

NISSAN' s KENKO KEIEI* Initiative

*KENKO KEIEI :Health management framework which is designed by METI of Japan



Basic Approach

Mental and physical health is essential to creating a workplace where employees can work energetically and lead healthy lives with their families after they retire from NISSAN. We regard the safety and health of our employees as an important issue not only for individuals but also for our growth as NISSAN that continues to contribute to society.

Nissan's health and productivity management



Health declaration

Our Basic Policy on Safety and Health, "The safety and health of our employees takes priority over everything else," has been adopted as our "Health Declaration," and we will realize "health management" by considering employee health from a managerial perspective and implementing measures strategically and honestly.

Nissan Global Occupational Health and Safety Policy

Shared core value

Health and Safety is a core value and the highest priority at Nissan.

Basic Policy

From top management to each individual employee, Nissan recognizes and shares the importance of respecting each other involved in Nissan's operations as top priority. The company continuously and vigorously strives toward realizing a zero injury, zero-accident, zero-illness and safe workplace, by optimizing the working environment and promoting individual physical and mental health. We strive to eliminate or where not possible, minimize the hazards associated with our operations by incorporating Health and Safety best practices into our processes, equipment and facilities.

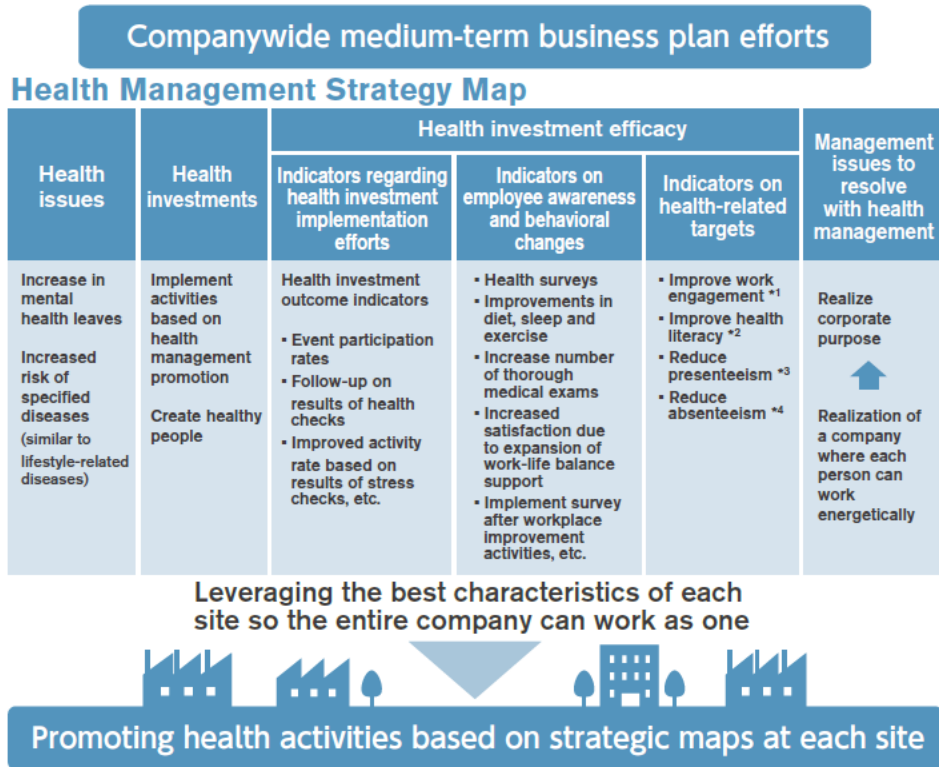
Nissan Motor Co., LTD. Representative Executive Officer, President and CEO

Makoto Uchida

Approaches to health issues

Under the health promotion organization in Japan, we visualize the health status of employees through data, and based on the data we analyze and predict the risk of disease, then implement health promotion activities and individual improvement programs.

In order to engage in more effective efforts, we create a health management strategy map to visualize company health issues and promote companywide efforts, while also creating strategy maps for each site to conduct health promotion activities incorporating regional characteristics and conditions at each site.



Promotion of health management within the Nissan Group

Starting in 2022, nine companies within the Nissan Group started regular meetings in the form of consultation sessions on health management, sharing activities and benchmarking. In 2023, the number of target companies will be expanded to 22, with NISSAN serving as the secretariat for regular meetings as the "Nissan Group Health Management Promotion Conference."

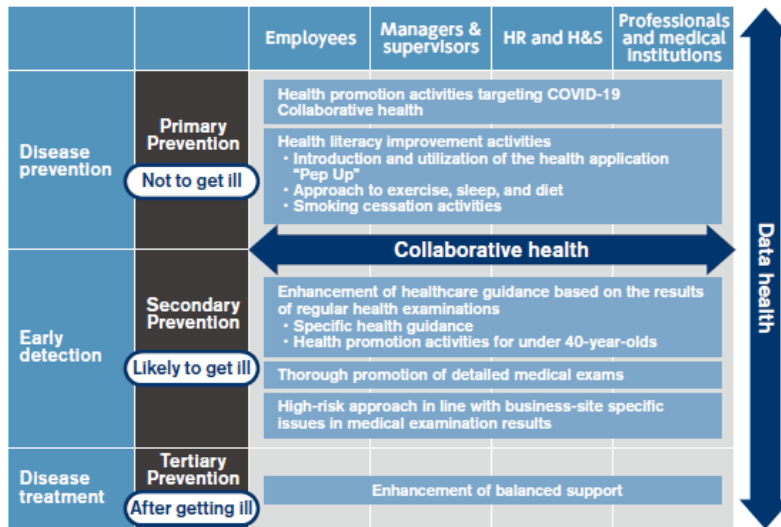
In addition to providing a forum for mutual study and sharing of other companies' activities, including reporting and discussion, we are also considering the disclosure of health data to fulfill social demands and social responsibility by promoting health management group-wide.

We are highly motivated to raise the quality of health management for the entire group and to take on the social responsibility of health management.



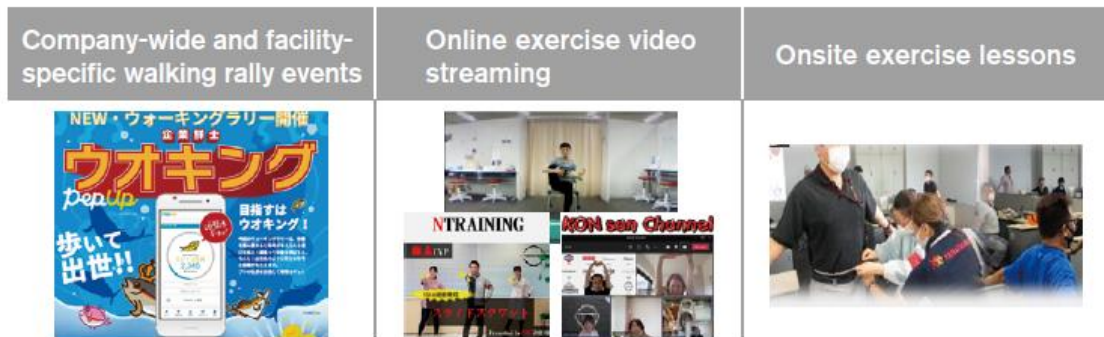
Solid efforts toward physical healthcare

In Japan, Nissan is focusing efforts on the following physical healthcare initiatives:



Due to lifestyle changes caused by COVID-19, weight gain became noticeable in fiscal 2020.

In order to prevent the increase of lifestyle-related diseases over time, the entire company has been promoting activities to "counteract weight increase caused by the pandemic" since FY2021 to the present, and we expect to return to the pre-COVID-19 pandemic weight in FY2023, as per our mid-term plan.



Going forward, we must increase our sensitivity to the health risks associated with this weight gain and take proactive measures to prevent lifestyle-related diseases. In addition to the solid physical health efforts we have made in the past, from FY2023 we are strengthening our activities, especially with regard to early detection and prevention of diseases.

Early detection of disease

Although there is no significant difference from the national average in the rate of screening examinations for cancer, we are strengthening efforts to improve the screening examination rate for cancers that have a high cure rate due to their significant impact on employees' quality of life and early detection and early treatment.

Improvement of screening uptake rate: colorectal cancer, stomach cancer, lung cancer

Improvement of cancer screening uptake rate: uterine cancer, breast cancer

Prevention of Diseases

Health literacy activities reinforce the following approaches to exercise, sleep, and diet.

Exercise : Strengthen measures against locomotion (Measurement by InBody, THP/exercise guidance, EMS promotion, etc.)

Sleep : Sleep seminars, video viewing and development

Meals : Provide cafeteria menus to raise health awareness

Non-smoking : Implementation of non-smoking program

Awareness Poster



Menu Introduction Poster



Awareness Poster



Menu Introduction Poster



Data health

As a population approach, Nissan has designed a data-driven health promotion and is working to disclose health data and the results of the analysis that has emerged through an internal portal.

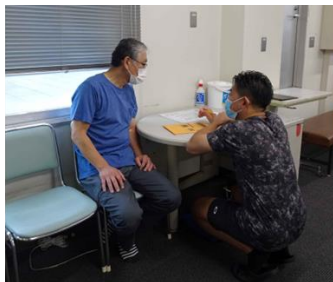
In-house clinics are able to plan and formulate detailed activities based on receipt data, and are able to respond with high sensitivity to absence results and disease trends.

In recent years, the high-risk approach has been part of the aging population control measures to combat locomotive syndrome. We strive to improve conditions and prevent illnesses by providing detailed support to raise awareness of health and work to improve it through initiatives that leverage the strengths of each of our in-house clinics.

Measurement by InBody



Post-measurement hearing

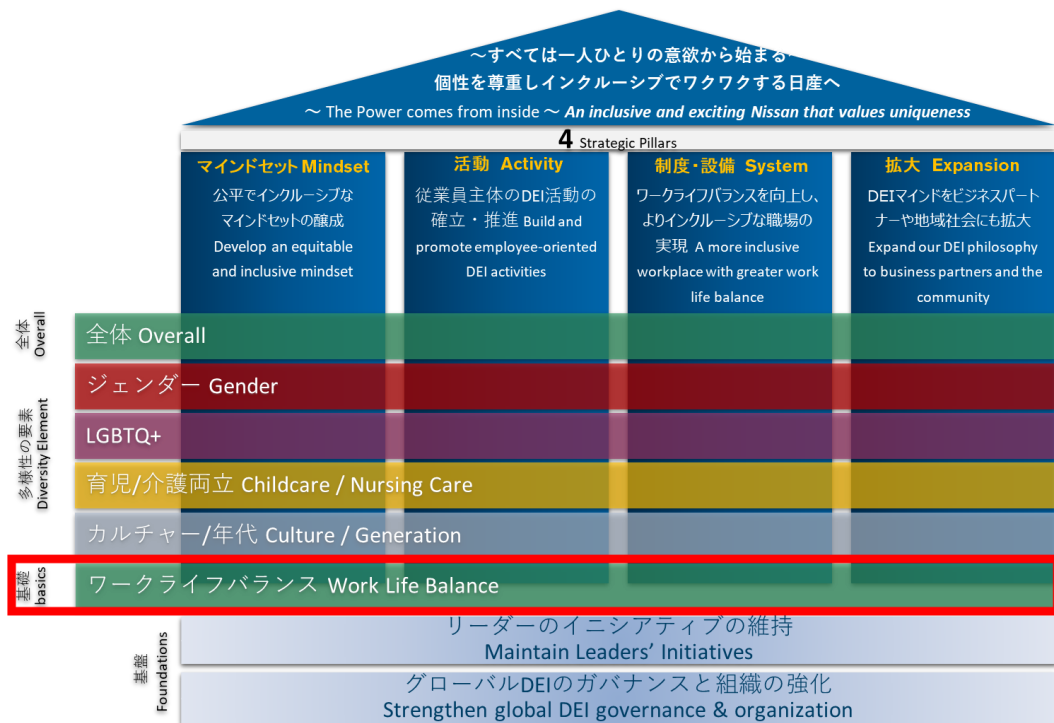


Exercise guidance by trainers



Nissan will continue to strengthen activities such as treatment of illnesses through support for work-life balance, and will make solid efforts in physical health care, including prevention of illnesses by raising health awareness, with the aim of reducing the number of employees taking time off from work.

Femtech as DEI Initiatives



Nissan has introduced health support initiatives including Femtech and DEI promotion for Nissan employees, their partners and family members by partnering with Cradle Co., Ltd. in 2023.

Femtech merges the words "Female" and "Technology," referring to products and services that offer solutions to women's health, including menopause, menstrual, infertility treatment. Although menstruation is a female-specific issue, fertility treatment and menopause are issues for both genders. Therefore, Nissan introduced this health support initiatives for both male and female. The employees, their partners, and family members can receive online seminars and healthcare support from medical institutions nationwide in Japan.

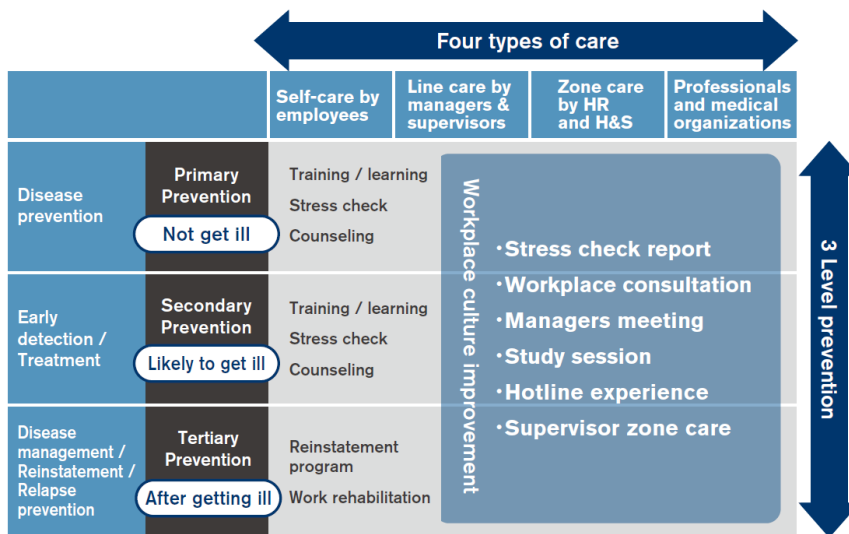
These initiatives are not only for the sake of supporting employee health, but also positioned as one of the initiatives to promote DEI, such as holding a seminar on the theme of "Femtech for DEI Promotion",

Nissan is continuously working to create a work environment where diverse talents can maximize their potential, by improving work-life balance based on the concept of equity that we will provide support to meet individual needs and circumstances.



Comprehensive mental healthcare

Mental healthcare in Japan includes the following features.



Achieve the “Four Types of Care” and “Primary, Secondary, and Tertiary Prevention” within the EAP

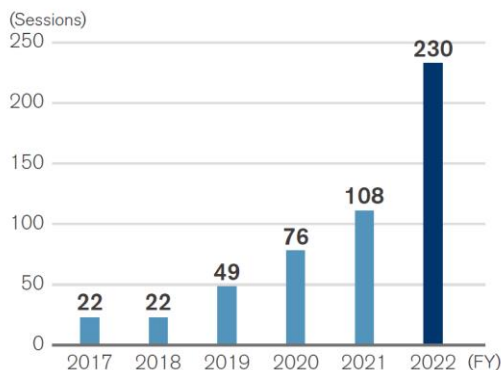
- * Enhancement of “self-care” through implementation of stress checks
- * Promotion of “line care,” workplace climate improvement activities based on the results of in-house questionnaires
- * Introduction of stratified “zone care”
- * Comprehensive reinstatement support program
- * Enhanced prevention of recurrence through in-house rework facility

EAP : Employee Assistance Program

Through analysis of stress levels based on internal questionnaires, Nissan has long been actively involved in line care, which is an improvement of the workplace culture. Meetings to report the results of organizational analysis are held at all divisions.

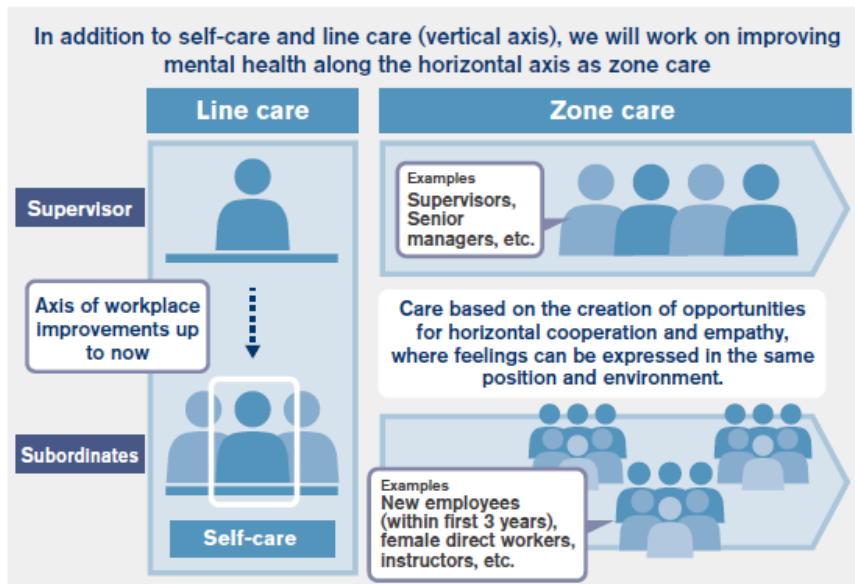
The key to promoting improvement activities is for higher-level executives (managers and supervisors) to recognize the results of their own organizational analysis and motivate them to engage in activities associated with the results. Therefore, in recent years, we have been expanding improvement activities by holding debriefing sessions for each division and department, as well as debriefing sessions for organizational analysis results at smaller units.

Number of debriefing sessions on results of organizational analysis



Debriefing Session

Accordingly, in recent years, Nissan has been expanding improvement activities by holding organizational analysis result report meetings in as small a format as possible, rather than being particular about departmental or divisional level meetings.



Amid close examination of organizational analyses and the promotion of activities, recent mental health leave numbers and the stratified analysis of stress levels reveal a remarkable need for care among some employees. Nissan calls this "zone care" and has recently implemented the following:

- Hotline experience for new graduate and mid-career hires
- Online sessions for indirect employees
- Youth round-tables, sessions
- Round-tables and coaching activities as a supervisor zone care

Strengthening Collaborative Health "GENBA Clinic"

As an approach to promote mental health care activities, we have called the clinic a "GEMBA Clinic" and have been promoting it internally. In recent years, the number of people with mental health problems in the field has been increasing, and in consideration of the work schedule, we are taking advantage of the strength of the clinic, where face-to-face consultations are available. This is an initiative to take advantage of the strength of the clinic, which offers face-to-face consultation.

By lowering the threshold for consultation, we have established a place where employees themselves and their supervisors can feel free to consult with us for initial mental health problems, such as depression or a continuous lack of energy. For this purpose, health nurses and nurses at the clinic proactively talk to employees during health checkups and other occasions, creating an atmosphere of easy consultation and a relationship of trust with supervisors, thereby embodying the concept of an "GEMBA Clinic".

Mental health care at NISSAN will continue to emphasize communication and dialogue, expand zone care, and further enhance self-care and line care to reduce the number of employees with mental illnesses and those who are absent from work, as well as to create a workplace where each and every employee can work with vitality.

“KENKO KEIEI” Strategies MAP

Strategies MAP

<Physical Health · Prevention of Infectious Diseases > :
Please refer to the attached PDF.

https://www.nissan-global.com/EN/SUSTAINABILITY/SOCIAL/EMPLOYEE/ASSETS/PDF/Physical_Health.pdf

Strategies MAP

<Mental Health> :
Please refer to the attached PDF.

https://www.nissan-global.com/EN/SUSTAINABILITY/SOCIAL/EMPLOYEE/ASSETS/PDF/Mental_Health.pdf

“KENKO KEIEI” Outcome

		FY22 result	FY21 result	Remarks
Work Engagement		50.2	50.3	Original index based on internal questionnaire, using FY16 average. deviation of 50 as a base point.
Presenteeism		8.7 (75.9%)	—	SPQ: The Single-Item Presenteeism Question the scale is developed by “The University of Tokyo Working Group”
Absenteeism	Physical	7.1	6.1	Rate per thousand. More than 30 days of absence.
	Mental	9.3	8.6	Rate per thousand. More than 30 days of absence.

Data Attribute

	Male	Female
Percentage of employees	86.0%	14.0%

"KENKO KEIEI" Data

Target : Nissan Motor Company, Ltd.

Last update: Oct. 2023

	FY22 result	FY21 result	Remarks
Health checkup rate	100%	100%	Includes 2,337 fixed-term employees
Close examination rate	73.1%	75.6%	same as above
Percentage that are overweight (Over BMI25)	30.4%	31.7%	same as above
Percentage taking part in habitual exercise	26.7%	25.2%	same as above
Percentage getting sufficient rest from sleep	67.6%	69.5%	same as above
Percentage of nonsmokers	76.5%	75.7%	same as above
Percentage with glucose metabolism observations	31.5%	33.1%	same as above
Percentage with confirmed hypertension	23.6%	26.3%	same as above
Percentage maintaining optimal weight	61.4%	60.4%	same as above
Percentage motivated to improve lifestyle	74.8%	75.1%	same as above
Pep Up enrollees	68.6%	66.5%	Health App Recommended by Nissan Health Insurance
Stress Check Rate	94.3%	95.9%	Includes 2,015 fixed-term employees
High Stress Ratio	12.1%	12.0%	MHLW of Japan's standard
Debriefings of Stress Check Organization Analysis	230 times	108 times	
Workplace Improvement Activities	336 times	419 times	
Utilized Consultation Services	858 people	294 people	Main participants: direct employees within 3 years after joining company
Health Management Conference	Meeting on planning : 12 times Meeting on activities : 12 times	Meeting on planning : 12 times Meeting on activities : 11 times	