

Power of employees - to demonstrate individual's potential to the fullest -

At Nissan, employees are the cornerstone for creating the various values needed to achieve our long-term vision, Nissan Ambition 2030, and in turn, our corporate purpose of "Driving innovation to enrich people's lives." HR Ambition 2030*1 is Nissan's human resources strategy for achieving Nissan Ambition 2030, under which we foster a corporate culture where employees learn and demonstrate their abilities and potential, and the company and employees continue to grow together.

Under the NSP2030 social initiatives program, we have taken relevant human resource initiatives from HR Ambition 2030 and have defined them as "the power of employees." We have set goals for 2030 in the four areas of employee human rights; diversity, equity and inclusion; learning and development; and health and safety. The initiatives are aimed to help Nissan become a people-centric company that grows together with employees, local communities, and partners.

Global Employee Survey

For Nissan, employees are our greatest asset. Since 2005, we have conducted Global Employee Survey to continuously improve employee engagement with the aim of creating an inclusive organization in which each and every one of our diverse human resources can demonstrate their capabilities and grow over the medium to long term.

We continuously monitor "Engagement"*2 as key indicators, as well as five priority areas*3 that have high precedence throughout the company. Survey results are disclosed internally and analyzed by each division and in each region, with improvement activities conducted under the direct ownership of top management. These key indicators are also set as one of the evaluation indicators for annual bonuses for executives and management-level employees. In the recent fiscal years, we have been focusing improvement activities on issues that include accelerating decision-making and improving psychological safety. The Global Employee Survey*4 was conducted in February 2024 showed 2 points improvement over the previous year in the "Engagement" score. Scores also improved steadily in all five focus areas.

Engagement score



*Score for the entire Nissan Group, including affiliated companies

*1 Please refer to the 2023 Securities Report (P27) for details of HR Ambition 2030. <https://www.nissan-global.com/EN/IR/LIBRARY/FR/2023/ASSETS/PDF/fr2023.pdf#page=29>

*2 "Engagement" consists of two parameters: "Satisfaction with working at Nissan" and "I can recommend Nissan as a great place to work."

*3 Five priority areas: Enablement (environment that supports employee motivation and ease of working to facilitate achievement of full potential); Corporate ethics; Leadership; Corporate culture; and diversity, equity and inclusion.

*4 Approximately 101,000 people responded globally. (91% participation rate)