

Health and safety

Approach to health and safety

To demonstrate that occupational health and safety are the top priorities in Nissan business activities regardless of country, region, or division, as well as cultivate a corporate culture that respects human health and safety in all aspects of business, we established the Global Policy on Occupational Health and Safety.

Our Basic Policy states that “From top management to each individual employee, Nissan recognizes that the health and safety of everyone is our top priority.

The company continuously and aggressively strives toward realizing zero-accidents, zero-illness, and vigorous workplace safety by optimizing the working environment and business processes and promoting individual physical and mental health.”

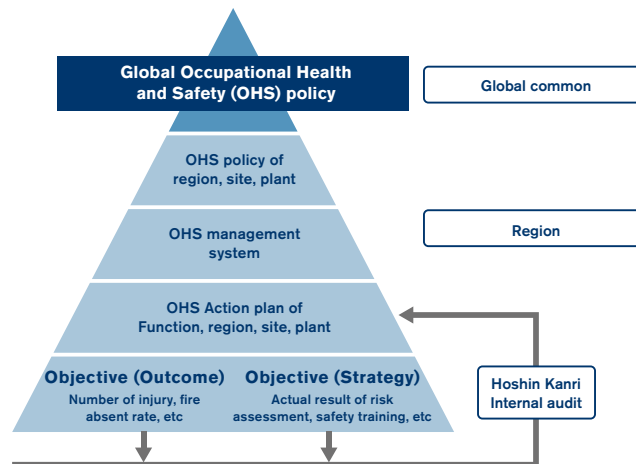
Nissan also stipulates the following specific policies as the main items in eight areas, as well as the roles and responsibilities of all officers and employees regarding health and safety.

1. Compliance
2. Health and safety activity planning and monitoring
3. Preliminary health and safety evaluations when planning equipment and operations
4. On-site partner company management
5. Health and safety education, work guidance
6. Accident reports and similar accident prevention
7. Health promotion
8. Infectious disease control

At bases in Japan and overseas, Nissan uniformly implements management with regard to workplace environment health and safety based on the Global Policy on Occupational Health and Safety. Nissan places great importance on occupational health and safety promotion in the collective agreements concluded with labor unions and promotes various health and safety practices in the workplace.

From a long-term perspective, we are working toward 2030 to maintain and improve a vibrant workplace where employees can work safely, securely, and healthily on an ongoing basis. Through such initiatives, we will not only improve productivity, but also provide value to society in the shape of higher quality employee health, safety, and happiness.

Positioning of the Global Occupational Health and Safety Policy



Management of health and safety

In Japan, we hold a Central Health and Safety Committee meeting each year chaired by the executive in charge of human resources and attended by management and labor union representatives from Nissan facilities. Activities over the past year are reviewed in such areas as workplace safety, fire prevention, mental health, health management, and traffic safety, and then plans are laid out for the following year. The Health and Safety Committee at each facility meets each month, and these meetings are attended by labor union representatives where the progress of activities is managed. A health and safety officer and a traffic safety officer are assigned at each workplace to ensure the effectiveness of day-to-day occupational safety activities.

Globally, each facility applies the PDCA cycle. Twice a year, remote meetings with all global Nissan facilities are held to share information and discuss key issues. Regional managers for employee health and safety also meet every other year for a Global Safety Meeting.*1 Furthermore, Nissan has introduced Occupational Safety and Health Management Systems (OSHMS) in Japan and overseas in line with the guidelines of the governments of various countries. Many of its business sites are also ISO 45001*2 compliant, thereby establishing a system to ensure that occupational safety and health activities are implemented.

As part of Nissan’s efforts to counter infectious diseases, we are working to strengthen measures aimed at preventing infectious diseases, with the highest priority placed on the safety of our employees and other related parties. To fulfill our social responsibilities while maintaining business continuity, we have formulated a business continuity plan

*1 In fiscal year 2020, fiscal year 2021, and fiscal year 2022, the group meeting was suspended to prevent the spread of COVID-19 infection.

*2 ISO 45001: An international standard for occupational health and safety management systems.

(BCP), established a rapid response system, and conducted training sessions on preventing the spread of infectious gastroenteritis.

Health and safety achievements

Safety initiatives

Global standardization of occupational safety standards

Nissan has introduced its own occupational safety and fire risk management diagnostic method to proactively identify potential occupational accident risks in the workplace and is taking measures to address them.

Creating safe workplaces

Two tools developed internally by Nissan to identify the risks associated with work accidents at all sites in Japan and overseas are the Safety Evaluation System (SES), and to identify the risks of fire accidents, the Fire-Prevention Evaluation System (F-PES). They call for workplace patrols in accordance with established evaluation standards to identify potential dangers and fire risks, with all from corporate executives to general employees having a uniform perspective. The use of these has been effective in achieving these aims.

Since 2011, we have continued to systematically carry out Kiken Yochi Training (KYT) — literally “risk-prediction training” — at plants in Japan to raise awareness among individual workers of the risk of accidents and thereby help prevent their occurrence.

Activities to prevent accidents through hazard prediction have taken root widely, where they are continuously and systematically implemented on equipment and operations in

the workplace. In addition, we employ risk assessment to identify risks in the workplace and implement countermeasures. We also provide risk assessment training to develop employees who can accurately identify risks in the workplace. Employees who have received this training conduct risk assessments of equipment and operations and implement safety measures to create safe workplaces.

We have established common standards for reporting on work accidents or outbreaks of fire that occur in any of our global production sites. The person in charge where the accident or fire occurred must report without delay to Nissan Motor Co., Ltd. We promptly share information on the occurrence and response measures with our sites to prevent the recurrence of similar accidents.

Nissan has adopted the occupational accident frequency rate (FR1)*1 and serious accident count (GUR)*2 indicators for the purpose of comprehensive monitoring of occupational accidents and manages the progress of each.

We set annual targets for reducing the frequency of workplace accidents by half compared to fiscal year 2020 levels by fiscal year 2030, and we aim to achieve zero fatal accidents.

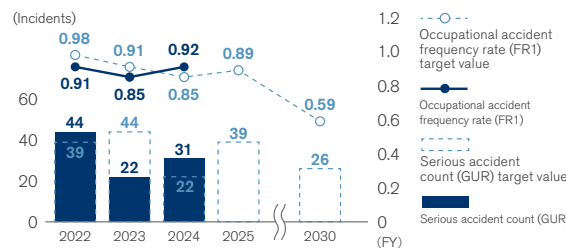
As a result of monitoring in fiscal year 2024, we confirmed

that the occupational accident frequency rate was 0.92, higher than the previous year, and the serious accident count was 31, of which the number of fatal accidents was two, one involving a Nissan Group employee, the other a person from outside the Nissan Group.

Improved production line environment

Nissan seeks to fulfill its mission of engaging in “human-friendly production” by continuously improving the workplace environment at its manufacturing facilities worldwide. At workplaces with high summer temperatures, for example, the physical burden on employees is heavy and there is the risk of suffering from heatstroke. We have installed internal cold-air ducts and ensured there are set breaks to drink water, particularly in locations with considerable workloads. WBGT*3 measurements are utilized to implement ongoing improvements that enable employees to work in a comfortable environment. In terms of countermeasures, we continue to promote the distribution of ice slurry and hold heatstroke seminars, and in fiscal year 2024, we began using digital devices to visualize risks in an effort to strengthen measures aimed at preventing serious illness.

Occupational accident frequency rate and serious accident count (Global)



*1 Occupational accident frequency rate (FR1: Frequency Rate 1): Frequency rate of accidents with predefined symptoms (Number of accidents with predefined symptoms) x 1,000,000/ total working hours x 1.1

*2 Serious accident count (GUR): Fatal accidents (G: Grave), accidents resulting in residual disability (U: Unrecoverable), number of serious injuries with no aftereffects but with predefined symptoms (R: Recoverable but serious) 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).

*3 WBGT: Wet Bulb Globe Temperature. This is an index that incorporates three factors that significantly impact the body's heat balance: Humidity, the surrounding thermal environment (insolation, radiation, etc.), and air temperature.

Health promotion and management (Japan)

Basic approach

In accordance with its global policy, Nissan considers the health and safety of employees to be not only an issue for individuals but also an important issue for Nissan to grow as a company that continues to contribute to society. In the Basic Policy on Health and Safety, we make the Health Declaration: "Health and Safety is a core value and the highest priority at Nissan." We are thus working on the realization of health and productivity management, in which we consider the health of our employees from a management perspective and implement measures strategically and honestly. We have set targets for work absence rates (physical and mental) and monitor them as an indicator of the progress of our activities.

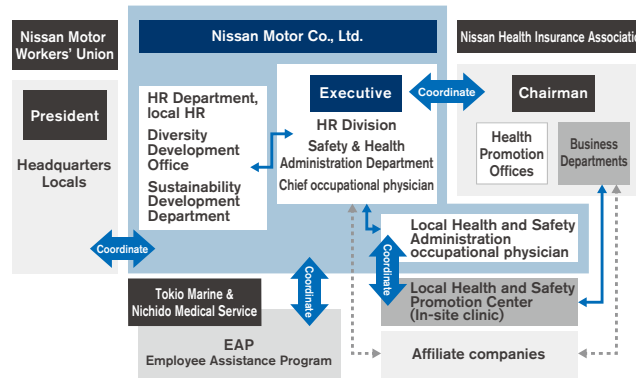
Organizational structure for health promotion

Nissan's health promotion activities are carried out to promote the physical and mental health of employees in cooperation with the Nissan Health Insurance Association (Workplace Health Promotion Center), Tokio Marine & Nichido Medical Service Co., Ltd., the Health and Safety Departments of both headquarters and related departments at each site, and other medical professionals.

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. We also hold regular meetings on health management to strengthen the implementation of health promotion efforts.

Promotion structure



Nissan's health and productivity management



Companywide medium-term business plan efforts

Health Management Strategy Map

Health issues	Health investments	Health investment efficacy			Management issues to resolve with health management
		Indicators regarding health investment implementation efforts	Indicators on employee awareness and behavioral changes	Indicators on health-related targets	
Increase in physical and mental health leaves	Implement activities based on health management promotion	Health investment outcome indicators	<ul style="list-style-type: none"> Health surveys in diet, sleep and exercise Increase number of thorough medical exams Increased satisfaction due to expansion of work-life balance support Implement survey after workplace improvement activities, etc. 	<ul style="list-style-type: none"> Improve work engagement^{*1} Improve health literacy^{*2} Reduce presenteeism^{*3} Reduce absenteeism^{*4} 	Realize corporate purpose
Lack of measures to promote health awareness	Create healthy people	<ul style="list-style-type: none"> Event participation rates Follow-up on results of health checks Improved activity rate based on results of stress checks, etc. 			Realization of a company where each person can work energetically

Leveraging the best characteristics of each site so the entire company can work as one



Promoting health activities based on strategic maps at each site

*1 Work Engagement : A positive and fulfilling psychological state related to work, meeting the following three criteria: "Work makes me feel energetic and alive" (vitality) "I am proud and feel my work is rewarding" (enthusiasm) "I am enthusiastic about my work" (devoted)

*2 Health Literacy : The power to determine one's health by making decisions based on health information, defined as follows:

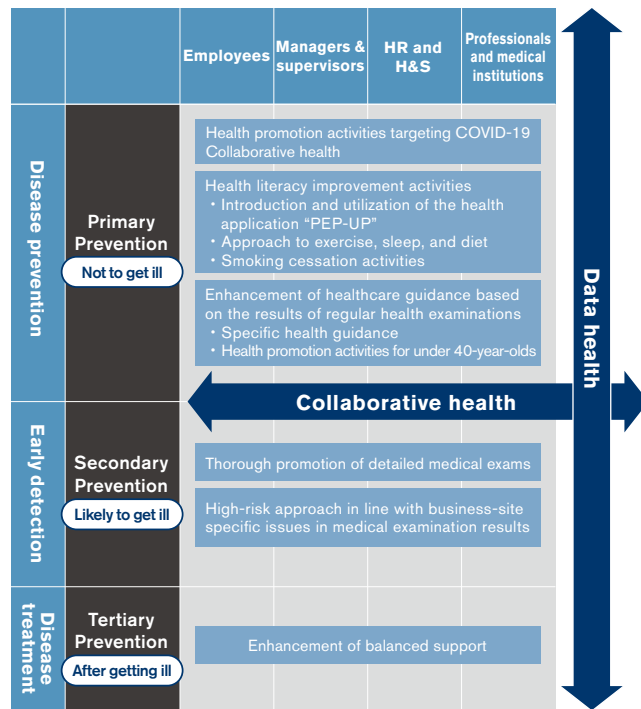
· Knowledge, motivation and ability to obtain, understand, evaluate and utilize health information · Judgment and decision-making regarding healthcare, disease prevention and health promotion in everyday life · Maintaining and improving quality of life throughout one's lifetime

*3 Presenteeism : Despite being in poor health, employees come to work and efficiency suffers as a result.

*4 Absenteeism : Chronic leave-taking or absence from the workplace due to poor mental or physical health that prevents work from getting done.

Solid efforts toward physical healthcare

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



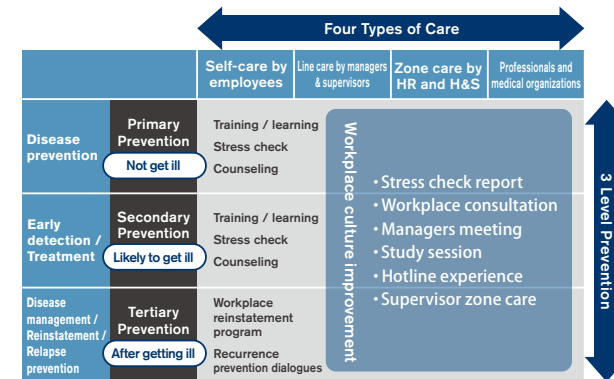
Since 2018, we have provided ongoing education on the prevention of lifestyle diseases to younger employees under the age of 40, maintaining a participation rate of 98%. We also hold seminars on menopause to address health issues associated with the ageing of our employees. Health support is provided for employees of all ages.

The obesity rate among Nissan employees is improving due to the activity to reduce weight gain during COVID-19. We are also promoting companywide health activities from various angles, such as oral health and diet-related activities to prevent heat stroke. We began focusing on physical exercise in fiscal year 2024.

In fiscal year 2023, as part of our DEI promotion activities, we introduced the self-care support program "Cradle" and newly established "Life Support Leave" that can be used for prevention of illness and other purposes for one's health. While reducing the number of employees who are absent from work through comprehensive activities as a company, we are also making steady efforts in physical healthcare, such as preventing illnesses by raising health awareness.*1

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*2

- * 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

For many years, Nissan has been proactively working on line care, which is an improvement in workplace culture, by analyzing stress levels through using in-house questionnaires.

Debriefing sessions on the results of organizational analysis are held in all departments.

In promoting improvement activities, the point is for superiors (managers, supervisors) to acknowledge the results of their own organizational analysis and motivate activities according to the results.

*1 Click here for more information on Nissan's physical healthcare activities. https://www.nissan-global.com/EN/SUSTAINABILITY/SOCIAL/EMPLOYEE/ASSETS/PDF/Nissan_Health_Management.pdf

*2 EAP: Employee Assistance Program

In proceeding with our organizational analysis and activities, it became clear that a certain segment of employees needed special care, based on recent analyses of mental health leave and stress levels. Nissan calls this "Zone Care," and at present we are engaged in the following activities:

- Hotline experience providing counseling to new graduates and mid-career hires
- Online sessions for indirect employees
- Roundtable meetings and sessions for young direct employees
- Roundtable meetings and coaching activities as zone care for foremen

The hotline experience in particular, which serves as a support providing advice to young employees, facilitates annual counseling until the third year of employment, and helps with the early detection of employee mental health issues. Since 2019, we have also provided self-care training as mental health support for employees, as well as line-care training for supervisors and managers.

Self-care training and Line care training (FY)

	2022	2023	2024
Self-care training attendance rate (%)	95.2	96.2	97.4
Line care training attendance rate (%)	93.0	93.5	96.5

Social evaluation of health promotion activities

In Japan, Nissan positioned the excellent health management corporation certification system of the Ministry of Economy, Trade and Industry as our health management system, and we have been promoting health improvement activities accordingly. As a result, Nissan has been certified as an excellent health management corporation (White 500) for seven consecutive years since 2019. In addition, the Japan Sports Agency has certified Nissan as a Sports Yell Company actively engaged in sports to improve the health of employees since 2022.

