

Global Code of Conduct

a. Comply with all Laws and Rules

Nissan Employees are expected to follow all applicable laws and regulations of the country in which they work as well as all Company policies and rules.

b. Promote Safety

Nissan is committed to safety and wellness. Nissan Employees are expected to engage in safe work practices to promote a healthy work environment. Nissan is also committed to the safety of our customers, their passengers and pedestrians, and to do so Nissan Employees should continually promote safety of Nissan products and their safety measures, and raise awareness of road safety.

c. Avoid Conflicts of Interest

Employees are expected to act in the best interests of Nissan. It is not permitted for Employees to behave, act, or use information in a way that conflicts with Company interests. Furthermore, Employees must attempt to avoid even the appearance of a conflict of interest.

d. Preserve Company Assets

Nissan Employees are accountable for preserving and safeguarding Company assets. The unauthorized or improper use of Company assets, including funds, confidential business information, physical property and intellectual property, is prohibited.

e. Be Impartial and Fair

Nissan Employees must maintain impartial and fair relationships with business partners, including dealers, suppliers, and other third parties.

f. Be Transparent and Accountable

Accounts and records shall be maintained with integrity. Nissan Employees shall make accurate, transparent, timely and appropriate disclosures of the Company's business activities to our stakeholders, including shareholders, management, customers, other Employees, and local communities.

g. Value Diversity and Provide Equal Opportunity

We value and respect the diversity and inclusion of our Employees, suppliers, customers and communities. Discrimination, retaliation or harassment, in any form or degree, will not be tolerated.

h. Be Environmentally Responsible

Nissan Employees shall strive to consider the environment and environmental protection when developing products and services, promote recycling and conserve materials and energy.

i. Be Active and Report Violations

Nissan Employees are expected to carry out their work in accordance with the Code of Conduct. Employees who suspect that a violation of the Code of Conduct has occurred are obligated to report it as soon as possible. Employees are encouraged to use the SpeakUp system to report their suspicions. Employees who act in good faith and report suspected violations will be protected from retaliation.

Definitions

- "Nissan" or "Company" refers to all regions and locations of Nissan Motor Co., Ltd. and its consolidated subsidiaries including foreign companies.
- "Nissan Employees" refer to respective officers, directors, employees, contract employees (where permitted by law), and other individuals employed by Nissan Group.