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Social Data

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Employee Data

(FY)

		2017	2018	2019
Nissan Motor Co., Ltd.				
Number of employees		22,272	22,791	22,717
	Male	19,908	20,269	20,100
	Female	2,364	2,522	2,617
Average age (years)		42.5	41.8	41.4
	Male	43.0	42.0	41.8
	Female	38.1	38.2	38.3
Average length of service (years)		19.4	18.4	17.7
	Male	20.0	18.9	18.1
	Female	14.2	14.3	13.9
Employee turnover rate (%) ^{*1}		5.4	6.2	6.6
	Voluntary leave	1.3	2.0	3.1
Average annual salary (yen) ^{*2}		8,184,466	8,154,953	8,102,672
Disabled employment ratio (%)		2.08	2.30	2.22
Number of employees taking parental leave		255	380	386
	Male	29	40	51
	Female	226	340	335
Male employee parental leave acquisition rate (%) ^{*3}		4	6	5
Ratio of returnees from parental leave (%)		95.2	97.3	95.6
	Male	100	100	97.2
	Female	94.5	96.7	95.2
Number of employees taking nursing care leave		13	6	7
	Male	8	4	3
	Female	5	2	4
Days of paid holiday taken		19.0	19.0	19.5
Taken paid holiday ratio (%)		97	97	99
Average overtime hours/month		22.1	23.9	24.16

Number of unionized employees ^{*4}		25,377	25,789	26,316
Number of female managers		314	320	325
	Ratio (%)	10.7	10.4	10.1
- Female general and higher-level managers		82	79	80
	Ratio (%)	8.2	7.6	7.4
Number of female corporate officers		2	2	2
	Ratio (%)	3.8	4.1	4.1
Number of female board members		0	1	2
	Ratio (%)	-	12.5	16.7
- Female board members (internal)		0	0	0
	Ratio (%)	-	-	-
- Female board members (external)		0	1	2
	Ratio (%)	-	33.3	28.6
Number of female auditors		0	0	1
	Ratio (%)	-	-	20
Number of new graduates hired		684	815	738
	Male	558	651	614
	Female	126	164	124

*1 Employee turnover rate includes retirement.

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

*3 Ratio of male employees taking parental leave:

(Numerator) Number of male employees who take parental leave at least 1 day in the year.
(Denominator) Number of male employees whose spouses give birth in the year.

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

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Consolidated Basis

(FY)

	2017	2018	2019
Consolidated			
Consolidated number of employees*	138,910 ↓ (19,924)	138,893 ↓ (19,240)	136,134 ↓ (22,761)
Japan	59,431	58,966	58,134
North America	36,080	36,594	36,148
Europe	16,807	16,119	14,824
Asia	20,807	20,872	21,023
Other countries	5,785	6,342	6,005

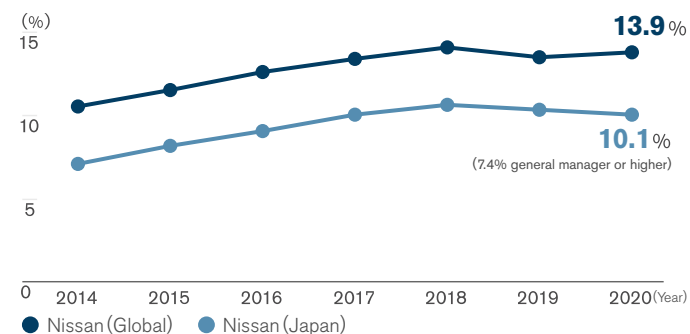
* Numbers in brackets represent part-time employees not included in the consolidated number of employees.

Trade 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 26,316 including those of Nissan Motor Kyushu as of March 31, 2020. 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. At foreign Group companies, employees' rights to select their own trade unions are respected according to the relevant labor laws and labor environment in each country.

Diversity and Inclusion

Ratio of Women in Management Positions



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Nissan's Awards for Diversity*

Year	Award	Sponsor
2019	PRIDE Index: Gold Award	work with Pride
2018	PRIDE Index: Gold Award	work with Pride
2017	PRIDE Index: Gold Award	work with Pride
2017	Perfect Score (100) in Corporate Equality Index (5th straight year)*1	Human Rights Campaign (U.S.)
2017	Level-three Eruboshi accreditation	Kanagawa Labor Bureau, Ministry of Health, Labour and Welfare (MHLW)
2017	Nadeshiko Brand (5th straight year)	METI and TSE
2015	Incentive prize, Empowerment Award	Japan Productivity Center
2015	Platinum Kurumin Mark	Kanagawa Labor Bureau, MHLW
2015	Prize for excellence, 15th Telework Promotion Awards	Japan Telework Association
2015	Japan's Minister of State for Special Missions Prize, Advanced Corporation Awards for the Promotion of Women	Gender Equality Bureau, Cabinet Office
2014	DiversityInc Top 25 Noteworthy Companies for Diversity & Inclusion*2	DiversityInc (U.S.)
2013	Diversity Management Selection 100	METI
2013	Grand Prize, J-Win Diversity Awards	J-Win
2008	Catalyst Award	Catalyst Inc. (U.S.)

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

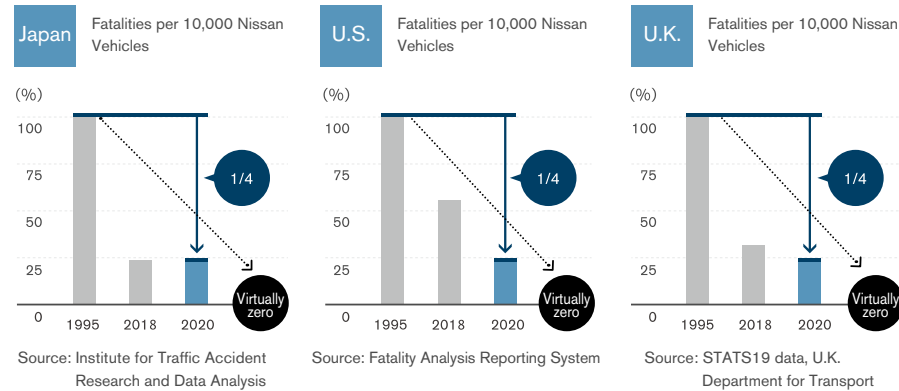
*1, *2 Awarded to NNA.



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Traffic Safety

Fatalities per 10,000 Nissan Vehicles



Key Achievements for Nissan Safety Technology

In January 2015, we expanded Intelligent Emergency Braking to more models. By the end of fiscal 2015, the technology was available on nearly all vehicle categories sold in Japan, including electric vehicles and commercial vehicles, and standard on all major models. In North America, it is now standard on several models including the Pathfinder, Altima and Rogue. In Europe, it is available on the Juke, X-Trail, Qashqai, Micra and other key models.

Our vehicles have earned high safety ratings on many public and governmental tests held in various regions.

In particular in Japan, the Serena minivan received a perfect score and the Nissan Dayz received the highest score for a “kei” minicar in JNCAP’s Active Safety Assessment for fiscal 2019. The assessment has added a rigorous test of the autonomous emergency braking system for pedestrians at night to simulate driving on roads without streetlights. In addition, through fiscal 2019, 13 major models featuring Intelligent Emergency Braking were approved under the Advanced Emergency Braking System certification launched by the Ministry of Land, Infrastructure, Transport and Tourism in fiscal 2018.

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Major External Safety Ratings (Based on 2019 Assessments)

Regions	External Assessments		Models	Rating
Japan	JNCAP*1	Collision Safety Performance Assessment	Nissan Dayz	5★ (Highest rating)
		Preventive Safety Performance Assessment	Nissan Dayz (highest score for a "kei" minicar) Serena (perfect score)	ASV+++ (Highest rating)
		Automatic Accident Emergency Call System Assessment	Nissan Dayz	SOS+ (on-board type)
U.S.	NCAP*2	INFINITI QX60, INFINITI QX50, Murano, Altima, Pathfinder, Maxima, Sentra		5★ Overall Rating (2020 model year)
		INFINITI QX80, Armada, Frontier (Crew Cab), Rogue		4★ Overall Rating (2020 model year)
	IIHS*3	Maxima		2020 Top Safety Pick+
		Altima		2020 Top Safety Pick
Europe	Euro NCAP	Juke		5★
China	C-NCAP	Sylphy		5★

*1 JNCAP: The Japan New Car Assessment Program. An automobile assessment program run by the Ministry of Land, Infrastructure, Transport and Tourism and the National Agency for Automotive Safety and Victims' Aid (NASVA).

*2 NCAP: The U.S. National Highway Traffic Safety Administration's New Car Assessment Program.

*3 IIHS: The U.S. Insurance Institute for Highway Safety.

Human Resource Development

Training Program Achievements at Nissan Motor Co., Ltd.

Performance Indicators for Training Programs	FY2017	FY2018	FY2019
Number of learners	171,949	241,674	263,240
Total hours of training	689,536	482,103	590,696
Hours per learner	30.6	21.5	26.0
Learner satisfaction (out of 5)	over 4.2	over 4.2	over 4.2
Investment per employee (¥)	73,000	86,000	90,000

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Contributing to Local Communities

Social Contribution Achievements in FY2019

Global social contributions (FY2019): ¥1.61 billion

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 FY2019 Social Contributions (Nissan Global)

	Philanthropic activities	Monetary donations	In-kind donations (cash equivalent)	Sponsorships, etc.	Total
Amount (¥ million)	549	741	60	264	1,614
% of total	34.0	45.9	3.7	16.4	100

	Disaster	Contribution in FY2019
	Wide-area power outages caused by Typhoon Faxai (Japan)	<ul style="list-style-type: none"> ▪ To supply power to areas suffering outages, Nissan Motor Co., Ltd. provided 53 Nissan LEAF electric vehicles with portable power stations to local government authorities and welfare facilities, etc.
Torrential rains from Typhoon Hagibis (Japan)	<ul style="list-style-type: none"> ▪ ¥10 million donation from Nissan Motor Co., Ltd. to Japan Platform ▪ Donation from employees of Nissan Motor Co., Ltd. plus matching donation from the company to Japan Platform ▪ Nissan Motor Co., Ltd. lent out 68 vehicles to the disaster-struck area and dispatched employee volunteers to Iwaki City (275 volunteers in total) ▪ Nissan Motor Co., Ltd. and dealership lent out four Nissan LEAF to the volunteer center for disaster relief in Nagano to supply electricity 	
Volcano eruption (Philippines)	<ul style="list-style-type: none"> ▪ Donation from Nissan Philippines (NPI) of three Navara 	
Novel coronavirus (COVID-19) outbreak (China)	<ul style="list-style-type: none"> ▪ Donation of 5 million RMB and 100,000 masks from Nissan Motor Co., Ltd., Nissan (China) Investment (NCIC) and Dongfeng Motor Co., Ltd. 	
Tornado in Tennessee (U.S.)	<ul style="list-style-type: none"> ▪ Donation of \$150,000 to the American Red Cross from Nissan North America (NNA). 	