

Social data

Employee data

(FY)

	Unit	2022	2023	2024
Consolidated number of employees*1	People	131,719 (15,397)	133,580 (16,549)	132,790 (16,031)
	Japan	60,423 (14,550)	60,468 (15,248)	60,902 (15,065)
	North America	37,745 (182)	40,262 (310)	40,242 (234)
	Europe	10,037 (274)	9,999 (693)	9,771 (478)
	Asia	17,649 (57)	16,958 (48)	16,210 (40)
	Other regions	5,865 (334)	5,893 (250)	5,665 (214)
	People	8,067	6,969	2,558
Number of new hires of indirect employees*2	Japan*3	1,464	1,765	1,471
	North America	4,995	3,989	564
	Europe	638	550	145
	Asia	204	360	249
	Other regions	766	415	129
Employee turnover rate*2	%	5.3	4.0	3.7
	Japan*3	2.6	2.9	2.8
	North America	6.9	3.4	3.1
	Europe	7.3	4.5	4.3
	Asia	3.9	10.2	8.0
	Other regions	5.6	8.0	6.5
Ratio of women managers	%	15.5	15.9	16.2
GES*4 (engagement)	Score	69	71	69
	Response rate	90	91	89
Serious accident count (GUR)*5		44	22	31
Occupational accident frequency rate (FR1)		0.91	0.85	0.92

		Unit	2022	2023	2024
Nissan Motor Co., Ltd.					
Number of employees		People	23,525	24,034	24,413
	Men	People	20,174	20,510	20,839
	Women		3,351	3,524	3,574
Average age		Age	41.7	41.2	41.0
	Men	Age	41.8	41.3	41.0
	Women		40.9	40.7	40.8
Average length of service		Years	16.4	15.0	14.7
	Men	Years	17.1	15.6	15.2
	Women		12.3	11.2	11.3
Number of new hires		People	1,527	1,765	1,819
	Men	People	1,316	1,465	1,553
	Women		211	300	266
Employee turnover rate*6		%	6.2	6.2	5.0
	Voluntary Resignation	%	2.7	2.4	2.8
Disabled employment ratio		%	2.5	2.5	2.6
Number of unionized employees*7		People	26,434	26,531	26,701
Average annual salary*8		Yen	8,509,353	8,771,496	8,956,336
Men and women employees average pay difference*9	All employees	%	81.9	82.5	83.8
	Regular employees	%	78.0	79.0	81.0
	Non-Regular employees	%	88.1	81.6	81.0

		Unit	2022	2023	2024
Ratio of employees subject to personnel evaluation		%	100	100	100
Days of paid holiday taken		Days	19.7	19.0	18.8
Taken paid holiday ratio		%	96	97	94
Average overtime		Hours/month	25.6	25.4	20.3
Number of employees taking childcare leave		People	373	412	696
	Men	People	246	302	515
	Women		127	110	181
Ratio of men employees taking childcare leave*10		%	42.3	51.4	65.5
Ratio of employees those who return from childcare leave		%	94.2	96.9	97.7
	Men	%	94.3	95.5	96.9
	Women		94.1	99.3	100
Number of employees taking nursing care leave		People	13	25	19
	Men	People	11	20	13
	Women		2	5	6
Number of Women managers		People	330	346	374
	Ratio	%	10.4	10.7	11.5
Of which, equivalent to GM		People	92	99	114
	Ratio	%	8.6	9.0	10.2
Non-Japanese indirect employee ratio		%	5.8	6.4	6.8
Non-Japanese manager ratio		%	5.8	6.2	6.3

*1 Numbers in brackets denote part-time employees not included in the consolidated

*2 These figures are calculated for only indirect employees

*3 Total of Nissan Motor Co., Ltd. and Nissan Motor Kyushu Co., Ltd.

*4 GES: Global Employee Survey. A maximum score of 100 points, average score of 88 domestic and overseas companies that participated in the employee awareness survey.

*5 Applies to all workers (including employees of partner companies and other companies and visitors, regardless of employment status or affiliation) on our sites (Nissan Motor Co., Ltd., Nissan Motor Kyushu Co., Ltd., and overseas production sites).

*6 Employee turnover rate includes retirement.

*7 Number of unionized employees includes full-time employees, Senior Partners (reemployment after retiring). Number of unionized employees includes those of Nissan Motor Kyushu.

*8 Average annual salary for employees includes bonuses and overtime pay.

*9 Ratio of the average pay of women employees to that of men employees, calculating the average pay by dividing the total amount paid, including salaries, allowances, and bonuses, by the number of employees. Although there is a gap in average pay per person due to differences in composition between men employees and women employees, such as the ratio of managers, there is no difference in treatment between men employees and women employees in the pay.

*10 Ratio of men employees taking childcare leave: (Numerator) Number of men employees who take childcare leave at least 1 day in the year. (Denominator) Number of men employees whose spouses give birth in the year.

Employee data (continued)

		Unit	2022	2023	2024
Training session	Annual number of participants	People	519,905	514,187	549,382
	Total hours of training	Hours	392,294	358,597	405,861
	Average hours per employee	Hours	16.5	14.9	16.8
	Participant satisfaction (out of 5)	Score	Above 4.2	Above 4.2	Above 4.2
	Investment per employee	Yen	75,000	76,000	63,000

Executives

		Unit	FY2022	FY2023	As of July 1st, 2025
Non-Japanese executive ratio of the officers defined by the Companies Act		%	46.7	40.0	50.0
Woman ratio of the officers defined by the Companies Act		%	23.1	26.7	28.6
Number of women Board of Directors		People	2	3	4
	Ratio	%	16.7	25.0	33.3
Of which, internal		People	0	0	1
	Ratio	%	0	0	25.0
Of which, external		People	2	3	3
	Ratio	%	28.6	37.5	37.5

Labor union

Most of the company’s employees are affiliated with the Nissan Motor Workers’ Union, for which the governing body is the All Nissan and General Workers Unions, and the Japanese Trade Union Confederation (RENGO) through the Confederation of Japan Automobile Workers’ Unions. The labor management relations of the company are stable, and the number of union members was 26,701 including those of Nissan Motor Kyushu as of March 31, 2025. At most domestic Group companies, employees are affiliated with their respective trade unions on a company basis, and the governing body is the All Nissan and General Workers Unions.

Diversity, equity and inclusion

External recognition*1

Region	Awarded company	Awarded year (in calendar year)	Title of the Award	Sponsor
Japan	Nissan Motor Co., Ltd	2024	Gold Award in PRIDE Index (eighth consecutive year)	Work with Pride
		2022	LinkedIn Talent Awards 2022 Diversity Champion category finalist	LinkedIn
		2017	Level-three Eruboshi accreditation	Kanagawa Labor Bureau, Ministry of Health, Labour and Welfare (MHLW)
		2017	Nadeshiko Brand (fifth consecutive year)	Ministry of Economy, Trade and Industry (METI) and Tokyo Stock Exchange (TSE)
		2015	Platinum Kurumin Mark	Kanagawa Labor Bureau, MHLW
		2015	Japan's Minister of State for Special Missions Prize, Advanced Corporation Awards for the Promotion of Women	Gender Equality Bureau, Cabinet Office
Americas	Nissan North America	2025	Platinum Sponsorship Award	NAACP – Murfreesboro Branch
		2025	Diamond Sponsorship Award	African-American Society of Williamson County
		2024	All-Time Top Corporation	Women's Business Enterprise National Council (WBENC)(U.S.)
		2024	Corporate Sponsor of the Year	100 Black Men of Dallas
		2024	All Stars Business Partner	Metropolitan Nashville Public Schools – Academies of Nashville
	Nissan Canada Inc.	2024	Great Place to Work Canada (sixth consecutive year)	Great Place to Work
		2024	Canada's Most Admired Corporate Cultures™	Waterstone Human Capital
		2024	Excellence Awardee for Diversity & Inclusion	Human Resources Director Canada
	Nissan Mexicana, S.A. De C. V., NR Finance Mexico	2025	Best Places to Work LGBTQ+ Mexico (Fifth consecutive year for NR Finance Mexico, fourth consecutive year for Nissan Mexicana, S.A. De C. V.)	Human Rights Campaign Equidad MX
		2024	Top Company for Women (third consecutive year)/Super Company (fourth consecutive year)	Top Companies – Expansion
	all Nissan South America countries, Argentina, Chile, Brazil and Peru	2024	Great Place to Work for Argentina, Chile, Brazil and Peru (third consecutive year)	Great Place to Work
		2024	Best place to Work LGBTQIAP+ (first year) for Nissan Argentina, Chile and Brazil	Human Rights Campaign
		2024	Racial Equality (second consecutive year) for Nissan Brazil	Instituto de Identidades do Brasil
		2024	Most inclusive companies for automotive (second consecutive year) for Nissan Brazil	Automotive Business
AMIEO Africa/Middle East/India/ Europe /Oceania	Nissan Motor (GB) Ltd.	2024	Outstanding Corporate Social Responsibility Award	Metro
		2024	Pride 365 Certified (fourth consecutive year)	InterPride(UK)
	Nissan Australia & New Zealand	2024	Great Place to Work	Great Place to Work
ASEAN	Nissan Philippines, Inc.	2024	Best Employer Brand 2024	Employer Brand Institute of India

*1 In the United States, Nissan has also received awards other than those listed above.

Safety

Major external safety ratings (Based on fiscal year 2024 assessments)

Regions	External Assessments	Rating	Models	Ratio*1
U.S.	NCAP*2	5 ★ Overall Rating (2024 model year)	Nissan LEAF, Nissan LEAF Plus, Murano, Altima, Sentra, Versa, Rogue, Nissan ARIYA, Pathfinder, INFINITI QX50, QX60	11/16
		4 ★ Overall Rating (2024 model year)	TITAN (Crew Cab), Frontier (Crew Cab), Kicks, Armada, INFINITI QX80	5/16
	IIHS*3	2025 Top Safety Pick+	Pathfinder, Armada, Murano, INFINITI QX80	4/15
		2025 Top Safety Pick	INFINITI QX60	1/15
Latin America	Latin NCAP	5 ★	Kicks	1/1

*1 Number of vehicles that received rating/Number of vehicles evaluated
*2 NCAP: U.S. National Highway Traffic Safety Administration's New Car Assessment Program
*3 IIHS: U.S. Insurance Institute for Highway Safety
*4 Each recall action is counted as one case, so the total number of recalls in each country and region is not equal to the global number of recalls. We respond to all safety-related investigation requests from authorities in each country.

Product safety and quality

Recalls in FY2024*4

Country/Region	Number of recalls	Recalled vehicles (1,000 units)
Japan	13	386
North America	20	639
Europe	14	130
Other	13	100
Global	42 *4	1,256

Contributing to local communities

Social contribution achievements in FY2024

Cumulative number of employees participating in global social contribution activities: Approximately 66,000
Cumulative number of beneficiaries from global social contribution activities: Over 1 million
Global social contributions: 2.34 billion yen
Social contributions include:

- Expenses for implementing philanthropic activities (excluding labor costs)
- Monetary donations and NPO membership fees for philanthropic purposes
- Cash equivalents of in-kind donations
- Sponsorship fees for philanthropic initiatives

Breakdown of FY2024 global social contributions

	Amount (¥ million)	% of total
Philanthropic activities	659	28.2
Monetary donations	1,101	47.1
In-kind donations (cash equivalent)	205	8.8
Sponsorships, etc.	373	15.9
Total	2,338	100