

# Nissan Global Code of Conduct

**a. Comply with all Laws and Rules**

Nissan Employees must follow all applicable laws, regulations and Nissan policies and rules.

**b. Promote Safety**

Nissan is committed to safety and wellness. Nissan Employees must use safe work practices and 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. Employees must not 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 must preserve and protect Company assets. The unauthorized or improper use of Company assets, including funds, confidential business information, physical property, company vehicles and intellectual property, is prohibited.

**e. Act with Impartiality and Fairness - Avoid all Fraudulent Conduct**

Nissan Employees must maintain impartial and fair relationships with business partners, including dealers, suppliers, and other third parties, as well as other Employees. Nissan is also committed to conducting its business operations in an ethical, transparent, and honest manner and in compliance with all applicable anti-fraud laws and regulations in the jurisdictions in which it operates. Nissan does not tolerate fraud<sup>1</sup> whether attempted or actual by employees or associated persons.

<sup>1</sup>Fraud includes any act of deception intended to secure an unfair or unlawful gain for oneself or for others—such as theft, falsifying records, or misrepresenting information.

**f. Be Transparent and Accountable**

Employees must maintain accounts and records with integrity. Nissan Employees must 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**

Nissan values and respects the principles of diversity, equity 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 must strive for environmental sustainability and protection when developing products and services, and promote recycling and conservation of materials and energy.

**i. Be Active and Report Violations (Speak Up)**

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 may also make a report by alerting their manager, local, regional or global Compliance, Human Resources, Internal Audit or Legal departments indicating they are making a report under the Global Whistleblowing Policy. Employees who act in good faith when reporting 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" refers to respective executives, employees, contract employees (where permitted by law), and other individuals employed by Nissan Group.