不斷發掘及創造美味的食物，藉此貢獻社會和地球，為大眾帶來飲食的樂趣。

「EARTH FOOD CREATOR」一詞不僅意味著我們是食品製造商，更包含了我們的期望——透過製造被喻為生命之源的食物，服務世界。

另外，「EARTH」有土地及土壤意思，而穀物長於土壤，是許多食物的原材料。日清食品的使命就是運用土地賜予的資源，以創造及持續生產食物。

### THE SPIRIT OF OUR FOUNDER 創業者精神

The four tenets adopted by Mr. Momofuku Ando, the founder of Nissin Foods, provide the basis for our Group Philosophy and serve as the abiding values of the Group.

日清食品創辦人安藤百福先生提出的四個信念，是集團理念的基礎，並成為集團恆久的價值觀。

食足者平  
しよくそくせへい

Peace will come to the world when there is enough food

食創為世  
しよくそうせい

Create foods to serve society

美健賢食  
びけんけんしよく

Eat wisely for beauty and health

食為聖職  
しよくいせいしよく

Food related jobs are sacred profession



## ABOUT NISSIN FOODS 關於日清食品

For the latest information about the Group, please visit:

請透過以下途徑了解本集團的最新資訊：

### Nissin Foods' corporate website —

Corporate and financial information, links to related companies, subsidiaries and key brands, sustainability highlights and reports, and media materials, all in one place.

### 日清食品公司網站 —

一站式提供企業及財務資訊、相關公司、附屬公司與主要品牌的連接、可持續發展的重點及報告、媒體資訊。



[www.nissingroup.com.hk](http://www.nissingroup.com.hk)

### Nissin Foods (Hong Kong) Charity Fund's website —

As the charitable arm of the Group formed by way of a trust deed, the Charity Fund drives projects to advance education, make provisions for people in need, and carry out charitable works that are beneficial to the Hong Kong community.

### 日清食品(香港)慈善基金網站 —

其為本集團以信託契約方式成立的慈善機構。慈善基金推行各項計劃，從而推動教育，為有需要人士提供協助，並執行惠及香港社區的慈善工作。



[www.nissincharity.hk](http://www.nissincharity.hk)

### Nissin Foodium membership programme on WeChat —

Offering a host of exclusive benefits, exciting rewards, and interactive games for members to discover and enjoy. In Mainland China, it is also an e-commerce platform.

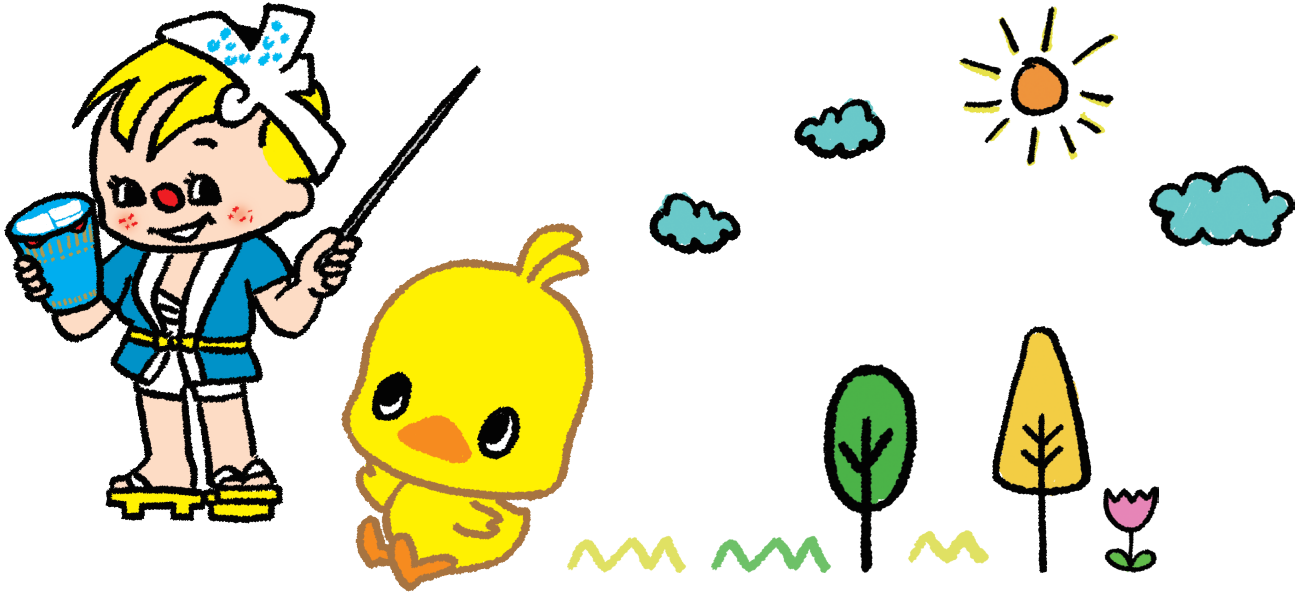
### 微信日清食品體驗館會員計劃 —

提供一系列尊享禮遇、精彩獎賞及互動遊戲供會員發掘及體驗。該計劃在中國內地亦為一個電子商務平台。

Mainland China  
中國內地



Hong Kong  
香港



# ABOUT THE REPORT 關於本報告

Nissin Foods is proud to present its Environmental, Social, and Governance (ESG) Report. The Report serves as a vital communication tool, detailing the Company's enduring commitment to sustainability and societal contribution, aimed at a diverse array of stakeholders. The Company has diligently pursued a multitude of strategies to minimise its environmental impact. These encompass measures to reduce pollution and emissions, optimisation of raw material utilisation, advancements in water and energy efficiency, strict adherence to environmental regulations in the jurisdictions we operate, and robust mechanisms for responding to environmental emergencies. Beyond environmental stewardship, we have instituted comprehensive policies and initiatives in the domains of employment, occupational health and safety, quality assurance, anti-corruption, and whistleblowing. These policies are integral to refining both operational excellence and employment standards.

The Report, available in both Chinese and English, can be accessed on the Group's official website [www.nissingroup.com.hk](http://www.nissingroup.com.hk) and the Stock Exchange's portal [www.hkexnews.hk](http://www.hkexnews.hk).

## REPORTING BOUNDARY

The Report primarily addresses the manufacturing and sales processes of instant noodles, granola, and snack products within the Group. It encompasses an analysis of six representative plants<sup>1</sup>, including two located in Hong Kong and four in Mainland China (hereinafter collectively referred to as the "Sites of Operation" in this Report), for the fiscal year concluding on December 31, 2023. The Report offers a comprehensive overview of the Group's approach to ESG management, covering various initiatives and environmental performance metrics during the reported period.

## REPORTING STANDARD

This ESG Report adheres to the ESG Reporting Guide as stipulated in Appendix C2 of the Rules Governing the Listing of Securities on the Stock Exchange. The Report is anchored in the principles of materiality, quantitative clarity, balance, and consistency. To enhance the reliability of the Report, we have engaged an independent consultant to validate the environmental and social key performance indicators (KPIs) presented in this Report. The Report concludes with an ESG Reporting Guide content index, designed for convenient referencing.

## CONFIRMATION AND APPROVAL

The contents of the Report are derived from the Group's official documentation, management reports, and operational data. It has received formal approval from the Board in March 2024.

## OPINION AND FEEDBACK

Nissin Foods places immense value on the perspectives and feedback of all its stakeholders. Should you have any inquiries or comments concerning the Report, please reach out to the Group via the following channels:

Address: 11-13 Dai Shun Street, Tai Po Industrial Estate, Tai Po, New Territories, Hong Kong

Email: [info@nissinfoods.com.hk](mailto:info@nissinfoods.com.hk)

日清食品欣然呈報其環境、社會及管治報告。本報告可作為一個重要的溝通工具，向不同的持份者詳細介紹本公司一直以來對可持續發展及社會貢獻的承諾。本公司著力採取多種策略來盡量減少對環境的影響，包括減污減排、優化原材料使用、提升水及能源效率、嚴格遵守我們經營所在司法權區的環境法規以及健全的環境緊急應變機制。除環境管理外，我們亦在就業、職業健康與安全、質量保證、反貪污及舉報等方面制定了全面的政策及措施。這些政策是追求卓越營運及完善僱傭標準不可或缺的一部分。

報告有中英文版本，可於本集團官方網站 [www.nissingroup.com.hk](http://www.nissingroup.com.hk) 及聯交所網站 [www.hkexnews.hk](http://www.hkexnews.hk) 查閱。

## 報告範圍

報告主要涉及本集團的即食麵、穀物麥片及零食產品之生產及銷售流程。本報告包含對兩間位於香港及四間位於中國內地之六間代表性廠房<sup>1</sup>(本報告下文統稱「生產廠房」)於截至2023年12月31日止財政年度之分析。本報告全面概述了本集團的環境、社會及管治管理方法，當中涵蓋報告期間的各項舉措及環境績效指標。

## 報告準則

本環境、社會及管治報告遵循聯交所證券上市規則附錄C2訂明的《環境、社會及管治報告指引》。報告奉行重要性、量化、平衡及一致性的原則。為提高報告的可靠性，我們已委聘獨立顧問核證本報告中呈列的環境及社會關鍵績效指標。報告最後附有《環境、社會及管治報告指引》內容索引以方便參考。

## 確認及批准

報告內容來自本集團之正式文件、管理報告及營運數據。董事會已於2024年3月正式批准本報告。

## 意見反饋

日清食品非常重視所有持份者的觀點及反饋。如閣下對報告有任何疑問或意見，請透過以下渠道聯絡本集團：

地址：香港新界大埔大埔工業邨大順街11-13號

電郵：[info@nissinfoods.com.hk](mailto:info@nissinfoods.com.hk)

<sup>1</sup> The six representative plants included two representative plants (Nissin Plant, Winner Plant) in Hong Kong and four representative plants (Shunde Plant, Fujian Plant, Zhejiang Plant, Zhuhai Winner Plant) in Mainland China

<sup>1</sup> 六間代表性廠房涵蓋位於香港的兩間廠房(日清廠房、永南廠房)及位於中國內地的四間廠房(順德廠房、福建廠房、浙江廠房、珠海永南廠房)



# STAKEHOLDER ENGAGEMENT 持份者參與

## OUR STAKEHOLDER GROUPS

Recognising the importance of effective stakeholder engagement, we highly value each stakeholder group's unique role and employ tailored engagement channels to gather different opinions and expectations that they consider material to our operation and development. We leverage the opinions of our stakeholders in our business activities to promote and enhance our sustainable development.

## 持份者群組

我們明白持份者有效參與的重要性，因而非常重視各持份者群組的獨特角色，並採用量身定制的參與渠道來收集彼等認為對我們的營運及發展重要的不同意見及期望。我們在業務活動中充分利用持份者的意見，以促進及提升可持續發展。

Key Stakeholders 主要持份者	Engagement Channels 參與渠道
 <b>Board Members &amp; Senior Management</b> 董事會成員及高級管理層	Surveys and interviews Performance appraisals Nissin Internal Newsletter New staff orientation and training 問卷調查及面談 表現評估 日清社內季刊 僱員迎新及培訓
 <b>Employees</b> 僱員	Surveys and interviews Performance appraisals Nissin Internal Newsletter New staff orientation and training 問卷調查及面談 表現評估 日清社內季刊 僱員迎新及培訓
 <b>Customers (Retailers)</b> 客戶(零售商)	Business meetings and reviews Trade shows and exhibitions Feedback surveys Digital communication platforms 商務會議及評價 貿易展覽及展覽會 反饋調查 電子溝通平台
 <b>Consumers (End Users)</b> 顧客(最終用戶)	Customer enquiry emails Nissin E-newsletters Social Media Customer service hotline Surveys Consumer events In-store demonstration Nissin Foodium – Nissin Foods membership scheme 顧客查詢電郵 日清電子通訊 社交媒體 客服熱線 問卷調查 消費者活動 店內展示 日清食品體驗館 – 日清食品會員計劃
 <b>Distributors</b> 分銷商	Business meetings Feedback and consultation sessions Digital communication platforms Trade shows and exhibitions 商務會議 反饋及諮詢會議 電子溝通平台 貿易展覽及展覽會
 <b>Shareholders/Investors</b> 股東/投資者	Interim/Annual Reports Company website Result Announcements Announcement and Circulars General Meetings Investor meetings and conferences Roadshows Analysts briefings Emails 中期/年度報告 公司網站 業績公告 公告及通函 股東大會 投資者會議 路演 分析員簡介會 電子郵件
 <b>Suppliers</b> 供應商	Supplier screening and assessments Business meeting 供應商篩選及評估 商務會議
 <b>Media</b> 媒體	Press releases Feedback and responses to media enquiries 新聞發佈 對媒體查詢作出反饋及回應
 <b>Regulatory Bodies</b> 監管機構	Reports on compliance Industry events 合規報告 行業活動

## 2023 MATERIALITY ASSESSMENT

## 2023年重要性評估



### Identifying Potential ESG Topics

In 2023, we embarked on a comprehensive materiality assessment to systematically identify the most relevant ESG topics for our operations. The first step involved extensive desktop research and peer benchmarking. Through this preliminary investigation, we identified a list of potentially material ESG topics that appeared the most pertinent to both our business operations and stakeholder interests.

### Collecting Feedback from Stakeholders

Having identified the potential material ESG topics, we initiated a thorough review and assessment process. A series of detailed stakeholder engagement and materiality assessment surveys were developed and disseminated among our key stakeholders. The surveys were designed to elicit their perspectives on the impact materiality and financial materiality of each identified ESG topic. Our goal is to understand not only the direct implications of these topics on our business but also their significance from the stakeholders' viewpoints.

### Consolidating Data and Validating the Material ESG Topics

The final stage involved consolidating the insights gained from the stakeholder surveys and the stakeholder interviews. We engaged in detailed interview sessions with key stakeholders, including our top management, to dive deeper into their views on ESG and sustainability. These dialogues were instrumental in refining the weightings of the identified material ESG topics, allowing us to adjust and prioritise them accordingly. Lastly, the survey results and relevant findings were presented to our top management for a comprehensive review and approval.

### 識別潛在環境、社會及管治議題

於2023年，我們開始進行全面的重要性評估，有系統地識別與我們營運最相關的環境、社會及管治議題。第一步涉及廣泛的案頭研究及同業標準比對。透過這項初步調查，我們已識別一系列與我們的業務營運及持份者利益最相關的潛在重大環境、社會及管治議題。

### 收集持份者的反饋

於識別潛在重大環境、社會及管治議題後，我們已啟動徹底的審查及評估流程。我們已制定一系列詳細的持份者參與及重要性評估調查，並在我們的主要持份者中發佈。該調查旨在收集彼等對各項已識別的環境、社會及管治議題的影響重要性及財務重要性的意見。我們的目標不僅是了解該等議題對我們業務的直接影響，更從持份者的角度了解該等議題的重要性。

### 整合數據並核實重大環境、社會及管治議題

最後階段涉及整合從持份者調查及持份者訪談中獲得的見解。我們與包括我們的高級管理層的持份者進行了詳細的訪談，以更深入地瞭解彼等對環境、社會及管治以及持續發展的看法。該等對話有助於完善已識別的環境、社會及管治議題的權重，令我們可相應地作出調整並確定其優先順序。最後，調查結果及相關發現已提交予我們的高級管理層進行全面審查及批准。



Double Materiality Matrix

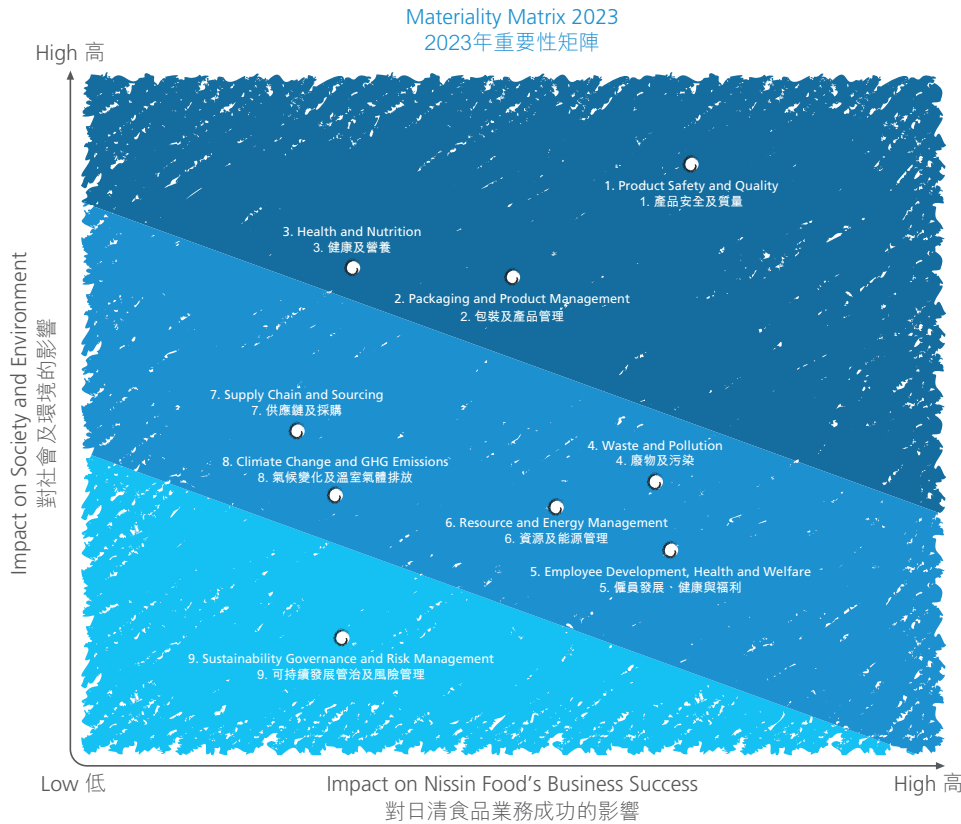
We adopted the double materiality matrix, which is a commonly adopted framework for identifying and illustrating a company's material ESG topics from both a financial materiality perspective (which considers the economic impact of ESG issues on the company) and an impact materiality perspective (which evaluates the social and environmental impacts of the company's operations). The matrix helps stakeholders understand how ESG factors affect a company's financial performance and its broader societal and environmental impacts.

Under the new double materiality mechanism, we identified nine material topics, summarised below:

雙重重要性矩陣

我們採用的雙重重要性矩陣是一種常用的框架，用於從財務重要性角度(考慮公司環境、社會及管治議題對經濟的影響)及影響重要性角度(評估公司營運對社會及環境的影響)來識別和說明公司的重大環境、社會及管治議題。此矩陣可幫助持份者了解環境、社會及管治因素如何影響公司的財務表現及其更廣泛的社會及環境影響。

在新的雙重重要性矩陣機制下，我們已識別九項重大議題，概列如下：



★ Tier 1: Primarily Material  
第一層級：主要重大議題

Most material issues due to their material impact on Nissin Foods' business and the environment and society 最重大的議題，因其對日清食品的業務、環境及社會產生重大影響

- 1. Product Safety and Quality  
產品安全及質量
- 2. Packaging and Product Management  
包裝及產品管理
- 3. Health and Nutrition  
健康及營養

★ Tier 2: Significantly Material  
第二層級：重要重大議題

Secondary material issues which have important impact on Nissin Foods' business and the environment and society 第二重大議題，對日清食品的業務及環境以及社會產生重要影響

- 4. Waste and Pollution  
廢物及污染
- 5. Employee Development, Health and Welfare  
僱員發展、健康與福利
- 6. Resource and Energy Management  
資源及能源管理
- 7. Supply Chain and Sourcing  
供應鏈及採購
- 8. Climate Change and GHG Emissions  
氣候變化及溫室氣體排放

★ Tier 3: Moderately Material  
第三層級：中度重大議題

Tertiary material issues which have moderate impact on Nissin Foods' business and the environment and society 第三重大議題，對日清食品的業務及環境以及社會產生中等影響

- 9. Sustainability Governance and Risk Management  
可持續發展管治及風險管理

The nine topics above were identified as the material ESG topics – all of which have received considerably high materiality ratings from both our senior management and other stakeholders. In particular, “Product Safety and Quality”, “Packaging and Product Management”, and “Health and Nutrition” emerged as the top three material ESG topics.

- The high ranking of “**Product Safety and Quality**” – a factor of paramount importance in the food industry – signifies the traditional yet critical emphasis our stakeholders place on the integrity and dependability of our products. This prioritisation aligns with rising consumer awareness and expectations around product standards and safety measures in our industry.
- The growing recognition of “**Packaging and Product Management**” as one of Nissin Foods’ primary material ESG topics reflects our stakeholders’ growing emphasis on the sustainability and environmental impact of our products. As consumer awareness and regulatory demands for sustainable packaging solutions rise, “Packaging and Product Management” emerges as a critical area for innovation and improvement, echoing global sustainability goals and consumer expectations for eco-friendly corporate practices.
- The emphasis on “**Health and Nutrition**” underscores the increasing awareness and demand from our consumers and stakeholders for products that not only satisfy taste but also contribute positively to their health. It reflects a broader industry trend towards healthier lifestyles and aligns with global objectives to improve public health outcomes.

上述九個議題已識別為重大的環境、社會及管治議題 — 所有該等議題均已獲我們的高級管理層及其他持份者較高的重要性評級。尤其是，「產品安全及質量」、「包裝及產品管理」以及「健康及營養」成為前三名重大的環境、社會及管治議題。

- 「**產品安全及質量**」的高排名 — 該議題為食品業中至關重要的一個因素 — 體現我們的持份者對我們產品的完整性及可靠性傳統而關鍵的重視。這優先順序符合消費者對我們行業產品標準及安全措施不斷提升的意識及期望。
- 「**包裝及產品管理**」作為日清食品主要重大環境、社會及管治議題之一，日漸受到重視，反映了我們的持份者對我們產品的可持續性及環境影響的日益重視。隨著消費者對可持續包裝解決方案的意識及監管要求提高，「包裝及產品管理」成為創新及進步的關鍵範疇，呼應了全球可持續發展目標及消費者對生態友善企業實踐的期望。
- 對「**健康及營養**」的重視突顯了我們的消費者及持份者對產品的意識及需求不斷提高，不僅要滿足口味，且亦要對彼等的健康作出正面貢獻。這反映了更廣泛的行業趨勢，轉向更健康的的生活方式，並與改善公眾健康成果的全球目標一致。

## OUR RESPONSES TO THE PRINCIPAL THREE MATERIAL ESG TOPICS 我們對三個主要環境、社會及管治議題的回應



### Product Safety and Quality:

#### 產品安全及質量：

- Rigorous adherence to policies and procedures for product safety and quality, with ongoing reviews for enhancements. 嚴格遵守產品安全及質量的政策及程序，並持續檢討改善措施。
- Operation of a dedicated food safety research institute to support and innovate our quality assurance processes. 營運專門的食品安全研究機構以支援我們的質量保證流程，並在這方面作出創新。
- Regular training for staff on quality control measures and industry best practices. 定期對員工進行有關質量控制措施及行業最佳慣例的培訓。
- Implementation of state-of-the-art quality testing and monitoring technologies. 實施最先進的質量測試及監控技術。
- Active engagement with regulatory bodies to stay abreast of and comply with the evolving food safety standards. 積極與監管機構合作，隨時了解並遵守不斷變化的食品安全標準。



## Packaging and Product Management:

### 包裝及產品管理：

- Commitment to developing and implementing innovative packaging designs that reduce waste, increase recyclability, and utilise sustainable materials, striving for a balance between functionality and environmental stewardship.  
致力於開發及落實創新的包裝設計，減少浪費，提高可回收性，並利用可持續材料，力求功能性及環境管理之間的平衡。
- Dedication to comprehensive lifecycle management of products, from design to disposal, to ensure minimal environmental impact. This entails evaluating and optimising the sustainability of raw materials, production processes, and end-of-life disposal.  
致力於產品全面生命週期管理，從設計到棄置，以確保盡量減低對環境的影響。這需要評估及優化原材料、生產流程及棄置處理的可持續性。
- Close collaboration with suppliers to source environmentally friendly materials and promote sustainable practices all along the supply chain.  
與供應商緊密合作，採購環保原材料並在整個供應鏈中推廣可持續實踐。
- Ensuring adherence to all applicable laws and regulations pertaining to packaging and product management with the goal of going beyond minimum compliance through voluntary sustainability initiatives.  
確保遵守有關包裝及產品管理的所有適用法律及法規，目標是透過自願性可持續發展措施超越最低合規性。



## Health and Nutrition:

### 健康及營養：

- Enhanced transparency through clear, detailed nutritional labelling and information, enabling consumers to make informed dietary choices.  
透過清晰、詳細的營養標籤及信息，加強透明度，令消費者可作出知情的飲食選擇。
- Continuously improving the nutritional content of our products, with a focus on reducing additives such as sodium and sugar.  
不斷改善我們產品的營養成分，專注於減少鈉及糖等添加物。
- Leveraging our communication channels with consumers to gather feedback on the health and nutritional aspects of our products, and employing the insights to drive continuous product improvement.  
利用溝通渠道與客戶溝通以收集我們產品有關健康及營養方面的反饋，並採用得到的意見推動產品的持續進步。



## BOARD-LEVEL GOVERNANCE

Our ESG governance structure is anchored at the highest level, with the Board directly accountable for overseeing the Company's ESG strategy and other sustainability-related risks and opportunities. Our top-down governance approach ensures a comprehensive and strategic focus on ESG matters. The Board has delegated specific ESG-related responsibilities to the Management Committee, comprising Executive Directors, senior management, and heads of business units, under the leadership of the Chief Executive Officer. The Management Committee is responsible for the thorough review of the Group's ESG performance and reports its findings to the Board once every year.

The Board engages with sustainability issues on a regular basis, dedicating at least one meeting annually to discuss significant sustainability-related matters, ensuring that ESG considerations are integrated into the Company's strategic decision-making processes.

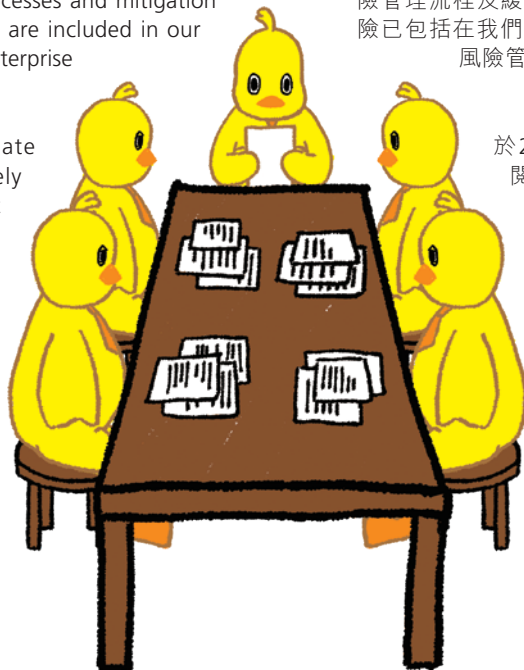
To enhance the effectiveness of ESG governance, our top management and Board members receive regular updates and training on the latest developments in ESG and sustainability, including, for example, training sessions on the evolving ESG requirements for listed companies. Our ongoing education ensures that the leaders of Nissin Foods are well-equipped to guide the Company's sustainability efforts.

During the board meeting, the ESG report undergoes a comprehensive review process to make sure that every aspect of the report aligns with our sustainability goals and corporate ethos. After a comprehensive examination and discussion, the ESG report is officially approved during the meeting. In addition, the Enterprise Risk Management (ERM) report, inclusive of results from risk interviews conducted with non-independent directors and management from selected departments and subsidiaries, is also presented to and approved by the Board, ensuring that ESG risks are adequately managed and monitored at the highest level.

## MANAGEMENT-LEVEL GOVERNANCE

At the management level, senior executives hold a crucial responsibility in addressing and navigating sustainability-related risks and opportunities in practice. Heads and managers of business units are entrusted with the implementation of ESG risk management processes and mitigation plans. The relevant sustainability-related risks are included in our risk inventory as part of our comprehensive Enterprise Risk Management (ERM) Policy.

In 2023, we undertook a review and update of our risk inventory to ensure it accurately reflects the current external environment and emerging challenges. More than maintaining compliance, our thorough risk inventory review also aims to enhance our responsiveness to the dynamic landscape of ESG issues. This update is part of our commitment to continually evolve our governance and risk management strategies in line with global best practices and the dynamic nature of ESG issues.



## 董事會管治

我們的環境、社會及管治的管治結構建基於最高水平，董事會直接負責監督本公司的環境、社會及管治策略以及其他與可持續發展相關的風險及機會。我們自上而下的管治方法確保全面及策略性地關注環境、社會及管治事宜。董事會已將與環境、社會及管治相關的具體職責授予管理委員會，該委員會由執行董事、高級管理層及業務部門主管組成，並由首席執行官領導。管理委員會負責全面檢討本集團的環境、社會及管治表現，並將結果每年向董事會報告一次。

董事會定期處理可持續發展議題，每年至少召開一次會議以討論與可持續發展相關的重大事宜，確保將環境、社會及管治考量納入本公司的策略決策流程。

為提高環境、社會及管治治理的有效性，我們的高級管理層及董事會成員定期接受有關環境、社會及管治以及可持續發展最新發展的更新及培訓，例如包括針對上市公司不斷變化的環境、社會及管治要求的培訓課程。我們的持續教育確保日清食品的領導者有能力指導本公司的可持續發展工作。

在董事會會議期間，環境、社會及管治報告經過全面審閱流程，以確保報告的各方面符合我們的可持續發展目標及企業精神。經過全面審議及討論後，環境、社會及管治報告在會議上正式獲通過。另外，企業風險管理(ERM)報告，包括與選定部門及附屬公司的非獨立董事及管理層進行風險訪談的結果，亦會提交並由董事會批准，以確保環境、社會及管治風險得到充分管理及受到最高級別的監控。

## 管理層管治

在管理層層面，高級主管在實踐中應對及帶領與可持續發展相關的風險及機會方面承擔至關重要的責任。業務部門的主管及經理負責落實環境、社會及管治風險管理流程及緩解計劃。與可持續發展相關的相關風險已包括在我們的風險清單中，作為我們全面的企業風險管理(ERM)政策的一部分。

於2023年，我們已對風險清單進行審閱及更新，以確保其準確反映當前的外部環境及新出現的挑戰。除保持合規性外，我們全面的風險清單審閱亦旨在提高我們對不斷變化的環境、社會及管治議題的回應能力。這次更新是我們承諾的一部分，根據全球最佳實踐以及環境、社會及管治議題的變動性質不斷更新我們的治理及風險管理策略。

Regarding business ethics, Nissin Foods has established a robust framework to uphold integrity and combat corruption. Our commitment to ethical practices is manifested through comprehensive policies and proactive measures designed to instill a culture of honesty, transparency, and responsibility. Our approach to managing bribery, fraud, and corruption is uncompromising, with a zero-tolerance policy across all operations. Our Anti-bribery and Corruption guidelines, alongside the Whistleblowing Policy, form the basis of our ethical practices. These policies not only guide our directors, officers, and employees in adhering to legal and ethical standards but also ensure accountability and foster an environment where ethical conduct is paramount.

## ANTI-BRIBERY AND CORRUPTION

Our Anti-corruption Policy, along with the Anti-Bribery Policy, the Employee Handbook, Nissin Foods Group Code of Conduct, and Internal Compliance Policy, guides the practices of directors, officers, and employees at all levels. These policies provide clear principles for conducting business with honesty and integrity, significantly reducing the likelihood of corruption and bribery.

Central to our ethical framework is our Internal Audit Department (IAD), which plays an instrumental role in probing potential frauds and fortifying compliance. The IAD reports material breaches to the Board annually, including details of all significant fraud cases and the outcomes of investigations. The Board maintains the ultimate responsibility for monitoring and managing the relevant risks.

In 2023, we reinforced our commitment to ethical practices by conducting a series of anti-corruption and anti-bribery training sessions for our employees. The training series is part of our ongoing effort to raise awareness and understanding of corporate social responsibilities and the importance of adhering to relevant laws, regulations, and social ethics in day-to-day operations.

In addition, we closely monitor regulatory developments and periodically update our ethical standards to maintain prominent levels of integrity in our operations. Throughout the year, there were no concluded legal cases regarding corrupt practices brought against Nissin Foods or our employees.

## WHISTLEBLOWING

We have put forward comprehensive whistleblowing policies to facilitate the reporting of fraud and misconduct. Our Whistleblowing Policy, which applies to the Company and all its subsidiaries, provides clear guidelines for directors, officers, employees, and stakeholders to report allegations with confidentiality assured. Reports can be made through various channels, such as email to Human Resources Department, ensuring accessibility and anonymity.

Once a report is received, it may be investigated internally or referred to external parties. The Group's Compliance Committee prepares a report following the investigation, outlining the impact of the matter and proposing an action plan. After investigation, the line management assesses the situation and determines any requisite disciplinary measures. These decisions are then subjected to a review by the Compliance Committee, ensuring due diligence and fairness, before management makes the final resolution.

In 2022, we updated our Whistleblowing Policy, solidifying our commitment to a transparent and ethical working environment. Regular policy reviews and enhancements are essential to maintain accountability within our operations and to uphold our core values of honesty and integrity in every aspect of our business.

在商業道德方面，日清食品已建立健全的框架以維護誠信及打擊貪污。我們對道德實踐的承諾，透過旨在灌輸誠實、透明及責任文化的全面政策及積極措施體現。我們的所有營運均對賄賂、詐欺及貪污絕不妥協，採取零容忍政策。我們的反賄賂及貪污指引以及舉報政策構成我們道德實踐的基礎。該等政策不僅指引我們的董事、高級職員及僱員遵守法律及道德標準，更確保問責制的落實，並創造一個道德行為至關重要的環境。

## 反賄賂及貪污

我們的反貪污政策及反賄賂政策、員工手冊、日清食品集團行為準則及內部合規政策，指引所有級別的董事、高級職員和員工的行為。這些政策為誠實及正直地進行業務提供明確的原則，大大降低貪污及賄賂的可能性。

我們道德框架的核心是內部審計部門(IAD)，該部門在調查潛在詐欺及加強合規性方面發揮重要作用。IAD每年向董事會報告重大違規行為，包括所有重大詐欺案件的詳情及調查結果。董事會對監控及管理相關風險負上最終責任。

於2023年，我們為僱員舉辦一系列反貪污及反賄賂的培訓課程，加強我們對道德實踐的承諾。此系列培訓是我們持續努力的一部分，旨在提高僱員對企業社會責任的意識及理解，以及在日常營運中遵守相關法律、法規及社會道德的重要性。

另外，我們緊密監察監管發展及定期更新我們的道德標準，以在我們運營保持卓越的誠信水平。於整個年度，概無針對日清食品或我們僱員的貪污訴訟案件審結。

## 舉報

我們採取全面的舉報政策，以方便舉報詐欺及不當行為。我們的舉報政策適用於本公司及其所有附屬公司，為董事、高級職員、員工及持份者提供明確的指引，以確保保密地舉報指控。報告可以透過各種渠道進行，例如向人力資源部發送電子郵件，確保容易及匿名舉報。

收到舉報後，可能會進行內部調查或轉交予外部人士。本集團合規委員會在調查後會準備一份報告，概述該事宜的影響及建議行動計劃。於調查後，直接管理層評估情況並決定任何必要的紀律處分措施。然後，在管理層作出最終決議前，該等決定將由合規委員會進行審閱，以確保盡職審查及公平性。

於2022年，我們已更新舉報政策，鞏固我們對透明及道德工作環境的承諾。定期的政策檢討及改進對於維持我們營運中的問責制以及在業務的各方面維護我們誠實及正直的核心價值至關重要。





OUR PLANET  
我們的地球





# OUR PLANET 我們的地球

As a responsible corporate citizen, we are convinced of the critical importance of sustainable business practices in preserving our planet for future generations. Nissin Foods' encompassing environmental practices and strategies demonstrate our profound reverence for the natural environment and our place in it. Alongside abiding by applicable environmental standards and statutes, we also put forth earnest effort to proactively enhance our stewardship of the Earth's resources. Through innovative solutions, rigorous policies, and a deep-rooted commitment to sustainability, we endeavour to harmonise our business operations with environmental protection and conservation to ensure a positive impact on our planet.

## EMISSIONS

### Overview of GHG Emissions in Our Operations

In 2023, we have continued our vigilant monitoring and management of Greenhouse Gas (GHG) emissions, with one of the main sources from our manufacturing processes. Our intensified efforts to pinpoint significant emissions sources and apply effective mitigation strategies have yielded positive results. We remain committed to reducing GHG emissions and aligning our operations with global sustainability goals.

To ensure the reliability and robustness of our emission data, we have engaged an independent consultant for a detailed carbon assessment. This assessment incorporates international standards such as ISO 14064 and complies with the National Development and Reform Commission's standards in Mainland China as well as the Hong Kong Guidelines for Buildings.

During the year, our Sites of Operation generated a total of 58,024 tonnes of CO<sub>2</sub>-equivalent GHG emissions; and a total of 1.7 tonnes, 0.0088 tonnes, and 0.0009 tonnes of NO<sub>x</sub>, SO<sub>x</sub>, and respirable suspended particles, respectively in our Sites of Operation.

### Air Quality Control

To ensure the exhaust gases discharged from our manufacturing process adhere to emission regulations, we maintain a strict schedule for cleaning our coiled fans and dust collection systems. Safeguarding the quality of air around our facilities and minimising air pollutants depend heavily on this approach.

In parallel, we have taken decisive steps to manage emissions from our vehicular fleet. Regular maintenance checks are conducted to ensure optimal vehicle performance and minimal environmental impact. In addition, we are actively phasing out our existing petrol vehicles. We have been endeavouring to replace our company-owned general passenger vehicles with electric alternatives.

作為負責任的企業公民，我們堅信可持續商業實踐對於為下一代保護我們的地球至關重要。日清食品對環境實踐及策略的涵蓋度，反映我們對自然環境及我們在其中位置的深深敬畏。除遵守適用的環境標準及法規外，我們亦竭盡全力，積極加強對地球資源的管理。透過創新的解決方案、嚴格的政策及對可持續發展的堅定承諾，我們努力將業務運營與環境保護相協調，確保對我們的地球產生正面影響。

## 排放物

### 我們營運中的溫室氣體排放概要

於2023年，我們繼續對溫室氣體(GHG)排放保持警覺地作監控及管理，這排放是我們的製造流程的主要排放之一。我們加大力度找出重大排放源並採取有效的減排策略，並取得正面成果。我們仍然致力於減少溫室氣體排放，並令我們的營運與全球可持續發展目標保持一致。

為確保排放數據的可靠性及穩健性，我們已委聘獨立顧問進行詳細的碳評估。該評估納入ISO 14064等國際標準，並符合中國內地國家發展和改革委員會及香港建築指引的標準。

於本年度，我們生產廠房所產生之溫室氣體排放量合共58,024噸二氧化碳當量；生產廠房分別合共產生1.7噸、0.0088噸及0.0009噸氮氧化物、硫氧化物及可吸入懸浮顆粒物。

### 空氣質量控制

我們設立嚴格的時間表清理風機及除塵系統，確保生產過程的廢氣排放符合排放標準。保護我們設施周圍的空氣質量，並以這方法最大限度地減少空氣污染物。

同時，我們採取果斷措施以管理車隊的排放。定期進行維護檢查，以確保最佳的車輛性能及盡量減少環境影響。另外，我們正積極逐步淘汰現有的汽油車，我們一直致力於以電動車取代公司擁有的一般乘用車。



### Reducing Volatile Organic Compounds (VOC) Emissions

During the process of applying dry lamination, the wrapping process releases volatile organic compounds into the atmosphere. These VOCs contribute to air pollution by forming ground-level ozone and fine particles.

We continued to reinforce our commitment in 2023 to reducing environmental impact with innovative packaging production techniques. Since last year, we have transitioned from dry lamination to solvent-free lamination to reduce VOC emissions. This year we have taken our efforts a step further by adopting water-based gravure ink for printing the white areas of the individual packaging for our bag-type instant noodle products. By adopting the water-based gravure ink, we are able to further reduce our VOC emissions.

During the reporting year, by transitioning from dry lamination to solvent-free lamination, we managed to reduce the amount of VOC emissions generated in our operations by 183.7 tonnes. Furthermore, approximately 548.2 tonnes of CO<sub>2</sub> could be reduced during the reporting year because of a reduction in energy consumption under the solvent-free lamination process. Moreover, a further reduction of 12.72 tonnes of VOCs was achieved by switching to water-based gravure inks.

At the moment, we are actively exploring opportunities to extend the use of water-based gravure ink to additional colours and a broader range of packaging types in order to further reduce our environmental impact. Our proactive approach to adopting environmentally friendly technologies underscores our responsibility towards reducing ecological impacts and our commitment to continuous improvement in environmental stewardship.

### Rigorous Adherence to Environmental Laws and Regulations

Complying with the relevant laws and regulations in the jurisdictions in which we operate is fundamentally important. In Hong Kong, we abide by a series of emissions-related regulations, including the Ozone Layer Protection Ordinance, and the Air Pollution Control Ordinance. In Mainland China, our operations strictly comply with the Environmental Protection Law, and the Energy Conservation Law. We proactively monitor the evolution and introduction of new legislation to ensure that we are always at the forefront of regulatory compliance and are able to swiftly adapt our practices to align with the new standards.

### USE OF ENERGY

Our approach to energy efficiency and sustainability encompasses various aspects of energy use, from employee behaviour to operational changes and large-scale infrastructure projects.

### Cultivating a Culture of Energy Conservation

#### *Embedding Energy Awareness in our Everyday Lives*

We recognise the importance of cultivating a culture of energy conservation. Our internal guidelines on environmental protection and energy saving are not only policies but also a way of life at Nissin Foods. Our efforts extend to nudging behavioural changes among our employees. We believe that small daily actions, including key aspects such as efficient use of air conditioning, ventilation, and lighting, can collectively lead to considerable energy savings. Therefore, we continuously engage our staff through training sessions and awareness campaigns. These programmes are designed to educate and encourage our employees to adopt more energy-efficient habits, both at work and in their personal lives.

### 減少揮發性有機化合物排放

揮發性有機化合物(VOC)於包裝過程中進行乾式覆膜時會被排放到空氣中。VOC可能通過形成地面臭氧與細小顆粒物而造成空氣污染。

我們繼續加強2023年的承諾，透過創新的包裝生產技術減少對環境的影響。自去年起，我們由乾式覆膜改為使用無溶劑覆膜，以減少VOC排放。今年，我們努力更進一步，採用水性凹版油墨印刷袋裝即食麵產品的獨立包裝的白色部分。透過採用水性凹版油墨，我們可進一步減少VOC排放。

於報告年度，透過從乾式覆膜過渡到無溶劑覆膜，我們成功減少183.7噸營運中產生的VOC排放量。此外，由於無溶劑覆膜流程減少能源消耗，於報告年度可減少約548.2噸二氧化碳排放。另外，我們透過改用水性凹版油墨，進一步減少排放12.72噸VOC。

目前，我們正積極探索機會，以將水性凹印油墨的使用擴展至其他顏色及更廣泛的包裝類型，以進一步減少我們的環境影響。我們積極採用環保技術，強調我們減少生態影響的責任及我們對持續改善環境管理的承諾。

### 嚴格遵守環境法律及法規

遵守我們經營所在司法權區相關法律及法規至關重要。在香港，我們遵守一系列與排放相關的法規，包括《保護臭氧層條例》及《空氣污染管制條例》。在中國內地，我們的營運嚴格遵守《環境保護法》及《節約能源法》。我們積極監控新立法的演變及引入，以確保我們一直處於監管合規的最前沿，並可迅速調整我們的慣例以符合新標準。

### 能源使用

我們的能源效率及可持續發展方針涵蓋能源使用的各個方面，從員工行為至運營變革及大型基礎設施項目。

### 培養節能文化

#### *將能源意識融入日常生活*

我們深知培養節能文化的重要性。我們環保及節能的內部指引並非僅僅只是政策，亦是日清食品的一種生活方式。我們努力促使員工改變行為習慣，因為我們相信，日常的微小行動，包括有效使用空調、通風及照明等關鍵環節，可累積節約大量能源。因此，我們不斷通過培訓課程及宣傳活動讓員工參與其中。該等計劃旨在教導及鼓勵員工在工作及個人生活中養成節能習慣。

## Renovation for Energy Efficiency

### Eco-Friendly Renovation

In 2023, we embarked on renovating the air conditioning system at one of our plants in Hong Kong. This project, supported by the Eco Building Fund by CLP Power Hong Kong, aimed to improve the energy efficiency of our cooling systems. The renovation is expected to save approximately 41,558 kWh of electricity annually.

### LED Lighting & Lighting Controls

Our first initiative concerns the replacement of traditional light tubes with LEDs across our plants in Hong Kong. Achieving 100% LED coverage enables us to save nearly 19,000 kWh of electricity annually. This transition to LED lighting not only reduces our energy consumption but also contributes to a decrease in our CO<sub>2</sub> emissions.

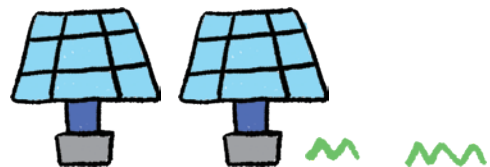
As part of Nissin Foods, Winner Food Products Co. Ltd ("Winner") has also advanced its role in our energy conservation journey. During the year, Winner's sites of operation installed a series of lighting controls in common areas such as hallways and stairwells, thereby successfully achieving the target of lowering monthly electricity use by 25 kWh.

### Optimising Steam Consumption

Since 2022, we have been introducing flash steam recovery equipment to improve energy efficiency by reducing steam consumption, which is now in use at four of our plants in Shunde, Zhejiang, Fujian, and Zhuhai Winner. This flash steam recovery system has enabled us to achieve a reduction in steam consumption by 7%-17%. Committed to further enhancing our steam efficiency, we plan to extend the installation of these steam circulation systems to additional plants, contributing to a further decrease in our overall environmental impact.

## Scaling up the Use of Renewable Energy in our Operations

One of the most significant initiatives in our quest for sustainable energy has been the installation of solar panels. By the end of 2023, we have completed the solar panel installation targets in Zhuhai Winner, and we have installed more than 9,700 solar panels across our facilities in Hong Kong and Mainland China, with a total generating capacity of close to 5,000 MWh. We monitor the performance and efficiency of these panels on a monthly basis, analysing data such as electricity usage, generation volumes, and cost savings. The rigorous monitoring ensures that we are maximising the benefits of solar energy and continually optimising our renewable energy sources.



## 節能翻新

### 環保翻新

2023年，我們開始翻新香港一家工廠的空調系統。該項目獲中電「綠適樓宇基金」支持，旨在提高我們製冷系統的能源效率。預期翻新工程每年可節省電力約41,558千瓦時。

### LED照明&照明控制

我們的第一步舉措便是以LED燈管更換我們的香港廠房的傳統燈管。實現100%的LED覆蓋率使我們每年可節約電力近19,000千瓦時。過渡至LED照明不僅降低了我們的能耗，亦有助減少二氧化碳排放。

作為日清食品的一部分，永南食品有限公司（「永南」）亦在我們的節能之旅中發揮重要作用。本年度，永南的運營場所在走廊及樓梯間等公共區域安裝一系列照明控制裝置，從而成功實現每月用電量減少25千瓦時的目標。

### 優化蒸汽消耗

我們自2022年起引進閃蒸蒸汽回收設備，通過減少蒸汽消耗來提高能源效率。目前，我們在順德、浙江、福建及珠海永南的四間廠房使用該設備。閃蒸蒸汽回收系統讓我們的蒸汽消耗量降低7%至17%。為了進一步提高蒸汽效率，我們計劃在更多廠房安裝該等蒸汽循環系統，從而進一步降低對環境的總體影響。

## 在營運中推廣使用可再生能源

我們尋求可持續能源的最重要舉措之一便是安裝太陽能電池板。截至2023年底，我們已在珠海永南完成安裝太陽能電池板的目標，並在香港及中國內地的設施中安裝逾9,700塊太陽能電池板，總發電量接近5,000兆瓦時。我們每月均會監測該等太陽能電池板的性能及效率，分析用電量、發電量及成本節約等數據。嚴格的監測可確保我們最大限度地利用太陽能，並不斷優化我們的可再生能源。



The installation of solar panels has been instrumental in transforming our energy consumption and reducing CO<sub>2</sub> emissions. By harnessing solar power, we have managed to avoid more than 2,661 tonnes of CO<sub>2</sub> emissions in 2023.

Looking ahead, we see immense potential in expanding our use of solar panels and other renewable energy sources. In addition to aiding us to lessen our CO<sub>2</sub> emissions, this also help us better plan for future changes, such as the imposition of a carbon tax. Furthermore, consumer preferences can potentially shape our operations as they increasingly prioritise sustainability. Their attitudes towards ecological concerns have the potential to impact their purchase decisions, thus motivating us to cater to a customer base that values environmental considerations.

## THE ENVIRONMENT AND NATURAL RESOURCES

### Our Environmental Management System

We have established a comprehensive framework of environmental governance that revolves around our ISO 14001-certified Environmental Management System (EMS). Our robust policies guide operational decisions with potential environmental impact, ensuring that every action aligns with our commitment to environmental stewardship. The EMS serves as the bedrock of many of our environmental initiatives.



#### Consistent Legal Compliance

Throughout the past year, Nissin Foods continued to uphold the highest commitment to environmental compliance, encompassing stringent adherence to key regulations such as the Air Pollution Control Ordinance in Hong Kong and the Environmental Protection Law of the People's Republic of China. Our meticulous approach has ensured us an impeccable compliance record, with no instances of non-compliance.

In our continuous effort to minimise environmental impact, all our food production plants have proactively adopted the ISO 14001 standard, demonstrating our commitment and expertise in this field. This international certification is not merely a compliance benchmark but a reflection of our proactive environmental management strategy, which involves regular environmental reviews and the establishment of progressive objectives aimed at reducing our environmental impacts.

Our unwavering adherence to environmental standards also extends to critical areas such as wastewater treatment and waste management. Regular legionella testing of cooling water towers and strict compliance with water and waste management regulations are integral components of our operational protocol. These practices are not just about meeting regulatory requirements; they are about embedding responsible environmental management into the very fabric of our corporate identity and operations.

#### Empowered Leadership and Collaborative EMS Oversight

The ongoing commitment of our Board to the EMS reflects a consistent dedication, year after year, to its effective implementation and continuous improvement. Our EMS committee convenes biannually, focusing on the latest environmental legislation, regulation, and compliance. The EMS meetings, a collaborative platform comprising various departments, underscore our integrated approach to environmental management. All our departments work in tandem, ensuring accountability and coordination in environmental decision-making.

太陽能電池板的安裝在改變我們的能源消耗及減少二氧化碳排放方面發揮重要作用。通過利用太陽能，我們於2023年成功避免超過2,661噸二氧化碳排放。

展望未來，我們看到擴大使用太陽能電池板和其他可再生能源的巨大潛力。除了幫助減少二氧化碳排放，亦有助我們更好地規劃未來變化，如徵收碳稅。此外，隨著消費者愈發重視可持續發展，其喜好亦可能影響我們的運營。消費者對生態問題所持態度或會影響其購買決定，從而促使我們主動迎合重視環保的客戶群。

## 環境及天然資源

### 環境管理系統

我們圍繞ISO 14001認證環境管理系統建立全面的環境治理架構。我們依據健全的政策指導可能對環境產生影響的運營決策，確保每項行動均符合我們對環境管理的承諾。環境管理系統乃我們許多環保舉措的基石。

#### 始終遵守法律

過去一年，日清食品繼續秉承環保合規的堅定承諾，包括嚴格遵守香港《空氣污染管制條例》及《中華人民共和國環境保護法》等主要法規。一絲不苟的態度確保我們締造無懈可擊的合規記錄，概無任何不合規事件。

我們不斷努力將環境影響降至最低，所有食品生產廠房均主動採用ISO 14001標準，表明我們在此領域的堅定承諾及專長。這一國際認證不僅只是合規基準，亦反映了我們積極主動的環境管理戰略，包括定期開展環境審查及制定旨在減少環境影響的逐步目標。

我們恪守環境標準，同時亦延伸至廢水處理及廢物管理等關鍵領域。定期對冷卻水塔進行退伍軍人菌檢測以及嚴格遵守水和廢物管理條例乃我們運營規程中不可或缺的組成部分。此等行為並非只是為滿足法規要求，更是為將負責任的環境管理融入至企業形象及運營。

#### 增強領導力及協作性環境管理系統監督

董事會對環境管理系統的持續承諾反映了我們年復一年對其有效實施及持續改進的不懈努力。我們的環境管理系統委員會每半年召開一次會議，重點討論最新環境立法、法規及合規情況。環境管理系統會議是由各個部門組成的合作平台，強調綜合環境管理方法。我們的所有部門齊心協力，確保環境決策的問責制和協調性。

EMS-related components have been included in our Nissin Integrated Management System (IMS) awareness training. This training, mandatory for new joiners, encompasses the Company's EMS policy, targets, and best practices. The subsequent quiz and follow-up on unqualified cases underscore our commitment to comprehensive understanding and adherence to EMS principles.

### **Decision-Making and Programme Implementation in EMS**

Within the EMS, decisions regarding environmental management rest with the Chief Production Officer, acting as Management Representatives of the EMS. EMS-related decisions are formulated through a collaborative process. At the end of each year, each department proposes goals and implementation methods, which are deliberated in the 2nd EMS Committee Meeting. The Management Representatives then decide on the objectives and the implementation of relevant programmes, with each committee member responsible for achieving the objectives and monitoring outcomes.

## **Environmental Emergency Preparedness and Response**

### **Ensuring Compliance and Emergency Preparedness**

At Nissin Foods, we have implemented robust Environmental Emergency Preparedness and Response guidelines. These guidelines are designed to enable employees to effectively respond to potential incidents that may arise from our operations. The EMS Committee plays a pivotal role in this framework, coordinating drills and preparing comprehensive summary reports for management review. Our dedicated emergency teams will promptly implement appropriate procedures to address and mitigate a range of potential emergencies, including palm oil spillages and chemical explosions. Subsequently, a thorough analysis would be conducted to ascertain root causes and develop preventive measures. Detailed accident reports would also be submitted to management for review and action.

### **Proactive Measures in Raw Material Handling**

Recognising the criticality of palm oil as a key raw material in our products, we have well-established procedures in place to prevent spillages. The procedures are carefully crafted and implemented, including clear instructions for safely transferring palm oil from vendor's oil tanker trucks to our oil storage tanks at production sites.

### **Enhanced Inspection and Emergency Drills**

This year, we reinforced our commitment to environmental stewardship and workplace safety through regular EMS inspections. The EMS inspections are integral to ensuring that our operations are aligned with our environmental objectives and guidelines. To complement these inspections, our 2023 emergency preparedness plan included six emergency drills covering various scenarios such as evacuations and chemical spillages. Arranging drills are essential for ensuring the safety and preparedness of our employees.

日清綜合管理系統意識培訓包含與環境管理系統相關的內容。該培訓是新員工的必修課，內容包含本公司的環境管理系統政策、目標及最佳實踐。隨後的測驗及對不合格案例的後續跟蹤，凸顯我們對全面理解和遵守環境管理系統原則的承諾。

### **環境管理系統決策及方案實施**

在環境管理系統內，首席生產官作為環境管理系統的管理代表作出環境管理相關決策。與環境管理系統相關的決策乃通過協作過程而制定。每年年底，各部門均會提出目標及實施方法，並在第二屆環境管理系統委員會會議上進行討論。其後，由管理代表決定目標及相關方案實施，各委員會成員則負責達成目標及監督結果。

## **環境應急準備和回應**

### **確保合規及應急準備**

在日清食品，我們實施了健全的環境應急準備和回應指引，旨在令員工有效應對營運過程中之隱患。環境管理系統委員會在此框架中發揮重要作用，負責協調演習及準備綜合報告供管理層審閱，而專設的緊急應變組將及時啟動適當的應急程序以解決及減輕眾多潛在緊急情況，包括棕櫚油泄漏及化學物品爆炸等。其後，將全面分析確定事發原因及制定預防措施。同時，將向管理層遞交事故細節報告，供其審閱及作出行動。

### **積極處理原材料**

我們深知棕櫚油作為產品關鍵原材料的重要性，故制定完善的防棕櫚油洩漏程序。該等程序均為精心設計及實施，包括將棕櫚油由供應商之油罐車轉移至生產廠房之儲油罐之程序作出明確指引。

### **加強檢查和應急演習**

本年度，我們對環境管理系統進行定期檢查，從而加強對環境管理和工作場所安全的承諾。環境管理系統檢查對於確保我們的運營符合環境目標及指導方針是不可或缺的。作為該等檢查之補充，我們2023年應急準備計劃包括六次應急演習，涵蓋疏散和化學品洩漏等各種情境。對於確保僱員安全及作好準備而言，演習安排至關重要。

## PACKAGING AND WASTE

### Use Less, Use Better

In response to the growing regulatory and public concerns about single-use packaging waste, we have doubled our efforts to further reduce packaging waste and enhance the sustainability of our packaging solutions. Our approach involves innovative measures to curtail waste and optimise the environmental aspects of our packaging, guided by our "Three-Pillar Containers/Packaging Design Guiding Principles," which form the cornerstone of our packaging strategy.

#### Our Three-Pillar Containers/Packaging Design Guiding Principles

我們的容器／包裝設計指導原則的三項主軸



We prioritise the avoidance of materials that may adversely affect human health or the environment. We advocate for the use of materials that have a lower environmental impact, such as recycled paper. 避免使用對人體或環境可能有負面影響的材料，推廣使用對環境影響較小的原材料，例如循環再用紙張。



(a) Reduce: Our focus is on minimising the weight and volume of containers and reducing the number of packaging items used; (b) Recycle: We actively incorporate recycled raw materials and aim to use highly recyclable materials. (a)物盡其用：盡量減少容器重量及容量以及所用包裝物品數量；(b)循環再用：積極使用循環再用原材料，致力運用較可回收的材料。



(a) Our design process for containers and packaging is based on Life Cycle Assessment (LCA), taking into account environmental impacts from raw materials to disposal; (b) We continuously explore innovative methods to improve our packaging to achieve the goals of using less and better materials. (a)根據生命週期評估設計容器及包裝，考慮從原材料到棄置過程對環境的影響。(b)不斷尋找創新方式改善包裝，達到「少用」及「好用」材料之目標。

#### Redesigning for Waste Reduction

Our Granola Production Department (GPD) undertook a major redesign of the syrup room. The goal was to change the mode of syrup mixing to reduce food waste. The success of this initiative was marked by a 48.2% reduction in food waste, surpassing our initial target of 30%.

#### Enhancing Packaging Efficiency

During the year, our Demae Ramen Production Department (DRPD) has taken steps to reduce stretch film usage. By installing automatic stretch film wrapping machines, we saved around 27% of stretch film per production pack. This initiative is a step towards not only reducing material usage but also minimising waste.

## 包裝與浪費

### 用少些、更好些

為回應監管和公眾對一次性包裝廢物日益關注，我們加倍努力，進一步減少包裝廢物，提高包裝解決方案的可持續性。在我們的「容器／包裝設計指導原則的三項主軸」指導下，我們採取創新措施，減少浪費，優化包裝環保性，作為我們包裝戰略的基石。

#### 重新設計，減少浪費

我們的穀物麥片生產部對糖漿室進行了一次重大的重新設計，旨在改變糖漿混合模式，減少食物浪費。這一舉措取得成功，食物浪費由此減少48.2%，超過我們最初設定的30%目標。

#### 提高包裝效率

年內，我們的出前拉麵生產部採取措施減少使用拉伸膜。通過安裝自動拉伸膜包裝機，我們每包產品已節省約27%拉伸膜。這一舉措不僅減少了材料用量，亦最大限度地減少浪費。



## Journey to Green Packaging

### Phase 1: From Plastic Chips to ECO CUP (2009/2010)

The journey towards green packaging at Nissin Foods began with a significant shift in 2009/2010 in Hong Kong and Mainland China, from petroleum-derived plastic to more environmentally friendly containers, known as the ECO Cup. The ECO Cup, primarily made of paper, emerged as a sustainable alternative to Styrofoam, embodying our ethos “for Ecology, for Customers, for Originality”. This transition not only addressed the issue of CO<sub>2</sub> emissions during production but also tackled the challenge of plastic decomposition in landfills. In Mainland China, this switch led to a 24% reduction in CO<sub>2</sub> emissions and an 87.8% decrease in plastic usage per serving of Cup Noodles.

The design of the ECO Cup also played a crucial role in preserving ingredient quality and maintaining the quality of the noodles, demonstrating that environmental considerations need not compromise product excellence.

### Phase 2: ECO CUP Renewal (2021)

In 2021, to celebrate the 50th anniversary of Cup Noodles, we introduced an upgraded Cup Noodles product in a redesigned ECO Cup. The revamped container not only improved space utilisation and noodle quality but also further reduced CO<sub>2</sub> emissions and plastic use by 6.8% and 12.8%, respectively, compared to its predecessor.

The cumulative impact of these initiatives resulted in a 29.16% reduction in CO<sub>2</sub> emissions from our cup containers. Moreover, the downsizing of the container also led to a significant reduction in paper usage and CO<sub>2</sub> emissions related to cardboard and transportation, improving our overall environmental impact.



### Phase 3: Less Plastic in ECO CUP Lid — Regular Size Cup Noodles (2022)

In fulfilment of our ongoing commitment to decreasing the use of plastic, we upgraded the ECO Cup lid in 2022 by removing a plastic layer from its upper surface. We have continuously made our effort to reduce plastic usage this year. As the result, this innovation reduced our plastic use in cup lid by 33.8%, marking another milestone in our sustainable packaging journey.

### Phase 4: Further CUP Lid plastic reduction — Big Size Cup Noodles (2023)

While the regular-size cup noodles were the first to come with a reduced plastic cup lid in 2022, we expanded our redesign to the Big Size Cup Noodle in 2023, applying the latest advancements in lid design to further reduce plastic usage. The redesign of the Big Size Cup Noodle yielded a 34.3% reduction in plastic use in cup lid. Moving forward, we will continue our efforts to refine and improve our packaging solutions, striving to balance product quality with environmental responsibility.

## 綠色包裝之旅

### 第一階段：自塑料片至ECO杯(2009/2010)

日清食品的綠色包裝之旅始於2009/2010年在香港及中國內地的一次重大轉變，即從石油塑膠容器轉變為更環保的容器 — ECO杯。ECO杯主要由紙製成，是發泡膠的可持續替代品，體現日清「為了地球、為了顧客、為了原創」的環保理念。這一轉變不僅解決了生產過程中的二氧化碳排放問題，更是化解了塑膠在垃圾堆填區難以分解這一挑戰。這一轉變使中國內地每份合味道的二氧化碳排放量以及塑膠用量分別減少24%及87.8%。

ECO杯的設計還在保持原料品質及維持麵條品質方面發揮重要作用，切實證明環境因素不一定會影響產品卓越性。

### 第二階段：ECO杯革新(2021)

2021年，為慶祝合味道誕生50週年，我們以重新設計的ECO杯推出生級版合味道產品。改良後的容器不僅提高空間利用率及麵條品質，相較上代產品，亦進一步減少二氧化碳排放量及塑膠用量分別為6.8%及12.8%。

藉助上述措施的累積效應，我們杯型容器的二氧化碳排放量減少了29.16%。此外，容器小型化亦大大減少紙張用量以及與紙板和運輸有關的二氧化碳排放量，從而改善我們對環境的整體影響。

### 第三階段：ECO杯杯蓋減少塑膠物料 — 常規尺寸合味道(2022)

為履行我們對減少塑膠使用的承諾，我們於2022年對ECO杯杯蓋進行升級，移除ECO杯杯蓋頂層的塑膠層。我們於本年度持續努力將塑膠使用量減少。因此，這一創新將杯蓋塑膠使用量減少33.8%，是我們可持續包裝歷程中又一里程碑。

### 第四階段：進一步減少杯蓋中的塑膠物料 — 合味道大杯麵(2023年)

隨著我們先於2022年對常規尺寸合味道採用減少塑膠物料的杯蓋，其後於2023年將重新設計的範圍擴大至合味道大杯麵，採用最新的杯蓋設計，進一步減少塑膠用量。合味道大杯麵的重新設計減少34.3%杯蓋塑膠使用量。未來，我們將繼續努力完善及改進包裝解決方案，致力在產品品質和環保責任之間達致平衡。

## Waste Management

### *Our Waste Handling and Reduction Strategies*

In our commitment to environmental stewardship, we have implemented a rigorous waste management system, ensuring that all hazardous and non-hazardous wastes generated in our operations are properly collected and handled by licensed contractors. The primary wastes from our production processes include solid waste and wastewater, for which we have established Good Practice Guidelines to instruct employees on waste categorisation and ensure the appropriate handling of hazardous waste.

In Hong Kong, where food waste is a significant environmental issue, we have taken proactive steps to minimise waste generation. Our raw materials inventory-sharing system allows for the efficient use of resources, reducing wastage by reallocating materials between operations as needed. Additionally, we participate in the Hong Kong government's "Food Waste/Sewage Sludge Anaerobic Co-Digestion Trial Scheme," which offers a sustainable solution for food waste reduction by converting it into compost and biogas, thus reducing landfill gas emissions.

Furthering our waste reduction initiatives, we also recycle noodle waste from our production process, transforming it into animal feed. All of our electronic waste (e-waste) is collected by Environmental Protection Department (EPD)-authorised collectors for recycling.

### *Compliance with Environmental Laws and Regulations*

In line with our commitment to environmental responsibility, we rigorously adhere to the relevant laws and regulations in Mainland China and Hong Kong regarding the handling of waste, including the Waste Disposal Ordinance and the Chemicals Control Ordinance in Hong Kong, and the Environmental Protection Law of the People's Republic of China and Law on the Prevention and Control of Environmental Pollution Caused by Solid Waste in Mainland China.

Over the past year, our operations have maintained compliance with relevant laws and regulations, recording zero instances of non-compliance. For our Sites of Operations, wastewater sampling is conducted periodically. The results for both Biological Oxygen Demand (BOD) and Oil & Grease (O&G) in wastewater have consistently complied with the license requirements for 2023.

### *Management of Paper Consumption*

In our ongoing efforts to manage and reduce environmental impacts, we are well aware of the importance of reducing our paper consumption. We regularly evaluate our paper consumption and implement measures to optimise usage.

## Water Management

### *The Essential Role of Water in Our Operations and Ecosystem*

At Nissin Foods, we recognise the indispensable role water plays not only in the production of our products but also in sustaining the ecosystems that we are a part of. Implementing robust water management measures has always been one of our top priorities. Ensuring optimal water usage in our operations and minimising our impact on the natural water systems are also essential components of such. Our approach is informed by a deep awareness that prudent water management is essential to sustainable business practices and environmental stewardship, particularly in the food industry.

## 廢物管理

### *廢物處理及減少策略*

為履行環境管理承諾，我們已實施嚴格的廢物管理系統，確保營運過程中所產生的有害及無害廢物均由持牌承包商妥善回收及處理。生產過程中產生的主要廢物包括固體廢物及廢水。我們已制訂良好操作指引，向僱員提供有關廢物分類的指引，確保妥善處理一切有害廢物。

廚餘廢物是香港面臨的重大環境挑戰，我們已就此採取積極措施，儘量減少廢物產生。我們實施原材料庫存共享系統，可以有效利用資源，根據需要在不同業務之間重新分配材料，從而減少浪費。此外，我們還參與香港政府發起的「廚餘·污泥共厭氧消化試驗計劃」，該計劃通過將廚餘轉化為堆肥和沼氣，減少堆填沼氣排放，從而為減少廚餘提供可持續解決方案。

為進一步減少廢物，我們亦回收生產過程中產生的麵條廢物，並將其轉化為動物飼料。我們產生的電子廢物均由環境保護署授權的收集商回收利用。

### *遵守環保法律及法規*

為履行對環境責任作出的承諾，我們嚴格遵守中國內地及香港有關廢物處理的法律法規，包括香港《廢物處置條例》及《化學品管制條例》，以及中國內地的《中華人民共和國環境保護法》及《固體廢物污染環境防治法》。

過去一年，我們的運營符合相關法律法規的要求，並無任何不合規記錄。我們定期對生產廠房進行廢水取樣檢查。廢水中的生化需氧量(BOD)及油脂(O&G)結果一直符合2023年的許可要求。

### *紙張消耗管理*

我們在不斷努力管理及減少環境影響的過程中，深知減少紙張消耗的重要性。我們定期評估紙張消耗量，並採取措施優化紙張使用。

## 水管理

### *水在我們的運營和生態系統中發揮重要作用*

在日清食品，我們認識到水不僅在產品生產中發揮著不可或缺的作用，而且在維繫我們所處生態系統方面亦不可或缺。實施強有力的水資源管理措施始終是我們的首要任務之一。確保運營過程中優化用水，最大限度地減少對天然水系的影響，亦是上述措施的重要組成部分。我們深刻認識到，謹慎的水資源管理對於可持續發展的業務實踐和環境管理至關重要，尤其是食品行業。

## Water Consumption and Efficiency Efforts

In the past year, our Sites of Operation recorded a total water consumption of 374,489 cubic meters, corresponding to a water intensity of 0.098 cubic meters per HK\$1,000 of revenue. We are actively working towards reducing our absolute water consumption and water intensity.

In our journey towards efficient water management, we have introduced new steam circulation facilities aimed at improving steam usage efficiency. Additionally, the hot water generated from our steaming systems is being repurposed for use in employee shower facilities. We have also installed automatic water taps in sanitary facilities so as to control water consumption while maintaining hygiene standards.

## Adherence to Water Management Regulations

In alignment with our commitment to responsible water management, we strictly follow all the relevant environmental regulations in Mainland China and Hong Kong. Our operations comply with the Water Pollution Control Ordinance in Hong Kong, as well as the Law on the Prevention and Control of Water Pollution in Mainland China.

## CLIMATE CHANGE MANAGEMENT

We are fully aware of the changing world climate and the potential implications of climate-related risks and opportunities to our businesses. This year, in response to the release of the inaugural IFRS S2 standard, we enhanced our climate-related disclosures by systematically disclosing climate-related information in alignment with the Task Force on Climate-related Financial Disclosures TCFD framework and the IFRS S2 standard. By adopting the classic, four-pillared TCFD framework (Governance, Strategy, Risk Management, and Metrics and Targets), we are able to help our investors and other stakeholders develop a more robust and holistic understanding of our climate practices and the potential impact of climate change on our businesses.

### Governance

At Nissin Foods, the Board holds direct responsibility for overseeing climate-related risks and opportunities. Our Board's focused oversight on climate issues reflects our approach to integrating climate considerations seamlessly into our Company-level decision-making processes from the very top.

### Senior Management's Role in Climate Strategy Implementation

Under the guidance of the Board, our Senior Management plays a crucial role in managing climate-related risks and opportunities. The Management Committee, composed of Executive Directors, senior management of the Company, and heads of business units, and chaired by the Chief Executive Officer, actively engages in the relevant discussion. The Management Committee is responsible for reviewing Nissin Foods' performance in ESG, with a special focus on climate-related issues. Once every year, the Management Committee reports to the Board on important sustainability and climate-related issues.

## 耗水量及高効用水

過去一年，我們生產廠房的總耗水量為374,489立方米，耗水密度為每千港元收入0.098立方米。我們正積極致力於減少絕對耗水量和耗水密度。

在實現高効用水管理的過程中，我們引進新的蒸汽循環設施，旨在提高蒸汽使用效率。此外，我們還將蒸煮系統產生的熱水重新用作員工沐浴之用。為管控制耗水量並維持衛生標準，衛生設施亦已安裝自動水龍頭。

## 遵守水管理條例

為履行對水資源管理責任作出的承諾，我們嚴格遵守中國內地及香港的所有相關環保法規。我們的運營符合香港《水污染管制條例》及中國內地的《水污染防治法》。

## 氣候變化管理

我們充分瞭解世界氣候變化，以及與氣候相關的風險和機遇可能會對我們業務產生的影響。年內，為回應國際財務報告可持續披露準則第2號標準的首次發佈，我們根據氣候相關財務信息披露工作組TCFD框架及國際財務報告可持續披露準則第2號標準有系統地披露氣候相關資料，加強氣候相關信息披露。通過採用經典的TCFD四大框架(即治理、戰略、風險管理以及指標和目標)，我們能夠幫助投資者及其他持份者更全面地瞭解我們的氣候實踐以及氣候變化對我們業務的潛在影響。

### 治理

在日清食品，董事會直接負責監督與氣候相關的風險及機遇。董事會對氣候問題的重點監督反映了我們從最高層開始便將氣候因素無縫納入本公司決策過程。

### 高級管理層在氣候戰略實施中的作用

在董事會指導下，我們的高級管理層在管理氣候相關風險和機遇方面發揮重要作用。由首席執行官擔任主席的管理委員會由執行董事、本公司高級管理層及業務部門負責人組成，積極參與相關討論。管理委員會負責審查日清食品於環境、社會及管治方面的表現，尤其關注氣候相關問題。管理委員會每年一次向董事會報告重要的可持續發展和氣候相關問題。



## Execution of Climate Risk Management Processes

To effectively incorporate climate risk factors into our enterprise risk assessments and analysis processes, the responsibility for executing ESG and climate-related risk management processes rests with the heads and managers of our different business units, who are responsible for implementing mitigation plans that address the relevant risks.

## Continuous Learning and Adaptation to Climate-Related Developments

To remain at the forefront of climate governance, Nissin Foods' senior management and the Board are consistently informed about the latest updates in ESG and climate-related matters. Relevant training sessions have been arranged for the Board, including trainings on emerging climate-related disclosure requirements. Such educational initiatives ensure that our leadership remains equipped with the knowledge and skills necessary to navigate the evolving landscape of climate governance.

## Strategy

In 2023, following the Hong Kong Exchanges and Clearing Limited ("HKEX")'s Guidance on Climate Disclosures, we have selected and utilised distinct Turquoise (representing a strongly declining emissions trend and global mean temperature increase well below 1.5°C to 2°C by 2100) and Brown (representing a rising emissions trend and a global mean temperature increase of above 3°C by 2100) climate scenarios to assess the impact of climate change on Nissin Foods' business operations, referring to publicly available pathways<sup>2</sup>, and have undertaken a comprehensive city-level scenario analysis for key asset locations in Hong Kong, Mainland China and Vietnam.

## Climate-Related Risks

Climate risks consist of physical and transition risks. Physical risks refer to the immediate impacts of climate change, both acute and chronic. Acute physical risks encompass more sudden events, such as extreme weather events, wildfires, or flooding, resulting in property damage and operational interruptions. Chronic physical risks manifest over the long term, such as rising sea levels, changing precipitation patterns, and gradual temperature increases, leading to shifts in ecosystems and resource availability.

Transition risks, on the other hand, arise from transitioning to a low-carbon economy and adapting to climate change. These risks include policy and legal changes, market shifts, technological advancements, and reputational factors. Organisations may face stranded assets, unanticipated costs, regulatory challenges, or market volatility in the trend towards decarbonisation and sustainability.

## 執行氣候風險管理流程

為了有效地將氣候風險因素納入我們的企業風險評估及分析流程，執行環境、社會及管治和氣候相關風險管理流程的責任便落到各業務部門負責人及經理，彼等負責實施應對相關風險的緩解計劃。

## 不斷學習，適應氣候相關發展

為了於氣候治理方面維持領先地位，日清食品高級管理層及董事會始終瞭解環境、社會及管治和氣候相關問題的最新動態。亦為董事會安排相關培訓課程，包括關於新發佈之氣候相關披露要求的培訓。此類教育活動確保了領導層隨時掌握必要的知識和技能，以駕馭不斷變化的氣候治理環境。

## 戰略

2023年，根據香港交易及結算所有限公司（「香港交易所」）的《氣候信息披露指引》，我們參照公共可獲得之路徑<sup>2</sup>選擇並使用了獨特的綠松石色（代表強烈的排放下降趨勢以及至2100年全球平均氣溫升幅遠低於1.5至2攝氏度）和棕色（代表排放上升趨勢以及至2100年全球平均氣溫升幅高於3攝氏度）氣候情景，以評估氣候變化對日清食品業務運營的影響。此外，我們亦對香港、中國內地及越南的主要資產所在地進行全面的城市級情景分析。

## 氣候相關風險

氣候風險包括實體風險及轉型風險。實體風險指氣候變化的直接影響，包括急性及慢性影響。急性實體風險包括更多突發事件，例如極端天氣事件、野火或洪水，導致財產損失及營運中斷。慢性實體風險乃長期顯現，例如海平面上升、降水類型變化及氣溫逐漸升高，導致生態系統及資源可用性發生變化。

另一方面，轉型風險來自向低碳經濟轉型及適應氣候變化。該等風險包括政策及法律變動、市場變化、技術進步及聲譽因素。在脫碳及可持續發展趨勢中，企業可能面臨擱淺資產、未預期成本、監管挑戰或市場波動。

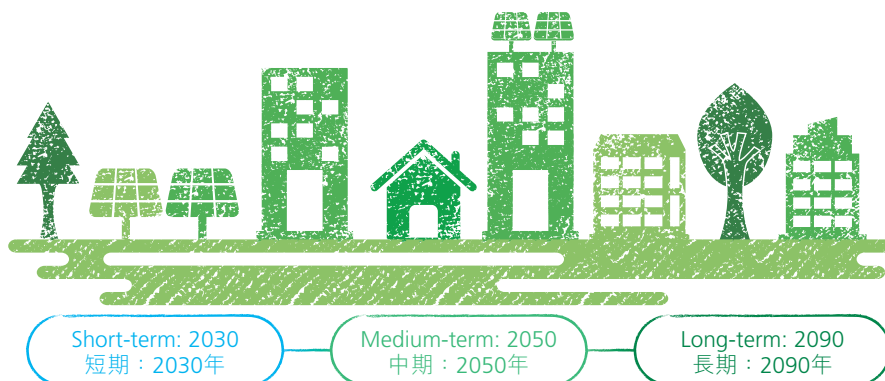
<sup>2</sup> We referred to the pathways formulated by the Intergovernmental Panel on Climate Change ("IPCC"), International Energy Agency ("IEA") and Network for Greening the Financial System ("NGFS"), which facilitate the consideration of a wide range of social, environmental, political and economic issues and provide scientific assumptions and data relevant to or necessary for climate scenario analysis.

<sup>2</sup> 我們參考政府間氣候變化專門委員會（「IPCC」）、國際能源機構（「IEA」）和綠色金融網絡（「NGFS」）制定的路徑，此等路徑有助於考慮廣泛的社會、環境、政治和經濟問題，並提供與氣候情景分析相關或必要的科學假設和數據。

## OUR PLANET 我們的地球

The identified climate-related risks that are considered potentially material to our business and value chain are summarised as follows, through the lens of TCFD risk categories.

透過TCFD風險類別，被視為可能對我們的業務及價值鏈至關重要的已識別氣候相關風險概述如下。



Physical Risks 實體風險			
Risk Categories 風險類別	Potential Risks 實體風險	Time Horizon 時間範圍	Potential Business Impact 潛在業務影響
Chronic 慢性	Increase in annual mean temperature 年平均氣溫上升	Medium – Long 中長期	Heat stress can reduce the yields of certain crops, affecting the agri-business sector, and leading to potential shortages and increased costs for food and raw materials. 熱應激會降低若干作物的產量，影響農業企業部門，並導致潛在短缺以及食品及原材料成本增加。
	Increase in total annual rainfall 年總降雨量增加	Medium – Long 中長期	Businesses in areas with frequent heavy rainfall might face higher insurance premiums due to the increased risk of flood-related damages. Rising annual rainfall may also disrupt supply chains and affect the yields of certain crops. 由於洪水造成破壞的風險增加，位於強降雨頻繁地區的企業可能面臨更高保險費。年降雨量增加亦可能中斷供應鏈並影響若干作物產量。
	Relative sea level rise 海平面相對上升	Long 長期	Ports and coastal transport routes can be disrupted or rendered inoperative, affecting both imports and exports. 港口及沿海運輸路線可能會中斷或癱瘓，從而影響進出口。
	Water stress 水資源壓力	Short – Long 短長期	Stricter water usage regulations and quotas may be imposed, necessitating businesses to adjust their operations. 可能實施更嚴格的用水法規及配額，迫使企業調整其營運。

Physical Risks 實體風險			
Risk Categories 風險類別	Potential Risks 實體風險	Time Horizon 時間範圍	Potential Business Impact 潛在業務影響
Acute 急性	Increase in highest temperature  最高溫度上升	Medium – Long  中長期	Infrastructure, particularly those without adequate cooling systems, may suffer damage or decreased lifespan due to extreme heat.  基礎設施，尤其是無充足冷卻系統的基礎設施，可能因極端高溫而遭受損壞或使用期限縮短。
	Increase in longest dry spell days  最長乾旱天數增加	Medium – Long  中長期	Reduced agricultural yields due to dry spells can disrupt supply chains, especially for businesses dependent on agricultural products.  乾旱造成的農業產量下降可能會中斷供應鏈，特別是對於依賴農產品的企業。
	Increase in extreme rain days  極端降雨天數增加	Medium – Long  中長期	Facilities, roads, and other infrastructure may suffer from water damage, leading to high repair costs and potentially interrupting business operations.  設施、道路及其他基礎設施可能遭受水損壞，導致高昂的維修成本並可能中斷業務營運。
	1-in-100-year Extreme Sea Level  百年一遇的極端海平面	Long  長期	Coastal businesses and infrastructure, such as ports, factories, and resorts, could face severe damage due to extreme sea-level events.  沿海企業及基礎設施，如港口、工廠及度假村，可能因極端海平面事件而面臨嚴重損壞。
	Tropical cyclones  熱帶氣旋	Short  短期	Tropical cyclones can cause severe damage to buildings, equipment, and other assets due to intense winds, heavy rainfall, and storm surges.  由於強風、強降雨及風暴潮，熱帶氣旋可能對建築物、設備及其他資產造成嚴重損壞。
	Coastal flooding  沿海洪水	Medium – Long  中長期	Flooding may halt or slow down business activities, both during the flooding event and in its aftermath due to clean-up and recovery efforts.  於洪水事件期間及洪水過後，由於清理及恢復工作，洪水可能會導致商業活動中止或延緩。

Transition Risks and Opportunities 轉型風險與機遇			
Risk/ Opportunity Categories 風險/機遇類別	Potential Risks/Opportunities 潛在風險/機遇	Time Horizon 時間範圍	Potential Business Impact 潛在業務影響
Policy & Legal 政策及法律	Increased operational costs and potential supply chain disruptions due to new emission regulations and carbon pricing mechanisms.  新排放法規及碳定價機制導致營運成本增加及潛在供應鏈中斷。	Short – Medium  中短期	The potential financial implications of carbon pricing mechanisms pose a risk to Nissin Foods' operational costs, profit margins, and hence competitiveness, and require strategic adaptation. New policies and regulations related to carbon pricing may also necessitate adjustments in production methods.  碳定價機制的潛在財務影響對日清食品的營運成本、利潤率以及競爭力構成風險，需要進行策略調整。與碳定價相關的新政策及法規亦可能需要調整生產方式。



Transition Risks and Opportunities

轉型風險與機遇

Risk/ Opportunity Categories	Potential Risks/Opportunities	Time Horizon	Potential Business Impact
風險／機遇類別	潛在風險／機遇	時間範圍	潛在業務影響
Market 市場	Carbon pricing encourages the pursuit of resource efficiency, presenting an opportunity for Nissin Foods to innovate and optimise energy usage.  碳定價鼓勵追求資源效率，為日清食品提供創新及優化能源使用的機會。	Medium – Long  中長期	Investments in energy-efficient technologies and processes could lead to cost savings and competitive advantage, enhancing Nissin Foods’ market positioning as a sustainable brand.  節能技術及工藝投資可節省成本及帶來競爭優勢，從而增強日清食品作為可持續品牌的市場定位。
	High electricity prices incentivise the diversification of energy sources, including the adoption of renewables.  高電價推動能源多樣化，包括採用再生能源。	Medium – Long  中長期	Diversifying Nissin Foods’ energy sources can improve energy security in the long term, mitigating risks and aligning with global trends towards sustainable energy.  日清食品能源多元化可長期提高能源安全，從而降低風險並符合全球可持續能源趨勢。
	Increased input costs due to volatility in the prices of non-energy crops such as wheat and palm oil.  小麥及棕櫚油等非能源作物價格波動導致投入成本增加。	Short – Medium  中短期	Fluctuations in raw material procurement costs, driven by factors such as climate change and market demand, may affect product pricing strategies and may force Nissin Foods to choose between absorbing increased costs – thereby squeezing profit margins – or raising product prices, which risks reducing consumer demand.  由氣候變化及市場需求等因素驅動的原材料採購成本波動可能影響產品定價策略，並可能迫使日清食品在承擔成本增加(從而擠壓利潤率)或提高產品價格(這可能減少消費者需求)之間作出選擇。
	Price changes present an opportunity for Nissin Foods to innovate in its product offerings.  價格變動為日清食品提供創新產品類別的機會。	Short – Medium  中短期	Developing alternative products that use less volatile or more sustainably priced inputs can not only lead to a stronger and more resilient product portfolio, but also appeal to environmentally conscious consumers and potentially open up new markets.  開發使用波動性較小或更具性價比投入的替代產品不僅可以帶來更強大、更具彈性的產品組合，亦可吸引具環保意識的消費者，並可能開拓新市場。
	A shift in consumer preferences towards more sustainable and environmentally friendly products poses a risk to Nissin Foods if its current product portfolio does not align with these evolving demands.  倘日清食品當前的產品組合無法滿足該等不斷變化的需求，消費者偏好轉向更可持續及更環保的產品會為日清帶來風險。	Medium – Long  中長期	Failure to adapt to the evolving consumer preferences could result in decreased market share and revenue as consumers opt for competitors that better meet their sustainability criteria.  未能適應不斷變化的消費者偏好可能會導致市場份額及收入下降，因為消費者會選擇更符合其可持續發展標準的競爭對手。
	The shift in consumer preferences also presents a potential opportunity for Nissin Foods to expand its market presence by innovating and offering products that cater to the demand for sustainable diet options.  消費者偏好轉變亦為日清食品提供一個潛在機遇，可透過創新及提供滿足可持續健康飲食需求的產品擴大其市場份額。	Medium – Long  中長期	Proactive alignment with consumer demands for sustainability can drive market growth and attract new segments of environmentally conscious consumers.  積極配合消費者的可持續需求可推動市場發展並吸引新環保意識的消費者群體。

Transition Risks and Opportunities 轉型風險與機遇			
Risk/ Opportunity Categories	Potential Risks/Opportunities	Time Horizon	Potential Business Impact
風險／機遇類別	潛在風險／機遇	時間範圍	潛在業務影響
Technology 技術	<p>Increased operational costs due to fluctuations in electricity price (particularly if our production facilities rely mainly on conventional energy sources).</p> <p>電價波動導致營運成本增加(尤其是如果我們的生產設施主要依賴傳統能源)。</p>	<p>Short – Medium</p> <p>中短期</p>	<p>The potential volatility in electricity prices poses a challenge to maintaining cost-effective operations, prompting the need for technological innovation and energy source diversification.</p> <p>電價的潛在波動對維持具成本效益的營運構成挑戰，從而導致需要技術創新及能源多元化。</p>
	<p>Volatility in energy prices encourages investment in renewable energy technologies.</p> <p>能源價格波動推動投資可再生能源技術。</p>	<p>Medium – Long</p> <p>中長期</p>	<p>Investing in emerging energy solutions, while initially costly, can offer more predictable, potentially lower costs over time, improving energy security, and leading to long-term operational efficiencies and strengthening Nissin Foods' market position as an environmentally responsible company.</p> <p>投資新興能源解決方案雖然最初成本高昂，但隨著時間的推移，可提高預測性、潛在降低成本，提升能源安全，並帶來長期營運效率，及加強日清食品作為一家對環境負責的公司的市場地位。</p>
Reputation 聲譽	<p>Nissin Foods' brand reputation could suffer if the Company is perceived as lagging in sustainability practices or if its products are not seen as environmentally friendly.</p> <p>如本公司被認為在可持續發展實踐方面落後或其產品被視為不環保，日清食品品牌聲譽可能遭受損害。</p>	<p>Short – Medium</p> <p>中短期</p>	<p>Negative consumer perceptions can rapidly affect brand value and customer loyalty.</p> <p>消費者的負面看法會迅速影響品牌價值及顧客忠誠度。</p>
	<p>Actively responding to consumer preferences with sustainable practices and products can enhance Nissin Foods' reputation.</p> <p>以可持續慣例及產品積極滿足消費者偏好可提升日清食品聲譽。</p>	<p>Short – Medium</p> <p>中短期</p>	<p>Incorporating consumer preference dynamics into the strategic planning process allows Nissin Foods to anticipate market trends and align product development and marketing strategies accordingly.</p> <p>將消費者偏好動態納入策略規劃程序，使日清食品能夠預測市場趨勢，並據此調整產品開發及市場推廣策略。</p>

## Our Mitigation and Adaptation Plans

In response to the identified risks, we are planning to implement a series of mitigation and adaptation measures:

## 緩解及適應計劃

為應對已識別風險，我們計劃實施一系列緩解及適應措施：

 <p><b>Investment in Climate Controlled Infrastructure</b> 氣候控制基礎設施投資</p>	<p>Upgrade facilities with improved insulation and efficient cooling systems to maintain optimal working conditions and protect equipment.</p>	<p>升級設施，改善隔熱性能及高效冷卻系統，以保持最佳運行狀況並保護設備。</p>
 <p><b>Diversification of Supply Chains</b> 供應鏈多元化</p>	<p>To mitigate supply disruptions due to climate impacts such as heat waves or flooding, we will scale up our green and sustainable procurement and we may diversify our sourcing in the future, tapping into a broader geographic range of suppliers.</p>	<p>為減輕熱浪或洪水等氣候影響造成的供應中斷，我們將擴大綠色及可持續採購，且未來可能會實現採購多元化，開拓更廣泛的供應商地理範圍。</p>
 <p><b>Regular Update of Risk Assessments</b> 定期更新風險評估</p>	<p>We will consistently monitor and evaluate water, temperature, flooding, and typhoon-related risks across all operational regions, enabling informed decisions about operational resilience.</p>	<p>我們將持續監察及評估所有營運區域的水源、溫度、洪水及颱風相關風險，從而就營運彈性安排作出明智決策。</p>
 <p><b>Water Efficiency and Recycling</b> 用水效率及回收</p>	<p>We aim to implement advanced technologies and practices for efficient water use and recycling wastewater in our operations.</p>	<p>我們旨在於營運中落實先進技術及慣例，以實現高效用水及廢水回收。</p>
 <p><b>Regular Maintenance and Infrastructure Checks</b> 定期維護及基礎設施檢查</p>	<p>Regular inspections of our facilities and infrastructure are planned to ensure the proper functioning of drainage systems, thereby preventing waterlogging and flood risks.</p>	<p>計劃定期檢查我們的設備及基礎設施，以確保排水系統正常運行，從而防止內澇及洪水風險。</p>
 <p><b>Employee Training and Awareness Programmes</b> 僱員培訓及意識計劃</p>	<p>Employee preparedness is crucial. Depending on the actual need, we will conduct regular training sessions on, for example, cyclone preparedness, safety measures, and evacuation protocols to ensure our workforce is well-equipped to respond to climate-related emergencies.</p>	<p>僱員應急準備至關重要。根據實際需要，我們將定期舉辦颶風防範、安全措施及疏散方案等培訓課程，以確保員工工作好充分準備應對與氣候相關緊急情況。</p>
 <p><b>Forward-looking Carbon Management</b> 前瞻性碳管理</p>	<p>Expand renewable energy projects to reduce our dependence on carbon-intensive energy sources.</p>	<p>擴大可再生能源項目，以減少我們對碳密集型能源的依賴。</p>
 <p><b>Diversification of Energy Sources</b> 能源多元化</p>	<p>Diversify energy portfolio with renewables and optimise usage with smart systems to mitigate volatility and enhance efficiency.</p>	<p>利用可再生能源實現能源組合多元化，並利用智能系統優化使用，以減輕波動性並提高效率。</p>
 <p><b>Supply Chain and Raw Material Optimisation</b> 供應鏈及原材料優化</p>	<p>Reinforce supply chain resilience and explore alternative ingredients, while dynamically adjusting product formulations and pricing in response to market fluctuations.</p>	<p>增強供應鏈彈性並探索替代原料，同時根據市場波動動態調整產品配方及定價。</p>
 <p><b>Adapting to Changing Consumer Preferences</b> 適應不斷變化的消費者偏好</p>	<p>Innovate sustainable products and communicate transparently about environmental efforts to align with consumer trends and build brand loyalty.</p>	<p>創新可持續產品並公開溝通環保工作，以適應消費者趨勢並建立品牌忠誠度。</p>



### Risk Management

Climate-related risk management is an integral component of our sustainability strategy. Recognising the growing importance of climate-related risks, we are currently working on refining the integration of these factors with our group-level risk governance and management framework of the Group.

In an effort to enhance our understanding and management of climate-related risks, this year, we engaged an independent third-party consultant to help us identify and assess the potential climate risks and to develop a comprehensive understanding of these risks, so as to allow us to subsequently fine-tune our risk management strategies accordingly. This process involved an in-depth analysis of potential climate-related impacts on our operations, supply chain, and market dynamics.

### Metrics and Targets

We recognise the critical importance of establishing and adhering to specific climate-related metrics and targets in our journey towards sustainable environmental practices. As we actively work towards formalising these metrics and targets, our ongoing efforts are focused on key areas that contribute the most to reducing our environmental impacts. We aim to contribute to a more sustainable packaging ecosystem. One associated aspect is the continuous reduction of petroleum-derived plastics in our packaging materials. Furthermore, we are advancing our efforts to reduce VOC emissions and will further expand the range of operations targeted for emission reduction.

Besides, we are also constantly seeking solutions to enhance energy efficiency across our operations. In the future, we will continue to advance our efforts in energy-related initiatives, with a focus on enhancing and optimising energy efficiency and energy consumption.

### 風險管理

氣候相關風險管理是我們可持續發展策略不可或缺的一部分。我們意識到氣候相關風險日益重要，當前正致力將該等因素與本集團的集團級風險管治及管理框架整合。

為加強我們對氣候相關風險的認識及管理，我們於本年度委聘獨立第三方顧問協助我們識別及評估潛在氣候風險，並全面了解該等風險，以便我們其後相應地調整風險管理策略。這個過程需要深入分析氣候對我們的營運、供應鏈及市場動態的潛在影響。

### 指標及目標

我們認識到，在我們邁向可持續環保的征程中，制定並遵守特定氣候相關指標及目標至關重要。我們積極落實該等指標及目標，持續致力專注於減少我們的環境影響貢獻最大的關鍵領域。我們旨在貢獻於發展更可持續的包裝生態系統。與此相關的一方面為我們包裝材料中石油衍生塑膠不斷減少。此外，我們正推動減少VOC排放的工作，並將進一步擴大減排目標業務範圍。

此外，我們亦不斷尋求提高整個營運能源效率的解決方案。未來，我們將繼續推動能源相關工作，專注提升及優化能源效率和能源消耗。







# OUR PRODUCT 我們的產品

We are committed to delivering high quality, safety, and sustainability in all facets of our product development and supply chain management. We present our rigorous approach to ensuring food safety and quality, our initiatives for offering nutritious and healthier product choices, our value chain procedures, as well as our dedication to sustainable procurement.

## FOOD SAFETY AND QUALITY

Product safety and quality stand as the backbone of our businesses. From rigorous testing and certifications to the implementation of state-of-the-art technologies, comprehensive supply chain management, and sustainable practices, our focus remains steadfast on providing consumers with products that are not only delicious but also safe and of superior quality.

### Food Safety Management

#### Rigorous Pre-Delivery Inspections

Before any product reaches our customers, it undergoes a series of stringent pre-shipment inspections. These inspections encompass various quality checks and tests, including but not limited to microbiological assessments, weight, appearance, and sensory evaluations – all conducted by professionals.

#### Certification and Continual Improvement

Our dedication to food safety and quality is further exemplified by the certifications our food production plants have achieved. All of our Sites of Operation are accredited under ISO 22000 (International Organisation for Standardisation) and FSSC 22000 (Food Safety System Certification 22000), standards that are recognised globally as a benchmark for demonstrating effective food safety management systems in organisations. Our Sites of Operations have implemented the HACCP (Hazard Analysis and Critical Control Points) management system, the system provides value by systematically identifying and controlling food safety hazards, ensuring the production of safe and high-quality food products.



#### Expert Technical Support

The Food Safety Evaluation and Research Institute Co., Ltd (the "Institute"), in which we hold a 5% stake, provides us with invaluable technical support. The Institute, which holds ISO/IEC 17025 accreditation from the China National Accreditation Service for Conformity Assessment, defines the competence of testing and calibration laboratories, and aids in our quality inspections at every production stage, from raw materials to final products.

#### Comprehensive Annual Review

Our annual review comprises a thorough examination of the operations and processes of our plants and suppliers, including audits, inspection protocols, product recall mechanisms, compliance with food safety standards, and training initiatives. We are pleased to report that in 2023, there were no food safety or health-related complaints or product recalls.

我們致力在產品開發及供應鏈管理等各方面追求高品質、安全性及可持續性。我們呈列確保食品安全及質量的嚴格方法、提供營養及健康產品選擇的舉措、價值鏈程序以及專注可持續採購。

## 食品安全及質量

產品安全及質量是我們業務的支柱。從嚴格的測試及認證到應用最先進技術、全面的供應鏈管理及可持續慣例，我們始終致力為消費者提供既美味、又安全且品質卓越的產品。

### 食品安全管理

#### 嚴格的交付前檢查

任何產品於送達客戶前，會經過一系列嚴格的裝運前檢查。該等檢查包括各種質量檢查及測試，包括但不限於微生物評估、重量、外觀及試食評估 — 均由專業人員進行。

#### 認證及持續提升

我們的食物生產工廠獲得的認證進一步體現我們專注食品安全及質量。我們所有生產廠房獲得ISO 22000 (國際標準化組織)及FSSC 22000(食品安全體系認證22000)認證，該等標準被全球公認為企業證明食品安全管理系統有效的基準。我們的生產廠房均實行HACCP(危害分析及關鍵控制點)管理體系，透過系統識別及控制食品安全危害提供價值，確保生產安全優質的食品。

#### 專家技術支持

我們持有5%股份的日清(上海)食品安全研究開發有限公司(簡稱「食安研」)，為我們提供寶貴的技術支持。食安研擁有中國合格評定國家認可委員會的ISO/IEC 17025認證，並界定檢測及校準實驗室的能力，且協助我們從原材料到最終產品的每個生產階段進行質量檢查。

#### 全面年度審查

我們的年度審查包括對工廠及供應商的營運及流程進行全面檢查，包括審核、檢查協議、產品召回機制、食品安全標準合規性及培訓計劃。我們欣然報告，於2023年，概無食品安全或健康相關投訴或產品召回。



### **Food Safety Policy and Training**

As one of the utmost priorities at Nissin Foods, we continue to adhere to the highest standards of food safety. In accordance with the ISO/FSSC 22000 standard, our Food Safety Policy provides a well-defined framework for setting objectives and guarantees comprehensive communication and application across our Sites of Operations. Our focus on customer satisfaction and continual improvement remains paramount. We emphasise internal and external communication, corrective actions, and ensuring our raw materials meet the legislative and regulatory requirements of both local and exporting countries, as well as our customers' safety expectations.

### **Our "Weekly Food Safety News"**

The "Weekly Food Safety News," plays a vital role in keeping our staff informed about the latest industry standards and regulations. Through this channel, our workforce is able to stay knowledgeable and equipped to adhere to the evolving food safety practices and requirements.

### **Streamlining Product Recall Procedures**

In February 2023, we conducted a product recall drill that showcased our effectiveness and preparedness in managing potential safety issues. With a 100% raw material, semi-product, and finished product recovery ratio and completed within the expected time frame, the drill proved our robust recall procedures, involving backward tracing of raw materials, forward tracing of product distribution, usage data analysis, and efficient storage arrangements for recalled items.

### **Comprehensive Product Recall Management**

Our Product Recall Management Procedure is properly structured, categorising recalls based on risk levels and ensuring robust traceability records. We maintain detailed customer complaint logs and have designated a diverse Product Recall Team to manage the process efficiently. In the event of a recall, we promptly communicate with distributors, regulatory authorities, and consumers through various media channels. Additionally, we have established control measures for recalled products and conduct simulated recall programmes annually to validate the effectiveness of our recall procedures.

### **Compliance with Global Standards**

Nissin Foods complies meticulously with food safety requirements mandated by various jurisdictions, including but not limited to, regulations in Mainland China, Hong Kong, Australia, New Zealand, Canada, the United States, the European Union, and Singapore. Such adherence reflects our global commitment to food safety and our dedication to meeting the diverse standards and expectations of our customers worldwide.

### **食品安全政策與培訓**

作為日清食品的首要任務之一，我們持續秉持食品安全的最高標準。根據ISO/FSSC 22000標準，我們的食品安全政策為設定目標提供明確框架，並保證在我們的生產廠房進行全面溝通及應用。我們專注客戶滿意度及持續進步仍至關重要。我們重視內部及外部溝通、糾正措施，並確保我們的原材料符合當地及出口國的立法及監管規定以及客戶的安全期望。

### **「食品安全週報」**

「食品安全週報」在令員工了解最新行業標準及法規方面發揮至關重要的作用。透過本渠道，員工能夠保持知識儲備及能力，以遵守不斷變化的食品安全慣例及要求。

### **簡化產品召回程序**

於2023年2月，我們開展一次產品召回演習，展示我們在管理潛在安全問題方面的有效性及準備。此次演練的原材料、半成品、製成品回收率均為100%，並於預期時間內完成，證明我們召回程序健全，包括原材料追溯、產品流通前向追溯、使用數據分析及召回物品的有效存儲安排。

### **全面產品召回管理**

我們的產品召回管理程序結構合理，根據風險等級對召回進行分類，並確保可靠的可追溯性記錄。我們保留詳盡的客戶投訴日誌，並指定一個多元化產品召回團隊有效管理流程。一旦發生召回，我們會及時透過多個媒體渠道與經銷商、監管部門及消費者進行溝通。此外，我們亦制定召回產品的控制措施，且每年進行模擬召回計劃，以核驗召回程序的有效性。

### **遵守全球標準**

日清食品嚴格遵守各司法權區規定的食品安全要求，包括但不限於中國內地、香港、澳洲、紐西蘭、加拿大、美國、歐盟及新加坡的法規，體現我們對食品安全的全球承諾以及我們致力滿足全球客戶的不同標準及期望。

### Quality Assurance System

Since its inception in 2005, The Institute has been at the forefront of advancing our quality assurance system. The Institute was set up with the aim of establishing a quality assurance system with local inspection of raw materials in China and using only safe materials. Over the years, the Institute has contributed to the Group's quality assurance as a key component of its quality assurance strategy, further improving the safety and quality of our products.



### 質量保證系統

自2005年成立以來，食安研一直處於推動質量保證系統的最前沿。成立食安研旨在建立一個質量保證體系，對中國的原材料進行本地檢驗，並僅使用安全材料。數年來，食安研作為本集團質量保證策略的重要组成部分，為其質量保證作出貢獻，進一步提高了產品的安全性及質量。

### Integration of Advanced International Testing Technologies

In order to establish an advanced quality assurance system, the Institute have introduced state-of-the-art food testing and analysis technologies developed by the Global Food Safety Institute under Nissin Foods Holdings Co., Ltd. ("Nissin Japan") in Japan. The integration has been instrumental in elevating our inspection and testing capabilities for ingredients such as wheat flour, dried vegetables, dried meats, and dried seafood, as well as instant noodle products utilised by Nissin Japan and the Group companies in China.

### 整合國際先進檢測技術

為建立先進的質量保證體系，食安研引進日本Nissin Food Holdings Co., Ltd. (「日清日本」) 旗下全球食品安全研究所開發的最先進食品檢測及分析技術。是次整合有助提高我們對日清日本及於中國的集團公司使用的小麥粉、乾蔬菜、乾肉、乾海鮮等原料以及即食麵產品的檢驗及測試能力。

### Comprehensive Scope of Testing

Our testing regime covers a wide array of aspects to ensure the utmost safety and quality of our products, including evaluations for pesticide and veterinary drug residues, microorganisms, hazardous substances, heavy metals, mycotoxins, food allergens, and genetically modified organisms.

### 全面測試範圍

我們的測試制度涵蓋多個方面，以確保產品的最高安全性及質量，包括對農藥及獸藥殘留、微生物、有害物質、重金屬、黴菌毒素、食物過敏原及轉基因生物的評估。

### Expansion of Services

Leveraging the advanced international food inspection and testing technologies of the Institute, coupled with the extensive experience in food testing, the Institute has expanded its service offerings. The Institute now provide food inspection services to both domestic companies in China and foreign entities. In addition to these services, the Institute also offer food safety-related technical consultations, further extending its expertise and support to the broader food industry.

### 服務擴展

憑藉食安研先進的國際食品檢驗及測試技術，加上在食品測試方面的豐富經驗，食安研已擴大服務範圍。食安研現為中國國內公司及外國實體提供食品檢驗服務。除該等服務外，食安研亦提供食品安全相關的技術諮詢，進一步將專業知識及支持擴展至更廣泛的食品產業。

### Accreditation and Certification Achievements

The Institute's commitment to excellence in quality assurance is also reflected in its accreditation and certification achievements. In November 2010, the Institute obtained accreditation from the China National Accreditation Service for Conformity Assessment (CNAS). In May 2020, another significant milestone was achieved with the obtainment of the accreditation of China Inspection Body and Laboratory Mandatory Approval (CMA). The CMA Certification significantly enhances our company's credibility in quality assurance processes and bolsters stakeholder trust through a rigorous certification and assessment of the testing capabilities and reliability of inspection and testing laboratories by the Administration for Market Regulation at the provincial level and above, adhering to the Evaluation Criteria for Certification of Inspection and Testing Laboratories (RB/T 214-2017).

### 認可及認證成果

食安研對卓越質量保證的承諾亦體現在認可及認證成就中。於2010年11月，食安研獲得中國合格評定國家認可委員會(CNAS)認可。於2020年5月，我們另取得一個重要里程碑，獲得中國檢測機構和實驗室強制認證(CMA)認可。CMA認證透過省級及以上市場監督管理局對檢驗檢測實驗室的檢測能力和可靠性進行嚴格認證及評估，顯著提高本公司質量保證程序的可信度，並增強持份者信任，符合檢驗檢測實驗室認證標準(RB/T214-2017)。

### **Continuous Improvement and Global Standards Compliance**

As we move forward, our quality assurance system continues to evolve, embracing continuous improvement and aligning with global standards. Our journey towards excellence is an ongoing process, and we remain committed to implementing innovative practices and technologies to assure the finest levels of food safety and quality.

### **Management of Advertising and Product Labelling**

We recognise the profound impact of advertising and product labelling on consumer perception and trust. With this understanding, we have implemented comprehensive guidelines for our advertising and promotion activities to ensure transparency and provide truthful information to our consumers, upholding the most prudent standards of ethical advertising and transparent labelling of our products.

#### **Ethical Advertising Practices**

Our guiding principle is to maintain truthfulness and avoid overstating the attributes of our products. Advertising has an ethical responsibility, we firmly believe that this obligation requires that all promotional content to be accurate and not misleading, upon which we build and maintain trust with our customers. To this end, Nissin Foods has been consistently upholding the principle of transparency in all advertising endeavours. Our advertisements are crafted to reflect the true nature of our products, aligning with our brand values, and maintaining consistency across all platforms. This approach safeguards against any misrepresentation, ensuring that our consumers have a precise and honest understanding of what our products are good for.

#### **Monitoring and Updating Product Labels**

Internally, we have established robust procedures to monitor and regularly update our product label information, which is vital to ensure that all labelling remains accurate, up-to-date, and in compliance with current regulations. Our Inspection Procedures of Finished Products are a critical component of this process, involving thorough inspections of quantity, packaging, labelling, and product quality to ensure that every aspect of our product presentation is scrutinised for accuracy and compliance.

#### **Compliance with Regulations**

Our rigorous adherence to pertinent regulations serves as another testament to our commitment to product responsibility. We comply with the Trade Descriptions Ordinance in Hong Kong as well as the Administrative Provisions on Food Labelling in Mainland China, as a foundation for our practices.

Throughout the reporting period, there were no instances of non-compliance with product responsibility regulations within the Group, nor were there any fines or penalties incurred for non-compliance.

### **持續改善及全球標準合規**

隨著我們發展，我們的質量保證體系不斷完善，持續改進並與全球標準保持一致。我們追求卓越之旅是一個持續過程，我們仍致力實行創新慣例及技術，以確保最高水平的食品安全及質量。

### **廣告及產品標籤管理**

我們深明，廣告及產品標籤對消費者的感知度及信任度產生深遠影響。基於此認識，我們對廣告及促銷活動落實全方位指引，以確保透明度，並向消費者提供真實信息，同時，我們踐行最謹慎準則，以合乎道德的方式開展產品的廣告宣傳，並保障標籤的透明性。

#### **合乎道德的廣告常規**

我們的指引原則為堅持真實性，避免誇大產品屬性。廣告宣傳負有倫理責任，我們堅信，這一責任要求所有宣傳內容均須準確無誤，不得產生誤導性，並以此為基礎建立及維護客戶對我們的信任。為此，日清食品在所有廣告宣傳活動中均一直堅持保持透明度的原則。我們的廣告宣傳旨在反映我們產品的真實性質，倡導我們的品牌價值，並在所有平台上保持一致。此種做法可防止出現虛假陳述，確保消費者準確、真實地了解我們產品的功效。

#### **監控及更新產品標籤**

我們內部已制定健全的程序，以監控及定期更新我們的產品標籤資料，這對於確保所有標籤保持準確、最新及符合現行法規至關重要。我們的製成品檢查程序是該流程的重要組成部分，包括對數量、包裝、標籤及產品質量進行全方位檢查，以確保產品展示的各個方面均經過嚴格審查，確保準確性及合規性。

#### **遵守法規**

我們嚴格遵守相關法規，從另一角度證明我們始終以產品責任為要。我們嚴格遵守香港的《商品說明條例》及中國內地的《食品標識管理規定》，並以此作為我們實踐各種常規的基礎。

報告期內，本集團並無發生任何違反產品責任法規的情況，亦無發生導致罰款或處罰的不合規事件。



### NUTRITIOUS AND HEALTHIER PRODUCTS

#### Commitment to Health and Nutrition

Over the years, Nissin Foods has been actively promoting the importance of health and nutrition, recognising the evolving consumer preferences and a growing global focus on healthier dietary habits. While instant noodles remain a major product, symbolising convenience and affordability, we have progressively expanded our portfolio to include a variety of products that cater to the health-conscious consumer base. Our diversification strategy reinforces the Company's role as a responsible food producer committed to promoting health through nutrition.

Central to Nissin Foods' vision is our active participation in health and nutrition-focused initiatives. Our Chairman is a guest member of the standing committee of Tier I Association and vice president of Tier II Association of Noodle Products Branch of the Chinese Institute of Foods Science and Technology, as well as a member of the Committee on Reduction of Salt and Sugar in Food under the Environment and Ecology Bureau in Hong Kong. Globally, Nissin Foods is proudly honoured to be a founding member of the World Instant Noodles Association (WINA). While we are determined to continuously improve the health and nutrition of our products, we have maintained the distinctive taste and quality that our products are renowned for, so that our consumers may continue to enjoy the same flavourful gourmet experience.

#### Spotlight on Our Innovative Product Range

##### Plant-Based Diet Options

In line with shifting consumer preferences and a growing emphasis on healthier lifestyles, we introduced two new variants of Demae Iccho Bowls in a collaborative effort with UNIQLO. These jointly branded bowls, Demae Iccho Bowl Tonkotsu Flavour (Non-meat) and Demae Iccho Bowl Spicy Tonkotsu Flavour (Non-meat), are crafted without any meat ingredients. We are excited to offer these innovative options to cater to the evolving tastes and health-conscious choices of our valued customers. Nissin Foods and UNIQLO are working together to aspire to be a better society where we all thrive.

Furthermore, we have introduced a range of plant-based items that honour traditional Cantonese Dim Sum cuisine. These offerings are carefully designed to cater to the cultural preferences and dietary needs of Hong Kong's local customers. With the use of plant-based proteins, the Nissin Foods frozen Dim Sum product range offers a more sustainable alternative without compromising on taste or authenticity. We are thrilled to provide our customers with this innovative series that combines the rich heritage of Cantonese cuisine with the growing demand for plant-based options in Hong Kong's dynamic culinary scene.

### 產品營養均衡且更健康

#### 致力保障健康及營養

多年來，日清食品始終積極宣傳健康及營養的重要性，深明消費者偏好不斷變化，全球日益關注更健康的飲食習慣。雖然即食面仍然是主要產品，以方便及實惠著稱，但我們已逐步擴大我們的產品組合，包括推出各種迎合注重健康的消費群體的產品。我們的多元化策略強化了本公司作為負責任食品生產商的角色，我們致力於通過營養促進健康。

積極參與以健康及營養為重點的活動，這對日清食品實現願景而言至關重要。我們的董事長現擔任中國食品科學技術學會的一級協會之特邀常務理事及面製品分會的二級協會之副理事長，同時香港環境及生態局轄下降低食物中鹽和糖委員會委員。在全球範圍內，日清食品非常榮幸地成為世界即食麵協會(WINA)的創始成員。我們矢志持續提高產品的健康及營養水平，同時保持產品的獨特口味和質量，讓消費者繼續享受同樣美味的美食體驗。

#### 創新產品系列亮點紛呈

##### 植物性飲食選擇

因應消費者偏好不斷變化，人們日益注重健康的生活方式，我們攜手優衣庫推出兩款「出前一丁碗麵」。這兩款聯乘碗麵（「出前一丁豬骨湯味即食碗麵(無肉)」及「出前一丁辛辣豬骨湯味即食碗麵(無肉)」均不含任何肉類成分。我們很高興能提供這些創新選擇，以迎合我們尊貴顧客不斷變化的口味和注重健康的選擇。日清食品及優衣庫正共同努力，致力於建立更好的社會，實現多方共贏。



此外，我們亦推出一系列以植物為原料的產品，以弘揚傳統粵式點心美食。這些產品經過精心設計，以迎合香港本地顧客的文化偏好和飲食需求。日清食品冷凍點心產品系列採用植物蛋白，在不影響口味和真實性的前提下，提供了一種更可持續的選擇。我們很高興能為顧客提供這一創新系列，將豐富的粵菜傳統與香港充滿活力的美食界日益增長的植物性飲食需求相結合。

## OUR PRODUCT 我們的產品

### Health-oriented Beverages

The Green Juice, crafted in Japan, further expands our health-focused product offerings. Available in “Rich White Peach” and “Refreshing Apple” flavours, each pack combines 100 grams of green vegetables, including spinach, cabbage, kale, and baby cabbage, with an equal amount of delicious fruits. This unique blend not only offers a rich taste but also nutrients, including dietary fibre, potassium, folic acid, and polyphenol. It maximises the natural sweetness of vegetables and fruits without the use of sugar or sweeteners, fulfilling our commitment to a light, healthy and zero-fat lifestyle.

### 飲品以健康為首

我們於日本製造盈優青汁，進一步擴大我們以健康為首的產品範圍。每包盈優青汁均有兩種口味：「濃厚白桃」與「清爽蘋果」，悉心選用菠菜、椰菜、羽衣甘藍和抱子甘藍(椰菜仔)等合共100克的綠色蔬菜並混合等量美味水果。這種獨特的混合物不僅口感濃郁，而且包括膳食纖維、鉀、葉酸和多酚等營養。盈優青汁最大限度地保留了蔬菜和水果的天然甜味，不使用糖或甜味劑，彰顯我們致力於打造清淡、健康和零脂肪生活方式。



## RESPONSIBLE VALUE CHAIN

The production and delivery of our products rely on a supply chain that sources top-notch agricultural raw materials, ingredients, and packaging materials. We adopt a comprehensive approach to sustainable supply chain management, embodying our stringent supplier selection criteria, enhanced supply chain processes, and a growing commitment to green procurement practices. Our strategies in this domain ensure that every step of our value chain – from raw material sourcing to product delivery – adheres to the most conscientious standards of environmental responsibility and ethical conduct.

## 負責任的價值鏈

我們產品的生產及交付有賴於能夠提供一流農業原材料、配料及包裝材料的供應鏈。我們實行全方位可持續供應鏈管理，包括嚴格供應商篩選標準、強化供應鏈流程，以及堅持綠色採購常規。我們就此而採取的策略確保我們價值鏈從原材料採購到產品交付的每一環節均遵守最嚴格的環境責任及道德行為標準。

## SUPPLIER SELECTION AND MANAGEMENT

Our approach to supplier selection and management is grounded in a rigorous and multi-faceted framework, ensuring not only the quality and efficiency of our supply chain but also its alignment with our sustainability commitments. Central to our supply chain management framework are the Materials Procurement Policy, designed to guide our supplier selection process, and the Material Purchase Policy, introduced as a comprehensive protocol for material purchasing activities. In the past year, our global network encompassed a total of 573 suppliers.

## 供應商篩選及管理

我們的供應商篩選及管理方法以嚴格的多層面框架為基礎，不僅確保供應鏈的質量及效率，而且確保其符合我們的可持續發展承諾。我們供應鏈管理框架的核心乃物料採購守則及物料購買守則，物料採購守則旨在為我們的供應商篩選流程提供指引，而物料購買守則則是對物料採購活動進行全方位規範。去年，我們的全球網絡涵蓋合共573家供應商。

### Selecting Suppliers for Quality and Sustainability

At the procurement stage, we mandate all our suppliers to comply with all relevant safety and quality regulatory requirements for raw materials, packaging materials, and products. We conduct rigorous analyses of raw materials for potential contaminants such as agricultural chemicals, veterinary drugs, heavy metals, and radioactive substances. Our assessment series guarantees that all materials entering our production chain meet our stringent safety and quality standards.

### 基於質量及可持續發展標準選擇供應商

在採購階段，我們要求所有供應商遵守原材料、包裝材料及產品方面所有相關安全及質量監管要求。我們對原材料進行嚴格的分析，以確定其是否含有潛在污染物，如農用化學品、獸藥、重金屬及放射性物質。我們會進行一系列評估，確保進入我們生產鏈的所有材料均符合我們嚴格的安全及質量標準。

## OUR PRODUCT 我們的產品

Our criteria for selecting suppliers extend beyond traditional metrics of product quality, price competitiveness, and delivery capabilities. Over the years, we have been placing increasing emphasis on sustainability factors, including environmental protection and social responsibility. Suppliers are expected to adhere to our internal environmental policies and performance indicators, ensuring that our supply chain is not only efficient but also responsible and sustainable.

### Annual Performance Reviews and Logistics Management

Every year, we carry out an exhaustive performance review for all suppliers. The performance review process involves a detailed scoring system that takes into account factors, including overall performance, product delivery, and regulatory compliance. Suppliers who meet our stringent criteria are retained on our approved list, while those falling short are provided with constructive feedback for improvement. On the other hand, our dedicated operating unit focuses on strengthening logistics management, ensuring timely and quality delivery of products to our customers. We have also defined performance indicators for logistics providers to encourage and monitor their timely and condition-accurate deliveries.

Our warehouses are equipped with the necessary facilities and temperature control systems to ensure the preservation and quality of our products. Complementing this, the implementation of robust security measures, including 24-hour management, closed-circuit television monitoring, and alarm systems, all together, affirm the security and safety of our production materials.

### Enhanced Procedures for Key Suppliers

Our selection of key raw material suppliers, in particular, requires an extremely diligent process, including thorough evaluations of financial credibility, supply ability, quality, and environmental measures, so as to ensure that they are not only capable of meeting our needs but also adhere to our environmental and safety expectations.

Our “Major Material Suppliers” – raw material suppliers with an annual purchase amount exceeding a particular threshold – are obliged to undergo an annual credit assessment, managed by our Finance Department, to ascertain their financial stability and reliability. Our Purchasing Department evaluates these assessments and prepares necessary approvals, paying close attention to any changes in their credit ratings.

### ISO 45001 Compliance for Environmental and Occupational Health and Safety

In our pursuit of supply chain management best practices, we adhere to a comprehensive set of procedures aligned with ISO standards, specifically in Material Purchase and Supplier Selection. In our quest to promote environmental protection and occupational health and safety, we have implemented an integrated management system compliant with ISO 45001 standards. Suppliers are required to comply with our occupational health and safety requirements, adhere to applicable regulations, and follow our Visitor Guidelines when on-site. In addition, suppliers also play a crucial role in identifying and reporting potential occupational hazards, contributing to the continuous improvement of our work environment.



我們選擇供應商的標準並非局限於產品質量、價格競爭力及交付能力等傳統指標。多年來，我們越來越重視可持續發展因素，包括環保及社會責任。我們要求供應商遵守我們的內部環境政策及績效指標，確保我們的供應鏈不僅高效，而且負責任及可持續。

### 年度表現審查及物流管理

我們每年均會對所有供應商進行詳盡的表現審查。表現審查過程會採用詳細的評分系統，考慮的因素包括整體表現、產品交付及合規性。符合我們嚴格標準的供應商將被保留在我們獲批准名單上，而不符合標準的供應商則會得到建設性的改進意見。另一方面，我們設有專門的運營部門，致力於加強物流管理，確保及時、優質地向客戶交付產品。我們亦制定物流供應商績效指標，以鼓勵及監督物流供應商及時、準確地交付產品。

我們的倉庫配有必要的設施及溫度控制系統，以確保產品得以妥善保存，質量不受影響。此外，我們實施完善的安全措施，包括24小時管理、閉路電視監控及警報系統，這些措施共同為我們生產物料保駕護航。

### 完善主要供應商程序

我們選擇主要原材料供應商時，尤其需要採用極其嚴格的程序，包括對財務信譽、供應能力、質量及環保措施進行全面評估，以確保彼等不僅能夠滿足我們的需求，而且還能遵守我們對環境及安全的期望。

我們「主要物料供應商」(年採購量超過特定限額的原材料供應商)必須接受由我們財務部管理的年度信用考核，以確定其財務穩定性及可靠性。我們的採購部對這些考核進行評估，並擬定必要的批復，同時密切關注其信用評級的任何變化。

### 符合ISO 45001環境與職業健康安全標準

我們致力於踐行供應鏈管理最佳實踐，在此過程中，我們遵守一整套符合ISO標準的程序，特別是在物料採購及供應商篩選方面。為加強環保及職業健康與安全，我們實施一套符合ISO 45001標準的綜合管理制度。供應商必須遵守我們的職業健康及安全規定，遵守適用的法規，並且實地遵循我們的訪客指引。此外，供應商在識別及報告潛在職業危害方面同樣可以發揮至關重要的作用，助力我們持續改善工作環境。



### Optimising Delivery

We take extra precautions when it comes to dealing with delivery delays. For suppliers experiencing delays, we undertake a thorough examination of their key manufacturing processes to identify and rectify the root causes. Additionally, we proactively engage in on-site evaluations and offer guidance for improvements at the supplier's facility, especially those that supply crucial raw materials. In instances where suppliers consistently fail to meet delivery deadlines, we take decisive actions, such as issuing alerts and reducing order quantities, to mitigate the recurrence of such issues. Furthermore, the financial impact of any delays is quantified and communicated to the suppliers, catalysing necessary improvements.

### Ensuring Accuracy in Order Quantities

Ensuring the accuracy of order quantities is fundamentally important. We regularly verify that our material suppliers effectively manage their equipment operation rates and accurately report the quantities of finished and semi-finished goods. The process entails obtaining real-time data, enabling us to make informed decisions and maintain a smooth supply chain operation. Moreover, we assess our suppliers' ability to address discrepancies in quantities. We expect our material suppliers to have robust systems and manuals in place for resolving such issues. In cases where these standards are not met, we provide comprehensive guidance and instructions. Should a supplier consistently underperform in this regard, we consider the engagement of alternative suppliers to maintain the integrity and efficiency of our supply chain.

### Commitment to Sustainable Procurement

Recognising the significant impact that procurement decisions could have on our environment and community, we are advancing our efforts in sustainable procurement, which will act as another core aspect of our corporate responsibility. At Nissin Foods, we vigorously support and advocate purchasing products and materials that are environmentally friendly and responsibly produced. We believe that committing to sustainable procurement will not only benefit the environment and society but also align us with the evolving expectations of our consumers and stakeholders. We place an increasing emphasis on collaborating with suppliers who demonstrate sustainable practices in their operations and offer environmentally and socially responsible products.

### 優化交付

在處理交貨延誤問題時，我們會採取額外的預防措施。對於出現延遲的供應商，我們會對其關鍵生產流程進行全面檢查，找出根本原因並予以糾正。此外，我們還積極主動地參與現場評估，並為供應商工廠的改進提供指導，尤其是供應關鍵原材料的工廠。倘供應商一再無法按期交貨，我們會採取果斷措施，如發出警告及減少訂單數量，以減少此類問題的再次發生。此外，我們會量化任何延誤所造成的財務影響，並將其告知供應商，促使其做出必要改進。

### 確保訂單數量的準確性

確保訂單數量的準確性至關重要。我們定期核查物料供應商是否有效管理其設備開動率，並準確報告成品及半成品數量。在此過程中，我們需要獲取實時數據，以便做出明智決策，保持供應鏈順暢運行。此外，我們亦會評估供應商處理數量差異的能力。我們希望物料供應商針對此類問題制定完善的制度及手冊。倘無法滿足上述標準，我們會提供全面的指導及指示。倘供應商在這方面始終表現不佳，我們會考慮聘用其他供應商，以保持供應鏈的完整性及高效性。

### 堅持可持續採購

我們深明，採購決策可能對我們的環境及社區產生重大影響，因此我們正在推進可持續採購工作，這將成為我們企業責任的另一個核心環節。在日清食品，我們大力支持並倡導採購以環保及負責任方式製造的產品及物料。我們相信，致力於可持續採購不僅有利於環境及社會，而且能使我們與消費者及利益持份者不斷變化的期望保持一致。我們日益重視與在運營中展現可持續發展常規並提供對環境及社會負責任的產品的供應商合作。



OUR PEOPLE  
我們的員工





# OUR PEOPLE 我們的員工

The essence of Nissin Foods' success is profoundly grounded in the collective strength and growth of our talents. During the past year, we have kept improving our practices and standards to nurture a supportive, inclusive, and safe work environment. Our ultimate goal remains firmly on creating an environment where our employees can thrive and excel, with our efforts ranging from fostering a diverse and equitable workplace to ensuring rigorous health and safety standards, and from offering robust training programmes to providing extensive employee benefits.

## EMPLOYMENT AND LABOUR STANDARDS

### Fostering a Fair and Equitable Workplace

At Nissin Foods, we are dedicated to establishing and preserving a diversified and inclusive work environment. In our commitment to creating a fair and equitable workplace, we consider only the experience, qualifications, and performance of individuals in our recruitment and promotion processes, irrespective of age, gender, physical attributes, or ethnicity. We provide disabled individuals with equal employment opportunities. Our practices are designed to cultivate a culture that values and embraces diversity, guaranteeing that each member of the team, regardless of background, has an equal opportunity to thrive and flourish within our organisation. By fostering such an environment, we hope to enhance innovation, creativity, and productivity, so as the long-term success of our company.

As we progress, our focus will be on the continuous refinement of our employment policies to enhance diversity and inclusivity within our corporate fabric. Our efforts aim to maintain Nissin Foods as a dynamic and progressive workplace, where every employee's contribution is valued.

### Anti-Harassment and Discrimination

As written in our Employee Handbook, we stand firmly against any form of discrimination based on gender, marital status, pregnancy, disability, family status, or race. Our recruitment and employment decisions are governed by uniform criteria that avoid these factors. We periodically review and update our policies to ensure their relevance and effectiveness, encouraging feedback from employees through our Human Resources Department. Furthermore, Nissin Foods maintains a zero-tolerance policy towards all forms of harassment, including sexual and disability harassment. We have outlined specific examples and formulated guidelines to educate and protect our workforce, ensuring a safe and respectful work environment for all.

In the event of any discrimination or harassment incidents, our employees are encouraged to report these through our structured internal complaint procedure, which entails maintaining a written record of the incident and reporting to the human resource manager or the management of the Human Resources Department immediately. Every incident will be thoroughly investigated with utmost discretion and professionalism to ensure a prompt and appropriate resolution.

日清食品成功的根本在於日清英才同心同德，享有成長空間。去年，我們持續改進我們的常規及準則，營造支持性、包容性及安全的工作環境。我們的終極目標始終是為員工創造能夠茁壯成長及發揮所長的環境，我們的努力包括營造多元化且公平的工作場所，確保執行嚴格的健康及安全標準，以及提供完善的培訓計劃及廣泛的員工福利。

## 僱傭及勞工準則

### 營造公平公正的工作場所

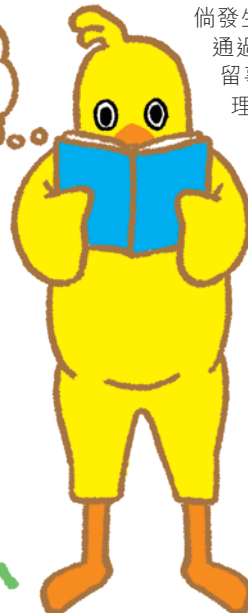
在日清食品，我們矢志建立及維護多元化的包容性工作環境。我們致力於打造公平公正的工作場所，在招聘及晉升過程中，我們僅考慮個人的經驗、資歷及表現，而不考慮年齡、性別、身體特徵或種族。我們為殘疾人提供平等的就業機會。我們的做法旨在培養重視及擁抱多元化的文化，保證團隊中的每一位成員，無論其背景如何，均有平等的機會在我們的組織中茁壯成長。我們希望通過營造這樣的環境，提高創新能力、創造力及生產力，從而實現公司的長遠成功。

隨著我們不斷發展，我們將以持續完善僱傭政策為要，提高公司結構的多元性及包容性。我們的目標是讓日清食品成為一個充滿活力、精進不休的工作場所，每位員工的貢獻均會得到重視。

### 反騷擾及反歧視

正如我們員工手冊所載，我們堅決反對任何形式的基於性別、婚姻狀況、懷孕、殘疾、家庭狀況或種族的歧視。我們的招聘及錄用決定遵循統一標準，摒棄這些因素。我們定期檢討及更新我們的政策，以確保其針對性及成效，並鼓勵員工通過我們的人力資源部門提供反饋意見。此外，日清食品對所有形式的騷擾（包括性騷擾及殘疾騷擾）均採取零容忍政策。我們已列出具體示例並制定指引，以教育及保護我們員工，確保為所有人提供安全及相互尊重的工作環境。

倘發生任何歧視或騷擾事件，我們鼓勵員工通過結構化的內部投訴程序進行舉報，保留事件的書面記錄，並立即向人力資源經理或人力資源部管理層報告。我們將以最謹慎、最專業的態度徹底調查每一起事件，以確保迅速、適當地解決問題。





### Compliance with Local Laws and Regulations

Our operations in Mainland China and Hong Kong are in strict adherence to the relevant local laws and regulations. We have a zero-tolerance policy towards any form of child and forced labour practices, clearly documented in our Employee Handbook and other of our internal guidelines. To prevent child and forced labour, we conduct regular audits and assessments of our supply chain and internal operations, which are aimed at identifying any potential risks or violations related to labour practices. In instances where child or forced labour practices are discovered, we take immediate and decisive action to rectify the situation. In Hong Kong, our operations follow the Employment Ordinance, the Minimum Wage Ordinance, and the Employees' Compensation Ordinance. In Mainland China, our adherence extends to the Labour Law, the Social Insurance Law, the Employment Promotion Law, and the Labour Contract Law. These laws and regulations guide our operations and employment practices, and we are committed to safeguarding the legal frameworks of the regions we operate in.

Over the past year, we have maintained a stringent record of compliance with all applicable employment and labour laws and regulations in the countries and regions of our operation. During the reporting year, there has been no instance of non-compliance regarding employment or labour laws within our business scope.

### OCCUPATIONAL SAFETY AND HEALTH

Within our company, Occupational Safety and Health (OSH) is always regarded as a foremost priority. Our approach to operational safety and health at Nissin Foods is comprehensive and multifaceted, encompassing everything from policy implementation to employee training and disaster preparedness. We have crafted a robust OSH management system and associated policies, tailor-made to effectively address all pertinent concerns. Demonstrating our commitment to international standards, we have achieved the ISO 45001 certification for all our reporting plants in Hong Kong and Mainland China.

#### OSH Policy and Management System

Our Occupational Safety and Health Policy stands as our core guidance for our employees, which articulates well-defined practices that mandate strict adherence to the OSH Policy throughout all operational activities. Our OSH management system, with its clearly defined processes, ensures that the OSH Policy is properly followed during operations. Our OSH practices are subjected to regular and thorough reviews, facilitating continuous improvement.

#### OSH Compliance and Audits

Since the very early days of Nissin Foods, rigorous site inspections have become a routine practice to affirm adherence to OSH criteria. Our OSH Committee conducts regular meetings to review OSH performance and make recommendations for improvements to the management. Additionally, third-party experts conduct annual OSH audits, providing recommendations for any identified shortcomings in daily practices. We have consistently complied with laws and regulations related to health and safety in our Sites of Operation.

### 遵守當地法律法規

我們於中國內地及香港的營運均嚴格遵守當地相關法律法規。我們對任何形式的童工及強迫勞動行為均採取零容忍政策，我們員工手冊及其他內部準則均對此作出明確規定。為防止出現童工及強迫勞動現象，我們定期對供應鏈及內部營運進行檢討及評估，旨在識別與勞工常規相關的任何潛在風險或違規行為。一旦發現童工或強迫勞動行為，我們會立即採取果斷措施予以糾正。於香港，我們的營運遵守《僱傭條例》、《最低工資條例》及《僱員補償條例》。於中國內地，我們遵守《勞動法》、《社會保險法》、《就業促進法》和《勞動合同法》。這些法律法規為我們的營運及僱傭常規提供指引，並且我們致力於維護我們營運所在地區的法律框架。

去年，我們嚴格遵守業務所在國家即地區的所有適用的僱傭及勞工法律法規。於報告年度，我們的業務範圍內並無出現任何違反僱傭或勞工法律的情形。

### 職業安全與健康

於本公司，職業安全與健康(職安健)始終被視為最重要事項之一。日清食品在營運安全及健康方面採取全方位、多層次方法，包括從政策實施到員工培訓及災難應變等各個方面。我們精心設計了完善的職安健管理制度及配套政策，這些制度及政策乃為有效解決所有相關問題而量身定制。我們於香港及中國內地的所有報告工廠均已通過ISO 45001認證，彰顯我們嚴格遵守國際標準。

#### 職安健政策及管理制

我們的職業安全與健康守則是我們對員工的核心指導，其中明確闡明於所有營運活動均需嚴格遵守職安健守則的常規。我們的職安健管理制度已訂明流程，確保在營運過程中妥善遵守職安健守則。我們定期對職安健守則常規進行全面檢討，以推動持續改進。

#### 職安健合規性及審核

自日清食品成立之初，嚴格的實地視察便已成為例行做法，以確認對職安健標準的遵守情況。我們的職安健委員會定期召開會議，檢討職安健方面的表現，並向管理層提出改進建議。此外，第三方專家每年亦會進行職安健審核，針對日常工作中發現的不足之處提出建議。於我們生產廠房，我們始終遵守與健康及安全相關的法律法規。

### Enhancing OSH Culture and Training

In our continuous pursuit to enhance the overall OSH culture, we provide relevant information, instructions, training, and supervision to all employees, ensuring their competence in handling daily operation safety and maintaining the effectiveness of the OSH management system. The effectiveness of the OSH management system is periodically reviewed, with necessary actions implemented to continually improve the system. We emphasise that employees at all levels should take responsibility for their own OSH and that of involved personnel.

### Safety Management Rules and Health Regulations

We strictly adhere to specific safety regulations to ensure the health and safety of our employees, including requiring employees to keep an up-to-date knowledge of emergency exits and fire doors, to report any abnormalities in company electrical appliances to supervisors, and regular maintenance of unobstructed fire doors and functioning firefighting equipment. All employees must comply with the Company's hygiene norms at work to ensure the safety and hygiene of both employees and products.

### Influenza Contingency and Risk Management

Our Influenza Contingency Committee (ICC) is responsible for examining our current contingency plans and procedures, assessing suitable risk management measures and hygiene control in the workplace, and ensuring that work activities are sustained. The ICC also identifies areas for improvement and encourages two-way communication with employees on disease control methods to safeguard our operations and workforce.

## TALENT RETENTION, TRAINING AND DEVELOPMENT

### All-Inclusive Training and Development

At Nissin Foods, we recognise that human capital is pivotal to the success of our company – and the continuous success of our business is intrinsically linked to the continuous development of our talents. We are committed to offering equitable growth opportunities for all workers, regardless of rank. We provide training to both new and existing employees.

Recognising the importance of investing in our talents, we have established various training and development management systems. These systems are intricately designed to guide the creation of training programmes and targets, track employee training progress, and analyse performance outcomes. Our comprehensive training and development programmes are tailored to foster advanced career development for our employees, aligning with the strategic objectives of the Company.

### 加強職安健文化及培訓

為不斷加強整體職安健文化，我們向所有員工提供相關資訊、指導、培訓及監督，確保彼等能夠勝任日常的安全作業，並維持職安健管理制度的成效。我們會定期檢討職安健管理制度成效，並採取必要措施持續改進。我們強調，各級員工均應為自身及相關人員的職安健負責。

### 安全管理規則及健康規定

我們嚴格遵守相關安全條例，以確保員工的健康及安全，包括要求員工隨時了解緊急出口及防火門的最新情況，公司電器出現任何異常情況時，向主管報告，以及定期維護，確保防火門暢通無阻，消防設備正常運作。所有員工在崗期間均須遵守本公司的衛生規範，以確保員工及產品的安全及衛生。

### 流感應變及風險管理

我們的流感應變委員會(流感應變委員會)負責檢查我們現行應變方案及程序，評估合適的風險管理措施及工作場所的衛生管制情況，並維持工作運行。流感應變委員會亦發掘改進空間，就疾病管控方式與僱員進行雙向溝通，以保障我們營運及保護僱員。

## 人才挽留、培訓及發展

### 全方位培訓及發展

於日清食品，我們認識到人力資本對本公司的成功至關重要——而我們業務的持續成功在本質上與我們人才的持續發展掛鉤。我們致力於為全體員工提供公平的成長機會，不論職級。我們同時為新僱員工及現有僱員提供培訓。

我們認識到投資人才的重要性，就此制訂多項培訓及發展管理制度。該等制度經過精心設計，為創建培訓計劃與目標、追蹤僱員培訓進度及分析表現結果提供指引。我們的全面培訓及發展計劃專為促進僱員的職業發展而量身訂製，與本公司的策略目標一致。



### Enhancing Corporate Governance

In 2022, our Board members and directors received a specialised training programme related to corporate governance. The training was designed to align the relevant knowledge of our top management with the latest updates in the Hong Kong Listing Rules, focusing specifically on the Corporate Governance Code. The training encompassed a comprehensive understanding of how corporate strategy, business model, and culture intertwine, highlighting the importance of aligning these elements with the Company's core values for effective risk management and internal control. A significant emphasis was placed on the cultivation of a corporate culture that resonates with these values, fostering an environment of integrity and ethical conduct. Additionally, the programme explored the linkage between corporate governance and ESG and addressed crucial aspects of board independence and the need for regular refreshment, ensuring that our leadership remains dynamic and well-equipped to provide strategic oversight in a rapidly evolving business landscape.

### Comprehensive Induction Programme

We have provided comprehensive IMS awareness trainings to our employees, encompassing critical knowledge of the ISO 22000/FSSC 22000 Food Safety Management System, the ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System. Additionally, employees in Sites of Operation receive regular updates on technical knowledge pertinent to food safety, work safety, hygiene management in food production, and environmental protection. We highly value and appreciate the contributions and potential of our new joiners, our staff orientation sessions provide a thorough understanding of Nissin Foods' history, culture, development, and product portfolio, laying a vital knowledge foundation for new employees to integrate into Nissin Foods' culture.

### Continuous Professional Development

Our approach to professional development is dynamic. We continually develop and evaluate employee competencies by customising training plans, which involve support from internal trainers and corporate training specialists, fostering a collaborative environment for idea exchange and learning from market practices. Each business unit annually sets strategic objectives with follow-up action plans. Heads of business units collaboratively review personal development progress and objective achievements with employees, then share these with senior management for further evaluation and approval. Throughout this process, we value employee feedback and encourage two-way communications.

### Specialised Training Initiatives

One of our notable initiatives is the 10-month Noodle Expert Training Programme, where selected employees delve into studying the inner workings of the instant noodle industry, exploring areas such as production, research and development, and packaging.

Aiming to improve productivity and efficiency, we also hold an Excel training session course each year for employees who joined the firm during the year. Furthermore, Online Security Awareness Training is also provided to our employees to enhance their awareness of cybersecurity.

### 提升企業管治

於2022年，我們的董事會成員及董事接受有關企業管治的專門培訓計劃。該培訓用於使我們高級管理層的相關知識與香港上市規則的最新更新保持一致，尤其專注於企業管治守則。該培訓讓董事全面理解企業策略、業務模式及文化如何交織，強調將該等元素與本公司核心價值相結合以實現有效風險管理及內部控制的重要性。我們非常重視培養與該等價值觀產生共鳴的企業文化，營造具備誠信及道德行為的環境。此外，該計劃探討企業管治與環境、社會及管治之間的聯繫，並針對董事會獨立性的關鍵層面以及定期更新的需要，確保我們的領導層保持活力並有能力在瞬息萬變的商業格局中提供策略監督。

### 綜合入職計劃

我們為僱員提供全面的綜合管理系統意識培訓，涵蓋ISO 22000/FSSC 22000食品安全管理系統、ISO 14001環境管理系統及ISO 45001職業健康及安全的關鍵知識。此外，生產廠房的僱員定期接收有關食品安全、工作安全、食品生產衛生管理及環境保護的技術知識更新。我們高度重視及感謝新員工的貢獻及潛力，我們的員工入職培訓課程讓新僱員透徹理解日清食品的歷史、文化、發展及產品組合，為新僱員融入日清食品文化奠定重要的知識基礎。

### 持續專業發展

我們對專業發展的方針為動態發展。我們在內部培訓員及企業培訓專家的協助下持續為不同職業等級的僱員制定專屬培訓計劃，以發展及評估僱員所長，營造一個交流意見及從市場實踐中學習的合作環境。各個業務單位會於每年制定策略目標及後續行動計劃。業務單位主管與僱員共同評估發展進展及目標達成，其後將相關情況分享給高級管理層，以便進一步評估及審批。我們於整個過程中重視僱員的反饋及鼓勵雙向溝通。

### 專業培訓計劃

我們其中一項值得關注的計劃是為期10個月的「麵之達人培訓計劃」，就此獲選僱員深入學習造麵行業的內部運作、探索生產、研發及包裝等領域。

為了改善生產力及效率，我們亦每年為年內加入公司的僱員舉辦Excel培訓課程。再者，我們亦為員工提供網路安全意識培訓，以提升其網路安全意識。



## Overview of Training Conducted in 2023

### Occupational Health and Safety Training

In 2023, we have conducted a series of Occupational Safety and Health-related trainings, including Manual Handling Operation, Risk of Machine Operation, Work at Height, and OSH Orientation Training, targeted at both office and production staff, including new joiners.

### Development Training

During the year, a series of specialised internal and external development training programmes were offered to staff across various departments, including the Food Safety Management System Internal Auditor Course, Fork-lift Truck Operator Training, GRI (Global Reporting Initiative) Professional Certification Programme for ESG professionals, Food Hygiene Manager Training, Gas Welding Safety Training, and Directors and Senior Management Training.

### Digitalised Learning Experience

The launch of the “Nissin Foods Online Learning Game” mobile app marks another notable advancement in our training approach. The mobile app enables a fully gamified digital learning experience, allowing participants to read content, play puzzle games, earn points, and redeem points for prizes. Through this engaging and interactive platform, a 60-business-day Nissin Foods’ concept training programme is delivered to familiarise the participants with topics including the Group’s business philosophy, the founders’ entrepreneurial spirit, and corporate inventions, thereby making learning both enjoyable and educational. In addition, we plan to include ESG, occupational safety, and legal compliance-related materials in the game to expand our educational content. By intertwining these critical areas with our engaging digital learning platform, we aim to equip our employees with the knowledge and skills necessary to navigate the multifaceted challenges of today’s business environment.

## 於2023年進行的培訓概覽

### 職業健康及安全培訓

於2023年，我們進行一系列職業安全及健康相關培訓，包括體力處理操作、機械操作風險、高空作業以及職業安全及健康培訓，對象同時為辦公室及生產人員，包括新員工。

### 發展培訓

年內，我們向多個部門的員工提供一系列專門的內部及外部發展培訓計劃，包括食品安全管理系統內部核數師課程、堆高機操作員培訓、GRI(全球報告倡議組織)環境、社會及管治專業人士專業認證計劃、食品衛生經理培訓、氣體焊接安全培訓以及董事及高級管理層培訓。

### 數字化學習體驗

我們推出「日清食品理念遊戲」移動應用程式，標誌著我們另一個培訓方法顯著進步。該移動應用程式提供完全遊戲化的數字學習體驗，讓參與者可閱讀內容、玩益智遊戲、賺取積分以及兌換獎品。透過該具吸引力的互動平台，我們提供為期60個工作日的日清食品概念培訓計劃，讓參與者熟悉本集團的業務理念、創辦人的創業精神及企業發明等主題，從而使學習既有趣又富有教育意義。此外，我們計劃將環境、社會及管治、職業安全以及法律合規相關材料納入遊戲以擴展我們的教育內容。透過將該等關鍵領域與我們具吸引力的數字學習平台結合，我們旨在為我們的員工提供應對當今商業環境的多方面挑戰所須知識及技能。



### EMPLOYEE BENEFITS AND CARING

We understand that our employees is integral to our success. Hence, we have crafted a range of employment benefits and caring initiatives, designed to support not only our employees but also their families.

#### Welcoming New Members and Celebrating Another Year

A highlight of our yearly calendar is the Orientation Party for our new hires. This event serves as a warm welcome to our newest team members, introducing them to the Nissin Foods culture and fostering a sense of belonging from the outset of their journey with us.

In 2023, we hosted an annual dinner event to celebrate another year of success. The event serves as a platform for fostering a sense of belonging and camaraderie among our employees, allowing team members from different departments to connect in a social setting, promoting a strong company culture through enhanced engagement and relationship building. The dinner acknowledged our employees' hard work and achievements, reinforcing our appreciation and contributing to a positive work environment.

#### Health and Wellness Benefits

Aware of the crucial role that health plays in the lives of our employees, we offer health and wellness benefits such as life and medical insurance and subsidised dental care plans. Promoting a healthy and active lifestyle, we also offer fitness centre membership schemes, allowing our employees access to facilities where they can engage in physical activities, which is vital for maintaining physical and mental health. Additionally, we provide annual physical examinations and a subsidy scheme for seasonal influenza vaccines. Qualified healthcare professionals are arranged to administer the vaccine on-site for our employees. By providing these comprehensive health and wellness benefits, we aim to ensure that all our employees have access to the necessary health checks and preventive care.

#### Family-Friendly Initiatives

Acknowledging the varying needs of our workforce, we have implemented flexible working arrangements and family-friendly leave options. On various occasions, employees also receive cash allowances from the Company as congratulations for marriage and childbirth or as condolences for the loss of direct family members. These initiatives are designed to enable our employees to manage their professional obligations alongside their personal and familial responsibilities with greater ease and less stress. Whether it is attending to a family emergency, caring for a new child, or managing day-to-day family life, our policies are tailored to offer the necessary support and flexibility.

### 僱員福利及關愛

我們理解到，僱員為我們成功不可或缺的一部分。因此，我們已制定一系列就業福利及關愛舉措，不僅用於支持我們的僱員，同時亦支持其家人。

#### 歡迎新成員及慶祝新一年

我們每年的亮點之一為新入社員迎新會。該活動熱烈歡迎我們的最新團隊成員、向彼等介紹日清食品文化及從與我們的旅程一開始培養其歸屬感。

於2023年，我們舉辦年度晚宴活動慶祝又一年的成功。該活動為僱員提供一個培養歸屬感及友誼的平台，讓不同部門的團隊成員在社交環境中互相聯繫，透過提升參與及建立關係以推廣強大的公司文化。晚宴表彰我們僱員的辛勤工作及成就，加深我們的感謝，並為營造積極的工作環境作出貢獻。

#### 健康及保健福利

意識到健康在我們僱員的生活中擔當至關重要的作用，我們提供人壽及醫療保險及資助牙科保健計劃等健康及保健福利。我們推廣健康而積極的生活方式，並提供健身中心會員計劃，讓我們的僱員可使用能夠進行體育活動的設施，這對於保持身心健康至關重要。此外，我們提供年度身體檢查及季節性流感疫苗補貼計劃。我們為僱員安排合資格醫療保健專業人員現場注射疫苗。透過提供該等全面健康及保健福利，我們旨在確保我們全體僱員均獲得必要的健康檢查及預防性護理。

#### 家庭友善措施

得悉員工的不同需要，我們已實施彈性工作安排及家庭友善的休假選項。在各種場合，僱員亦會從本公司獲得現金津貼，作為結婚生子的祝賀，或對失去直系親屬的哀悼。該等措施旨在讓我們的僱員可更輕鬆、更少壓力地管理其專業義務連同個人及家庭責任。不論處理家庭緊急情況、照顧新生兒或管理日常生活，我們的政策乃量身定製以提供必要的支援及彈性。





OUR COMMUNITY  
我們的社區





We firmly believe in the role of our local community in Nissin Foods' long-term success. In 2023, we continued to actively engage in various community projects and sponsorships, encompassing consumer-centric initiatives and support for local sports talents and events. Through our initiatives, we aim to create a positive impact that goes beyond our products, enriching the cultural, social, and sporting fabric of Hong Kong.

### CUSTOMER AND CONSUMER CARING

Guiding us towards better meeting the needs and expectations of those who value our products, customer feedback is attached with foremost importance at Nissin Foods, and directly influences our decision-making process.

In an effort to ensure accessibility and convenience for our customers, we have established a dedicated Customer Care Centre as the primary conduit for all customer communications. As we actively gather inquiries and complaints about our products and services through multiple channels, including a telephone hotline, designated email addresses, and contact forms on our company website, a centralised "Customer Feedback Database" is maintained at the Customer Care Centre. The database serves as a single, exhaustive repository that consolidates all customer communications, following our systematic approach to managing customer feedback.

Our goal is to ensure the utmost satisfaction of our customers by incorporating accountability and transparency into our response process. We view consumer ideas and feedback as valuable resources for continuous development rather than as just criticisms. In instances of customer complaints, particularly those relating to production and product issues, our Customer Care Centre collaborates closely with the Quality Management Department to address and resolve the matter. It conducts thorough investigations into the relevant complaints. Following investigations, comprehensive reports will be generated and disseminated to the relevant business units and management teams for further improvement.

### Protection of Consumer Data and Intellectual Property Rights

Safeguarding the integrity of our consumer data and intellectual property is of unconditional importance to us. Characterised by a commitment to ethical business practices, we put in place stringent policies which are reviewed and updated regularly to guarantee the effective protection of customer data privacy and intellectual property.

#### Security Assessment for Personal Information

Maintaining and reinforcing awareness of employee safety and adhering to the Company's relevant management standards are pivotal for our business operations and in bolstering consumer confidence. In August 2023, we undertook a security evaluation and enhancement initiative focusing on the management of employees' personal information, in line with the Personal Information Protection Laws of Mainland China. This assessment scrutinised the primary aspects and goals of the legislation, underscoring the essential requirements for companies to effectively manage their employees' personal information.

我們確信我們於本地社區的角色為日清食品帶來長遠成功。於2023年，我們繼續積極參與各種社區項目及贊助，包括以消費者為中心的舉措以及支持本地體育人才及賽事。透過我們的舉措，我們旨在創造超越我們產品的正面影響，豐富香港的文化、社會及體育結構。

### 顧客及消費者關懷

顧客反饋引導我們更有效滿足那些重視我們產品之人的需求及期望，而日清食品非常重視顧客反饋，並直接影響我們的決策過程。

我們已建立專門的顧客服務中心作為所有客戶溝通的主要管道，以確保客戶能夠及方便與我們接觸。我們透過多個渠道(包括電話熱線、指定電子郵件及公司網站聯絡表)積極收集有關我們產品及服務的查詢及投訴，並在顧客服務中心設有集中的「顧客反饋數據庫」。該數據庫作為一個單一、詳盡的儲存庫，根據我們管理顧客反饋的系統性方針整合所有客戶通訊。

我們的目標為透過將問責制及透明度納入我們的應變程序，確保客戶的最大滿意度。我們將消費者的想法及反饋視為持續發展的寶貴資源，而非只是批評。在發生客戶投訴的情況下，尤其是與生產及產品問題有關的投訴，我們的顧客服務中心與質量管理部門密切合作，以處理及解決問題。其對相關投訴進行徹底調查。調查結束後，將出具全面報告並發送予相關業務部門及管理團隊作進一步改善。

### 保護消費者數據及知識產權

我們無條件重視保護消費者數據及知識產權的完整性。我們致力於道德商業實踐，制定嚴格政策並定期檢討及更新，以確保有效保護客戶資料私隱及知識產權。

#### 個人資訊安全評估

維持及加強僱員安全意識及遵守本公司相關管理標準對於我們的業務營運及維護消費者信心至關重要。於2023年8月，我們對僱員個人資訊管理進行安全評估及強化以僱員個人資訊管理為重點的措施，遵守中國內地的《個人信息保護法》。該評估已審查立法的主要方面及目標，並強調公司有效管理其僱員個人資訊的基本要求。

### Ethical Practices and Compliance

Our employees are bound by the Employee Handbook and the Code of Conduct, which explicitly prohibit the unauthorised disclosure of confidential information. This is complemented by our Code of Ethics, which sets forth strict guidelines to ensure employees respect and refrain from infringing upon the intellectual property rights of others without proper authorisation. Additionally, to further ensure compliance, prior to launching new products, we engage third-party experts to conduct thorough research on intellectual property rights.

### Data Breach Response and Policy Review

We have implemented data privacy and security measures in line with the best industry practices, including a comprehensive data breach response plan. We conduct regular reviews and updates of our policies to ensure ongoing compliance with data protection laws and to address any emerging challenges in data privacy and security. Throughout the reporting period, we have not received any complaints concerning breaches of consumer privacy.

## Brand Dynamics

### Membership Programme – Nissin Foodium



To enhance brand loyalty and strengthen our connection with consumers, Nissin Foods launched its first membership programme in Hong Kong and Mainland China in 2022. Named “Nissin Foodium”, this WeChat Mini Program offers members a host of exclusive benefits, including enticing rewards and engaging interactive games. More than just a platform for sharing the latest brand and product updates, “Nissin Foodium” also doubles as an e-commerce platform in Mainland China. This innovative venture acts as a direct channel to interact with our consumers, providing us with invaluable insights into their preferences, behaviours, and dynamic trends in consumption.

In 2023, “Nissin Foodium” in Hong Kong continued to evolve and enhance its services for consumers. The programme saw a significant increase in membership due to the increase of products which carries product QR codes, as well as various promotional activities and exclusive offers for members. We have also broadened the variety of rewards available for redemption, further enriching the member experience. With the introduction of a stamp collection function, members now enjoy dual benefits – by scanning product QR codes, they can earn both points and stamps, adding an extra layer of value to their participation in our campaign-based initiatives.

### 道德實踐及合規

我們的僱員受僱員手冊及紀律守則規管，其明確禁止未經授權披露機密信息。倫理規章對此進行補充，當中載列嚴格指引以確保僱員尊重他人的知識產權及，避免在未經授權的情況下侵犯他人的知識產權。此外，為進一步確保合規，在推出新產品之前，我們委聘第三方專家就知識產權進行徹底調查。

### 資料外洩回應及政策檢討

我們已根據最佳行業慣例實施資料私隱及安全措施，包括全面的資料外洩回應計劃。我們定期檢討及更新我們的政策，以確保持續遵守資料保障法律並解決資料私隱及安全方面的任何新挑戰。於整個報告期間，我們並無收到任何有關侵犯消費者私隱的投訴。

## 品牌動態

### 會員計劃 – 日清食品體驗館



為提升品牌忠誠度及加強與消費者的聯繫，日清食品於2022年在香港及中國內地推出首個名為「日清食品體驗館」的會員計劃。這是一個微信小程序，為會員提供一系列尊享禮遇，包括精彩獎賞及互動遊戲。除了僅僅作為分享最新的品牌及產品資訊外，「日清食品體驗館」亦為中國內地一個電子商務平台。該創新舉措擔當我們與消費者互動的直接渠道，為我們提供有關其偏好、行為及消費動態趨勢的寶貴見解。

於2023年，香港「日清食品體驗館」繼續演變及為消費者提升其服務。由於附帶產品二維碼的產品增加，以及各種促銷活動及會員獨家優惠，該計劃的會員人數大幅增加。我們亦擴大可兌換的獎勵種類，進一步豐富會員體驗。隨著引入印花收集功能，會員現時可享受雙重福利 – 透過掃描產品二維碼，會員可同時獲得積分及印花，為彼等參與我們的活動增加額外價值。

In addition, we have introduced a series of marketing initiatives within the “Nissin Foodium” WeChat Mini Program in Mainland China, which are designed to strengthen our relationship with customers and enhance their shopping experience, such as assigning a unique QR code to each product, an initiative that facilitates more accurate collection and analyses of consumers’ preferences for our products. For the new products launched this year, we also introduced an array of interactive activities. Through participating in these campaigns on social media, consumers have the opportunity to redeem rewards, further enriching their engagement with our brand.

### Food Expo 2023



Last year, we participated in the Food Expo 2023, held from August 17 to 21, 2023, at the Hong Kong Convention and Exhibition Centre, as it was a wonderful opportunity to express our gratitude to all the Nissin Foods fans for their unwavering support over the years. We remain dedicated to innovating new flavours, striving to deliver convenient, delicious, and high-quality food to everyone.

At our booth, we introduced three exclusive limited-edition lucky bags at a special promotional price. In addition, to enhance the visitors’ experience at the event, we designed a member recruitment area at our booth, where visitors had the opportunity to register as members to earn designated points via the “Nissin Foodium” WeChat Mini Program. These points could then be redeemed for exclusive offers and gifts.

We also offered on-site tasting services, which not only allowed consumers to deepen their impressions of our products through personal tasting, but also promoted the interaction between Nissin Foods and our customers.

此外，我們已於中國內地微信小程序「日清食品體驗館」中引入一系列營銷舉措，旨在鞏固我們與客戶的關係並提升其購物體驗，例如為每個產品分配一個獨特的二維碼，該舉措有助於更準確地收集及分析消費者對我們產品的偏好。就本年度推出的新產品而言，我們亦已推出各種互動活動。消費者透過參與社交媒體的該等活動有機會兌換獎勵，進一步豐富彼等與我們品牌的互動。

### 美食博覽2023年



去年，我們參與於2023年8月17日至21日在香港會議展覽中心舉行的美食博覽2023年，因為這是我們對所有日清食品粉絲多年來堅定支持表達感謝的絕佳機會。我們始終致力創新新口味，並努力為大家提供方便、美味而優質的食品。

於我們的攤位，我們以特別促銷價推出三款獨家限量版福袋。此外，為提升參觀者的活動體驗，我們於攤位設計一個會員招募專區，參觀者有機會透過微信小程序「日清食品體驗館」註冊成為會員，賺取指定積分。該等積分可其後兌換為獨家優惠及禮品。

我們亦提供現場試食服務，不僅讓消費者透過親身試食加深對我們產品的印象，亦推廣日清食品與消費者之間的互動。



**CUPNOODLES MUSEUM Hong Kong**

In a ground-breaking move, we introduced the CUPNOODLES MUSEUM in Hong Kong in March 2021, celebrating the remarkable innovation journey of our founder, Momofuku Ando. The museum boasts three captivating interactive workshops and unique exhibition corners, designed to provide visitors with both enjoyable and educational experiences that ignite their curiosity and creativity. Guests can personalise their own products while delving into the memorable story of Mr. Momofuku Ando's invention of instant noodles and Cup Noodles. The museum also reveals intriguing insights into the production of locally made granola, providing a meaningful experience for visitors.

**合味道紀念館香港**

我們於2021年3月進行一項開創性的舉措，在香港推出合味道紀念館，慶祝我們的創辦人安藤百福的非凡創造力之旅。紀念館設有三個引人入勝的互動工作坊及獨特展覽區，旨在為參觀者提供有趣而富教育意義的體驗，激發其好奇心及創造力。訪客可以創作自己獨有的產品，同時探索安藤百福先生發明即食麵及杯麵的難忘故事。紀念館亦展示對本地製造的穀物麥片生產的有趣見解，為參觀者提供有意義的體驗。



In celebration of the 2nd anniversary of the Museum in March 2023  
於2023年3月慶祝紀念館成立兩周年



My Cup Noodles Factory  
合味道工作坊



Damae Iccho Factory  
出前一丁工作坊



My Granola Factory  
穀物麥片工作坊



## COMMUNITY ENGAGEMENT

We deeply acknowledge the pivotal role that the community has played in Nissin Foods' journey towards success. During the past year, by continuing to invest in various initiatives and sponsorships, we aimed to create a positive impact, enriching the cultural, social, and sporting fabric of our local community.

### Caring for the Community

#### NISSIN FOODS (HONG KONG) CHARITY FUND

The Nissin Foods (Hong Kong) Charity Fund (referred to as the "Charity Fund") was established in September 2020 through a trust deed by Nissin Foods Company Limited. The Charity Fund is dedicated to advancing education, promoting the arts, science, and academic research, aiding those in need, and conducting charitable activities for the benefit of the Hong Kong community. Since its inaugural set of projects in 2022, the Charity Fund has consistently approved and launched new initiatives in 2023.

In 2022, in collaboration with the Chinese University of Hong Kong ("CUHK"), the Charity Fund launched the "Nissin Foods Scholarship" for students taking CUHK's Food and Nutritional Sciences Programmes. For the 2023-2024 academic year, ten full scholarships were granted, including seven renewed awardees and three new awardees. Seven of them are taking undergraduate programme, while three are from CUHK's PhD programme. The scholarship nurtures outstanding and caring food professionals as well as future industry leaders, contributing to the development of the food industry in Hong Kong.

## 社區參與

我們深入認識到社區在日清食品的成功之旅中所發揮的關鍵作用。去年，透過持續投資各種措施及贊助，我們旨在創造超越我們產品的正面影響、豐富本地社區的文化、社會及體育結構。

### 關懷社區

#### 日清食品(香港)慈善基金

日清食品(香港)慈善基金(「慈善基金」)由日清食品有限公司於2020年9月以信託形式成立。慈善基金致力推動教育、推廣藝術、科學及學術研究、幫助有需要人士，以及開展對香港社區有益的慈善活動。自2022年啟動首批項目以來，慈善基金於2023年持續批准並啟動新舉措。

於2022年，慈善基金與香港中文大學(「中大」)合作，為修讀中大食物及營養科學課程的學生推出「日清食品獎學金」。2023至2024學年，我們頒發合共十個全額獎學金，包括七名續任得獎者及三名新得獎者。其中七名正修讀本科課程，另外三名則來自中大博士學位課程。獎學金旨在培育傑出及存有關懷之心的食品及營養專業人才，以及未來的行業領袖，為香港食品業的發展作出貢獻。



Mr. Kiyotaka ANDO (first row, 5<sup>th</sup> left), Chairman of Nissin Foods (Hong Kong) Charity Fund, and Professor Anthony CHAN (4<sup>th</sup> left), Pro-Vice-Chancellor and Vice-President of CUHK, attended the presentation ceremony.  
日清食品(香港)慈善基金主席安藤清隆先生(前排左五)和中大副校長陳德章教授(前排左四)出席頒獎典禮。



Mr. Kiyotaka ANDO (first row, 4<sup>th</sup> left), Chairman of Nissin Foods (Hong Kong) Charity Fund, and Professor John LEE Chi Kin, President of EdUHK, presented the "Nissin Foods Scholarship" for EdUHK's elite athletes.  
日清食品(香港)慈善基金主席安藤清隆先生(前排左四)和教大校長李子建教授(前排左三)頒發日清食品獎學金予得獎的傑出運動員。

In partnership with the Education University of Hong Kong (EdUHK), the Charity Fund introduced the "Nissin Foods Scholarship for Elite Athletes" in 2022. The scholarship programme was specifically designed for elite athletes enrolled in EdUHK's Bachelor of Health Education (Honours) degree and Postgraduate Diploma in Education. In the academic year 2023-2024, seven outstanding EdUHK elite athletes were granted full scholarships, including three renewed awardees and four new awardees. This scholarship aims to support these athletes in their pursuit of excellence both in their athletic endeavours and in their studies, enabling them to become future health educators.

慈善基金與香港教育大學(「教大」)合作，推出「日清食品卓越運動員獎學金」。該獎學金計劃特別為修讀教大健康教育(榮譽)學士課程及學位教師教育文憑課程的精英運動員而設。2023至2024學年，共有七名傑出教大卓越運動員獲頒全額獎學金，包括三名續任得獎者及四名新得獎者。該獎學金旨在支持該等運動員在運動表現及學業上追求卓越成績，讓其日後有望成為優秀的健康教育工作者。



Green Campaigns

Red Packet Reuse and Recycling

綠色活動

利是封回收重用大行動



In 2023, we participated in the Red Packet Reuse and Recycling Programme organised by Greeners Action. This initiative aims to encourage the efficient use and reuse of materials. Every year collected red packets are sent to Greeners Action and later redistributed to the public for reuse before the next Chinese New Year. During the collection period from January 26th to February 15th, 2023, our canteens at our plants in Hong Kong successfully gathered 43kg of red packets for recycling. The amount of red packets collected in 2023 increased by 54% from 2022 in terms of weight, reflecting the improvement in environmental awareness among employees.

於2023年，我們參加綠領行動組織的利是封回收重用大行動。該舉措旨在鼓勵善用及重用物料。每年收集所得的利是封均會交予綠領行動，其後在下一個農曆新年前再派發給公眾以供重用。於2023年1月26日至2月15日收集期內，我們於我們香港廠房的食堂成功收集共43公斤的利是封進行回收。2023年收集的利是封在重量上較2022年增加54%，反映僱員之間的環保意識改善。

EcoPark Visit

To enhance the environmental awareness of our employees, we organised a guided tour to EcoPark in 2023. EcoPark is Hong Kong's first recycling-business park constructed by the Environmental Protection Department specially for the recycling industry. The park features a 1,000 square meter visitor centre, offering the public an opportunity to engage in educational activities and learn about the facility's operations. This tour was specifically aimed at educating our employees about effective waste management and reduction strategies. It also sought to heighten community awareness regarding recycling methods and solutions, thereby contributing to the prevention of related environmental issues.

參觀環保園

為提升僱員的環保意識，我們於2023年組織前往環保園。環保園是香港首個環境保護署專為循環再造業發展而興建的循環再造商業園。該商業園設有一個1,000平方米的訪客中心，為公眾提供機會參與教育活動及學習設施的營運。該參觀特別旨在教育我們的僱員有關有效廢物管理及減廢策略，同時尋求提高社區對回收方法及解決方案的意識，從而對預防相關環保問題作出貢獻。



Our employees participated in the guided tour to EcoPark 僱員參與EcoPark參觀活動。



### Promotion of a Healthy Lifestyle via Sports

#### Nurturing Excellence:

#### Nissin Foods' Partnership with SF&OC and HKPC

As an exclusive food partner, Nissin Foods has long collaborated with the Sports Federation and Olympic Committee of Hong Kong, China (SF&OC) and the China Hong Kong Paralympic Committee (HKPC) to support the local elite athletes in a wide range of prestigious competitions.

Since 2020, through our partnership with SF&OC, we have been providing financial support and product supply to the athletes, promoting local sports development initiatives, and smoothing the path for Hong Kong's athletes to succeed on the international stage. The partnership has increased public awareness and support for local athletes.

Our commitment to these continuing partnerships, which include the partnership with HKPC, will be proudly upheld until the end of 2024 to support Hong Kong's athletes in their participation in Paris 2024 Olympics Games and Paralympics Games. These partnerships reflect a shared vision of empowering local athletes and promoting the success and vibrancy of local sports.

### 通過體育項目推廣健康生活

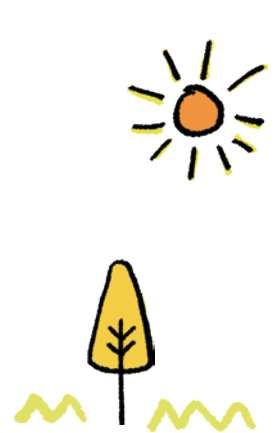
#### 力臻卓越：

#### 日清食品與港協暨奧委會及香港殘奧委會合作

作為獨家食品合作夥伴，日清食品長期與中國香港體育協會暨奧林匹克委員會(「港協暨奧委會」)及中國香港殘疾人奧委會(「香港殘奧委會」)合作，支持本地精英運動員參與各項頂級賽事。

自2020年起，我們透過與港協暨奧委會的合作，為運動員提供財務支持及產品供應，推動本地體育發展項目，並為香港運動員在國際舞台上取得成功鋪平道路。這次合作提升公眾對本地運動員的認識及支持。

我們將維持這些持續夥伴關係的承諾，包括與香港殘奧委會的夥伴關係，直至2024年年底，以支持香港運動員參加2024年巴黎奧運會及殘疾人奧林匹克運動會。這些合作關係反映賦權本地運動員並促進本地體育的成功及活力的共同願景。



#### Partnership with Hong Kong Football Team

On December 19, 2023, the Football Association of Hong Kong, China (HKFA) announced that Nissin Foods had become the official food partner of the Hong Kong, China Representative Team (HKRT). As an official sponsor of HKRT, we support HKRT's participation in prestigious tournaments including the AFC Asian Cup Qatar 2023™, the FIFA World Cup 2026, and the AFC Asian Cup Saudi Arabia 2027™ Preliminary Joint Qualification Round 2. This collaboration with HKRT is more than just a sponsorship – it is a shared commitment to promoting a healthy lifestyle through sports. In line with this, Nissin Foods has launched HKRT-themed Cup Noodles and Nissin Koikeya Potato Chips. These products aim not only to popularise football and sports among the broader public but also to celebrate the spirit of athleticism and the excitement of the game.

#### 與香港足球隊合作

於2023年12月19日，中國香港足球總會(足總)宣佈日清食品成為中國香港代表隊(港隊)的官方食品夥伴。作為港隊的官方贊助商，我們支持港隊參加2023年亞洲足協卡塔爾亞洲盃、2026國際足協世界盃暨2027亞洲足協亞洲盃聯合外圍賽第二圈等頂級賽事。與港隊的合作不僅是一項贊助，更是通過體育項目推廣健康生活的共同承諾。為此，日清食品推出港隊主題的合味道杯麵及日清湖池屋薯片。這些產品不僅旨在向更廣泛的公眾普及足球及體育活動，亦旨在弘揚運動精神及比賽的興奮感。



### Sponsorship of Hong Kong's Tennis Competitions

Throughout 2023, we continued to support local tennis tournaments organised by the Hong Kong, China Tennis Association, including the Nissin Hong Kong National Junior Tennis Championships, Nissin Demae Icho Hong Kong Junior Novice Competition, and Nissin Cup Noodles Hong Kong Junior Tennis Series. Nissin Foods has been the title sponsor of the local youth tournaments since 2015. Our involvement demonstrates our commitment to promoting youth development in sports and fostering a vibrant sporting culture in the Hong Kong society.



### 贊助香港網球比賽

我們於2023年繼續支持由中國香港網球總會舉辦的本地網球賽事，包括日清全港青少年網球錦標賽、日清出前一丁青少年網球新秀賽、日清合味道全港青少年網球巡迴賽。日清食品自2015年開始冠名贊助本地青少年賽事。我們積極參與贊助，體現了我們對促進青少年體育發展以及在香港社會培養充滿活力的體育文化之承諾。

### Extends Sponsorship of Local Tennis Stars

Former Hong Kong No.1 player Ms. ZHANG Ling continued to collaborate with Nissin Foods as its Sports Ambassador in 2023. She brought with her 16 years of experience as a professional player. In her role as the Sports Ambassador, Zhang helped promote tennis and sports as the basis for a healthy lifestyle across the wider community.

In January 2023, Nissin Foods announced the extension of its sponsorship of Hong Kong tennis player Cody WONG for a period of three years from 2023 to 2025. Having sponsored Cody since 2021, Nissin Foods has levelled up its sponsorship support for the 20-year-old star as she continues to make strides on the professional circuit, in the hope that Cody will garner even more honours for herself and Hong Kong in the international arena. Cody Wong won the 75th Hong Kong Open Tennis Championships organised by the Chinese Recreation Club of Hong Kong in 2023, marking her fourth Hong Kong Women's Singles Championships. We will continue our efforts to groom budding athletes in local tournaments while sponsoring local elite athletes in international games.



### 延長對本地網球精英的贊助

日清食品亦同時公佈委任本港前首席女子網球手張玲於2023年繼續擔任日清食品的運動大使，憑藉她作為專業運動員的16年經驗，推廣網球運動及健康的生活模式到社會各階層。

於2023年1月，日清食品宣佈延續對香港網球選手王康怡的贊助三年(2023至2025年)。日清食品自2021年開始贊助王康怡，隨著這位20歲的精英運動員轉戰成人職業賽，持續取得重大進步，本集團亦加強對她的支持，期望她能夠為自己和香港在國際賽事中奪取更多榮譽。王康怡於2023年在香港中華游樂會主辦的第75屆全港網球公開賽中奪得冠軍，是她第四次獲得香港女子單打冠軍。我們將繼續努力培育本地賽事中的新秀運動員，同時贊助本地精英運動員參加國際比賽。

# KPI SUMMARY 關鍵績效指標概要

## ENVIRONMENTAL PERFORMANCE

## 環境表現

Environmental KPIs <sup>3</sup>	2023	2022	2021	Unit
環境關鍵績效指標 <sup>3</sup>	2023年	2022年	2021年	單位
<b>The types of emissions and respective emissions data</b>				
<b>排放物種類及相關排放數據</b>				
Nitrogen oxides 氮氧化物	<b>1.70</b>	1.68	1.69	Tonnes 噸
Sulphur oxides 硫氧化物	<b>0.0088</b>	0.0088	0.0090	Tonnes 噸
Respirable suspended particles <sup>4</sup> 可吸入懸浮顆粒物 <sup>4</sup>	<b>0.0009</b>	0.0010	0.0014	Tonnes 噸
<b>GHG emissions</b>				
<b>溫室氣體排放</b>				
Scope 1: Direct emissions 範圍1：直接排放	<b>22,856</b>	22,428	22,756	tonnes of CO <sub>2</sub> -e 二氧化碳當量，以噸計算
Scope 2: Energy indirect emissions <sup>5</sup> 範圍2：能源間接排放 <sup>5</sup>	<b>35,168</b>	35,123	38,009	tonnes of CO <sub>2</sub> -e 二氧化碳當量，以噸計算
Total GHG emissions 溫室氣體排放總量	<b>58,024</b>	57,551	60,765	tonnes of CO <sub>2</sub> -e 二氧化碳當量，以噸計算
GHG intensity (by '000 revenue) 溫室氣體密度(每千元收入)	<b>0.015</b>	0.014	0.016	tonnes of CO <sub>2</sub> -e/'000 revenue 每千元收入二氧化碳當量，以噸計算

3 The below environmental KPIs for the previous two reporting periods have been updated and recalculated to reflect revisions in certain emission and conversion factors. The relevant adjustments ensure enhanced accuracy and alignment with the latest assessment methodologies.

4 The reduction in respiratory suspended particles over 2023 was mainly contributed by the replacement of fossil fuel vehicles with electric vehicles.

5 The emission factors for calculating the indirect emissions from the consumption of town gas and electricity have been updated to align with the most recent data. Performance over the previous two reporting periods is also restated based on the refreshed calculation.

3 以下先前兩個報告期間的環境關鍵績效指標已更新並重新計算，以反映若干排放及換算係數的修訂。相關調整確保提升準確性並與最新評估方法保持一致。

4 2023年可吸入懸浮粒子減少主要是由於以電動車取代化石燃料車。

5 計算煤氣及電力消耗間接排放的排放係數已更新，以與最新數據保持一致。先前兩個報告期間的表現亦已根據更新後的計算方法重列。



## KPI SUMMARY 關鍵績效指標概要

Environmental KPIs <sup>3</sup> 環境關鍵績效指標 <sup>3</sup>	2023 2023年	2022 2022年	2021 2021年	Unit 單位
<b>Hazardous waste produced</b> 所產生有害廢棄物				
Total hazardous waste produced 所產生有害廢棄物總量	<b>3.84</b>	3.91	3.29	tonnes 噸
<b>Non-hazardous waste produced</b> 所產生無害廢棄物				
Total non-hazardous waste produced 所產生無害廢棄物總量	<b>4,248</b>	4,038	3,870	tonne 噸
<b>Direct and indirect energy consumption by type</b> 按類型劃分之直接及間接能源消耗				
Direct energy consumption 直接能源消耗	<b>117,412</b>	116,017	116,820	MWh 兆瓦時
Indirect energy consumption 間接能源消耗	<b>70,638</b>	69,345	74,109	MWh 兆瓦時
Total energy consumption 能源消耗總計	<b>188,050</b>	185,362	190,929	MWh 兆瓦時
Energy intensity (by '000 revenue) 能源密度(每千元收入)	<b>0.049</b>	0.046	0.049	MWh/'000 revenue 每千元收入兆瓦時
<b>Water consumption</b> 耗水量				
Total water consumption 總耗水量	<b>374,489</b>	377,883	367,087	cubic metres 立方米
Water consumption intensity (by '000 revenue) 耗水密度(每千元收入)	<b>0.098</b>	0.094	0.095	cubic metres/'000 revenue 每千元收入立方米
<b>Total packaging material used for finished products</b> 製成品所用包裝材料之總量				
Total packaging material used <sup>6</sup> 所用包裝材料之總量 <sup>6</sup>	<b>14,266</b>	15,050	14,540	tonnes 噸

6 We refined our approach to calculating total packaging materials used. The updated approach provides a more accurate reflection of our packaging material usage and aligns with common industry practices. The relevant FY2021 and 2022 figures are thereby restated.

6 我們已修訂計算所用包裝材料之總量的方法。更新後的方法可更準確地反映我們的包裝材料使用情況，並符合一般行業慣例。2021財年及2022財年的相關數字因此經重列。

SOCIAL PERFORMANCE<sup>7</sup>社會表現<sup>7</sup>

Social KPIs 社會關鍵績效指標	2023 2023年	2022 2022年	2021 2021年
<b>Employee Profile (No. of people)</b> 僱員概況 (人數)			
Total workforce 勞動力總數	3,409	3,274	3,154
<b>Total workforce by employment type</b> 按僱傭類型劃分的勞動力總數			
Full-time 全職	3,391	3,237	3,128
Part-time 兼職	18	37	26
<b>Total workforce by gender</b> 按性別劃分的勞動力總數			
Male 男性	1,624	1,519	1,493
Female 女性	1,785	1,755	1,661
<b>Total workforce by rank</b> 按職級劃分的勞動力總數			
Management <sup>8</sup> 管理層 <sup>8</sup>	425	335	378
Non-management 非管理層	2,984	2,939	2,776
<b>Total workforce by age group</b> 按年齡組別劃分的勞動力總數			
18-39 18至39歲	1,492	1,403	1,431
40-59 40至59歲	1,836	1,797	1,664
60 or above 60歲以上	81	74	59
<b>Total workforce by geographic location</b> 按地域劃分的勞動力總數			
Mainland China 中國內地	2,519	2,493	2,305
Hong Kong 香港	725	781	849
Other Region <sup>9</sup> 其他地區 <sup>9</sup>	165	N.A. 不適用	N.A. 不適用

7 We updated our social KPI calculation approach in a way that comprehensively excludes outsourced workers. For consistency, pertinent FY2022 and FY2021 social KPIs have been restated accordingly.

8 Beginning in FY2023, the criteria defining "Management" have been refined.

9 The Group acquired Nissin Foods Vietnam Co., Ltd ("Nissin Vietnam") in June 2023, which owns and operates an instant noodles factory covering an area of approximately 60,000-square-metre in Binh Duong Province, Vietnam. Data pertaining to Nissin Vietnam therefore is only available from July 2023 onwards.

7 我們已更新社會關鍵績效指標計算方法，全面排除外判工作人員。為保持一致性，相關2022財年及2021財年的社會關鍵績效指標已據此重列。

8 2023財年起，「管理層」的定義標準已修訂。

9 本集團於2023年6月收購Nissin Foods Vietnam Co., Ltd(「日清越南」)，該公司在越南平陽省擁有並營運佔地約60,000平方米的即食麵工廠。因此，僅自2023年7月起可得日清越南的相關數據。

## KPI SUMMARY 關鍵績效指標概要

Social KPIs 社會關鍵績效指標	2023 2023年	2022 2022年	2021 2021年
<b>Employee turnover<sup>10</sup></b> 僱員流失率 <sup>10</sup>			
Employee turnover 僱員流失率	22%	23%	26%
<b>Employee turnover rate by gender</b> 按性別劃分的僱員流失比率			
Male 男性	24%	27%	32%
Female 女性	20%	20%	21%
<b>Full-time employee's turnover rate by age group</b> 按年齡組別劃分的全職僱員流失比率			
18-39 18至39歲	29%	30%	39%
40-59 40至59歲	14%	16%	16%
60 or above 60歲以上	68%	62%	75%
<b>Employee turnover rate by geographic location</b> 按地域劃分的僱員流失比率			
Mainland China 中國內地	22%	21%	29%
Hong Kong 香港	19%	31%	19%
Other Region <sup>11</sup> 其他地區 <sup>11</sup>	N.A. 不適用	N.A. 不適用	N.A. 不適用
<b>Occupational health and safety</b> 職業健康及安全			
Number of fatalities in the past three years 過往三年死亡人數	0	0	0
Rate of fatalities in the past three years 過往三年死亡率	0%	0%	0%
Loss days due to injury (No. of days) 因工傷損失工作日數(天數)	1,787	1,297	932

10 We refined our approach to calculating employee turnover rates by including the previously excluded retired employees in the calculation. The relevant FY2021 and 2022 figures are thereby restated. This adjustment is made to ensure we provide an accurate, transparent, and comprehensive disclosure of our workforce dynamics.

11 Data pertaining to Nissin Vietnam is only available from July 2023 onwards.

10 我們已修訂計算僱員流失比率的方法：包括先前於計算中排除的退休僱員。2021財年及2022財年的相關數字因此經重列。進行這項調整是為了確保我們就我們的員工動態提供準確、透明及全面的披露。

11 僅自2023年7月起可得日清越南的相關數據。



Social KPIs 社會關鍵績效指標	2023 2023年	2022 2022年	2021 2021年
<b>Training</b> 培訓			
<b>Percentage of employee trained</b> 受訓僱員百分比			
Male 男性	<b>81%</b>	92%	61%
Female 女性	<b>73%</b>	75%	63%
Management 管理層	<b>69%</b>	76%	59%
Non-management 非管理層	<b>78%</b>	84%	63%
<b>Average training hours completed (No. of hours)</b> 已完成平均培訓時數(時數)			
Male 男性	<b>22.39</b>	23.18	3.66
Female 女性	<b>22.86</b>	21.77	2.88
Management 管理層	<b>20.14</b>	18.80	4.30
Non-management 非管理層	<b>22.94</b>	22.84	3.12

# ESG REPORTING GUIDE CONTENT INDEX 《環境、社會及管治報告指引》內容索引

Material Aspect 主要範疇	Content 內容	Page Index/Remarks 頁碼索引/備註
<b>A. Environmental</b>		
<b>A. 環境</b>		
<b>A1 Emissions</b>		
<b>A1 排放物</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste. 有關廢氣及溫室氣體排放、向水及土地之排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響之相關法律及規例的資料。	17-18
A1.1	The types of emissions and respective emissions data. 排放物種類及相關排放數據。	17-18, 58
A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 直接(範圍1)及能源間接(範圍2)溫室氣體排放量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	58
A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	59
A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	59
A1.5	Description of emissions target(s) set and steps taken to achieve them. 描述所訂立的排放量目標及為達到這些目標所採取的步驟。	17-18
A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	24
<b>A2 Use of Resources</b>		
<b>A2 資源使用</b>		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	20-21, 24-25
A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及/或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	59
A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	25, 59
A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	18-20
A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	24-25
A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced. 製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	59

Material Aspect 主要範疇	Content 內容	Page Index/Remarks 頁碼索引/備註
<b>A3 The Environment and Natural Resources</b>		
<b>A3 環境及天然資源</b>		
General Disclosure 一般披露	Policies on minimising the issuer's significant impacts on the environment and natural resources. 減少發行人對環境及天然資源造成之重大影響的政策。	20-21
A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them. 描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	20-25
<b>A4 Climate Change</b>		
<b>A4 氣候變化</b>		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 有關識別及緩解已影響及可能影響發行人的重大氣候相關問題的政策。	25-26
A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	26-31
<b>B. Social</b>		
<b>B. 社會</b>		
<b>Employment and Labour Practices</b>		
<b>僱傭及勞工常規</b>		
<b>B1 Employment</b>		
<b>B1 僱傭</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視和其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響之相關法律及規例之資料。	43-44
B1.1	Total workforce by gender, employment type (for example, full- or parttime), age group and geographical region. 按性別、僱傭類型(如全職或兼職)、年齡組別及地區劃分的僱員總數。	60
B1.2	Employee turnover rate by gender, age group and geographical region. 按性別、年齡組別及地區劃分的僱員流失比率。	61
<b>B2 Health and Safety</b>		
<b>B2 健康與安全</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards. 有關提供安全工作環境及保障僱員免受職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響之相關法律及規例之資料。	44-45
B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year. 過去三年(包括匯報年度)每年因工亡故的人數及比率。	61
B2.2	Lost days due to work injury. 因工傷損失工作日數。	61
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored. 描述所採納的職業健康與安全措施，以及相關執行及監察方法。	44-45



Material Aspect 主要範疇	Content 內容	Page Index/Remarks 頁碼索引/備註
<b>B3 Development and Training</b>		
<b>B3 培訓及發展</b>		
General Disclosure 一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. 有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	45-47
B3.1	The percentage of employees trained by gender and employee category (e.g., senior management, middle management). 按性別及僱員類別(如高級管理層、中級管理層)劃分的受訓僱員百分比。	62
B3.2	The average training hours completed per employee by gender and employee category. 按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	62
<b>B4 Labour Standards</b>		
<b>B4 勞工準則</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	43-44
B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例之措施以避免童工及強制勞工。	44
B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	44
<b>Operating Practices</b>		
<b>營運慣例</b>		
<b>B5 Supply Chain Management</b>		
<b>B5 供應鏈管理</b>		
General Disclosure 一般披露	Policies on managing environmental and social risks of the supply chain. 管理供應鏈之環境及社會風險政策。	39-41
B5.1	Number of suppliers by geographical region 按地區劃分的供應商數目。	39
B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	39-41
B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	39-41
B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	41

Material Aspect 主要範疇	Content 內容	Page Index/Remarks 頁碼索引/備註
<b>B6 Product Responsibility</b>		
<b>B6 產品責任</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy. 有關健康與安全、廣告、標籤及私隱事宜的： (a) 政策；及 (b) 遵守對發行人有重大影響之相關法律及規例的資料。	34-37
B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons. 已售或已運送產品總數中因安全與健康理由而須回收的百分比。	34
B6.2	Number of products and service related complaints received and how they are dealt with. 接獲關於產品及服務的投訴數目以及應對方法。	34-35
B6.3	Description of practices relating to observing and protecting intellectual property rights. 描述與維護及保障知識產權有關的慣例。	50-51
B6.4	Description of quality assurance process and recall procedures. 描述質量檢定過程及產品回收程序。	34-37
B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored. 描述消費者資料保障及私隱政策，以及相關執行及監察方法。	50-51
<b>B7 Anti-corruption</b>		
<b>B7 反貪污</b>		
General Disclosure 一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering. 有關賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響之相關法律及規例的資料。	15
B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. 於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	15
B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. 描述防範措施及舉報程序，以及相關執行及監察方法。	15
B7.3	Description of anti-corruption training provided to directors and staff. 描述向董事及員工提供的反貪污培訓。	15
<b>Community</b>		
<b>社區</b>		
<b>B8 Community Investment</b>		
<b>B8 社區投資</b>		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解發行人營運所在社區之需要和確保其業務活動會考慮社區利益的政策。	54-57
B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	54-57
B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	54-57