

Nissan Supplier Sustainability Guidelines

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Nissan Motor Co., Ltd.

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Introduction

In an ever-changing global business environment, customers and other stakeholders are highly concerned with how companies are addressing social and environmental issues, and various laws and regulations are being enacted in countries globally to prevent and resolve these issues.

Nissan Motor Co., Ltd. and its consolidated subsidiaries including foreign companies, hereinafter referred to as "Nissan" have been steadily promoting various sustainability activities in our supply chain with the cooperation of our suppliers. Nissan has revised to the "Nissan Supplier Sustainability Guidelines" to further strengthen our sustainability initiatives.

These guidelines clearly identify suppliers as important partners in Nissan's sustainability strategy. Suppliers are not only guardians of your own supply chain, but also direct contributors to Nissan's social and environmental performance and major players in the transformation of the automobile industry and society as a whole.

Over and above sustainability with the evolving regulatory and normative framework that is driving contractors to carry out and report on due diligence in their supply chain, the revised guidelines aim to reaffirm and to reinforce our commitment to furthering the positive impact that Nissan and our suppliers have on society as well as reducing or limiting the negative impact, and to strengthen our sustainability activities. Nissan requires suppliers to comply with these guidelines, conduct due diligence, and extend these guidelines to your company business partners.

The diversification of Nissan's business and expansion into new territories across the globe, coupled with society's growing and necessary focus on social and environmental issues have important repercussions on how Nissan operates. They provide us with both challenges that Nissan must overcome and opportunities that Nissan must seize and then anchor in our processes. Nissan would like our suppliers to review our corporate activities and strengthen our management structure from the viewpoint of sustainability.

Nissan hopes that this booklet will be a practical guide for our suppliers and help to strengthen your sustainability management. Nissan also requires suppliers to develop and promote the areas covered in these guidelines within your supply chain.

1. Supplier Sustainability Guidelines

1.1 Overview and Use of Supplier Sustainability Guidelines

These Guidelines provide guidance for Nissan's suppliers to review their corporate activities from a sustainability perspective and to promote initiatives for further development. Nissan has selected 31 specific items from 7 areas where requirements on supplier performance are especially high in the automobile industry.

1.2 Sustainability Areas and Items

1.2.1 Compliance

Compliance with the law

Comply with the laws and regulations in all countries and regions. Establish and deploy policies, strategies, codes of conduct, reporting systems, training programs and all other means necessary to ensure thorough, companywide compliance.

Compliance with competition laws

Comply with competition laws and regulations in all countries and regions. Do not engage in practices such as illegal monopolies, improper trade restrictions (cartels, bid rigging, etc.), unfair business practices or abuse of dominant positions.

Preventing corruption

Strive to forge transparent and fair relations with your business partners and make sure political contributions and donations are in accordance with the laws and regulations in all countries and regions. Do not directly or indirectly accept from or provide public officials or business partners with anything of value, including cash, gifts, gift cards, services, or hospitality in order to obtain or maintain undue profit or preferential treatment such as reductions in customs duties or tax incentives.

Managing and protecting confidential and personal information

Obtain confidential information about customers and third parties only through legitimate methods. Rigorously manage and protect such information and use it only within the appropriate scope. Comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

Managing exports and imports

Undertake appropriate procedures and management of exports and imports of goods, software and technologies restricted or prohibited by the laws and regulations of all countries and regions.

Protecting intellectual property

Protect intellectual property rights owned by or affiliated with your own company. Do not obtain third party intellectual property by unlawful means, make improper use of it nor infringe it.

Elimination of antisocial forces

All staff members, including executives and employees, should eliminate and prevent any relationship and/or any business transaction with anti-social forces. This policy shall be clearly

shared with all stakeholders and suppliers.

1.2.2 Safety and Quality

Providing products and services that meet customer needs

Identify customer needs in order to develop and provide socially effective products, in particular products that can be easily used by all of Nissan's customers. Provide products that save energy, save resources or limit their environmental impact.

Ensuring safety of products and services

Produce and provide products and services that meet or exceed the safety laws and regulations set by each country and region.

Ensuring quality of products and services

Establish and operate company-wide quality assurance mechanisms.

1.2.3 Human Rights and Labour

Respecting human rights

Respect human rights in line with the principles of internationally recognized human rights standards listed in the "Nissan Human Rights Policy".

In cases where local laws conflict with international standards, such as the UN Guiding Principles on Business and Human Rights (UNGPs), pursue ways to respect international human rights standards as much as practical.

Prohibition of discrimination

Do not discriminate in any aspect of employment (recruitment, employment, promotion, wages, dismissal, retirement, assignment of duties, disciplinary measures, etc.) on the basis of race, nationality, gender, religion, disability, age, background or any other legally prohibited reason.

Prohibition of harassment

Do not allow any form of harassment in the workplace on the basis of race, nationality, gender, religion, disability, age, background, position in the company, employment status or any other reason.

To prevent harassment in the workplace, all employees must be treated with respect and dignity. Harassment includes threats, harassment, reprisals, and acts of violence against employees, whether physically, sexually, verbally, or in any form, even if they are not recognized as illegal in the area. The same applies to corporal punishment and mental and physical coercion.

Prohibition of child labour

Do not permit the employment of minors who do not meet the legal minimum working age of each country and region and in all cases if minors are below the age of 15, in accordance with Nissan's policy.

The 'minors who do not meet the legal minimum working age' refer to a person who is under the age for completing compulsory education or the minimum age for employment in the country or region, whichever age is higher. Age verification must be conducted to prevent child labour, and corrective measures implemented if child labour is found.

Prohibition of forced labour

Do not practice forced labour. Guarantee that all labour is voluntary and that employees are free to leave their jobs.

For all work to be voluntary, there must be no tolerance of forced, bonded (including debt bondage, recruitment fees, and other unacceptable financial costs of restraint), indentured labour, involuntary or exploitative prison labour, or any other similar labour or restrictions. To ensure that employees are free to leave their jobs, original government-issued identification cards, identification documents, and passports in the worker's possession will not be confiscated.

Remuneration

Comply with the laws of each country and region regarding minimum wages, overtime, wage deductions, performance-based pay, and other remuneration.

In the absence of laws regarding minimum wages, overtime, wage deductions, performance-based pay, and other remuneration, it is desirable to pay employees wages that ensure an adequate standard of living.

Working hours

Comply with the laws of each country and region regarding the setting of employees' working hours (including overtime) and the granting of scheduled days off and paid annual vacation time.

All overtime should be treated as extra work and should be voluntary. Additionally, it is desirable to record and control working hours using reliable methods, and store data on working hours in a secure and appropriate manner.

Dialogue and consultation with employees

Undertake sincere consultation and dialogue with employees or their representatives. Recognize employees' right to associate or not associate based on the laws of each country and region of operation.

Sincere consultation and dialogue with employees or their representatives mean respecting the right of all workers to bargain collectively of their own volition and to participate in peaceful assembly, as well as the right of workers to refrain from doing so. In line with the recognition of the right of employees to associate or not to associate freely in accordance with the laws and regulations of the country or region in which they operate, measures must be taken to prohibit any form of intimidation, harassment, retaliation, or violence against employees who either exercise or refrain from exercising these rights.

Ensuring a safe and healthy working environment

Make the health and safety of workers the top priority and make every effort to prevent occupational accidents.

To create a safe and healthy working environment, each supplier is required to comply with all health and safety laws in the countries in which the supplier operates, and regularly review compliance with such laws and internal regulations. To set clear and measurable health and safety goals (e.g., zero fatal accidents, etc.) on a company-wide level, and provide training on specific health and safety measures is also required. In addition, lessons learned from health and safety incidents are used to formulate countermeasures to prevent recurrences. To make the health and safety of workers the top priority, employees under the age of 18 should not be assigned to hazardous work (work that may endanger their health or safety).

Details of Nissan supplier sustainability guidelines for human rights and labour

Nissan Global Code of Conduct:

https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/ASSETS/PDF/NISSAN_GCC_E.pdf

Nissan Human Rights Policy:

https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN_RIGHTS/ASSETS/PDF/Nissan_Human_Rights_Policy_e.pdf

Nissan Global Guideline on Human Rights:

https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/HUMAN_RIGHTS_GUIDELINE/

Nissan Sustainability Due Diligence Standard:

https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/DUE_DILIGENCE/

1.2.4 Environment

Environmental management

Comply with current laws and make effort in good faith to anticipate changes or trends in law in each country or region. Build and continuously operate and improve companywide management scheme for pursuing a wide range of environmental activities. Report to us when the information is requested.

Reducing greenhouse gas emissions

Comply with current laws and try to respond to future changes in law in each country or region. Manage greenhouse gas emissions from business activities, strive to use energy effectively and promote the reduction of consumption. Report to us when the information is requested.

Preventing environmental impacts on air, water, and soil pollution

Comply with national and regional laws and regulations and make efforts to respond to future changes in laws and regulations. Continue to monitor and address the causes of environmental impacts such as air pollution, water pollution and increased use, and soil pollution, erosion, and degradation. Report to us when the information is requested.

Saving resources and reducing waste

Comply with the laws and regulations of each country and region and make efforts to respond to future changes in laws and regulations. Through proper disposal, recycling of waste, and the effective use of resources, efforts will be made to reduce the amount of waste generated and final disposal, as well as to reduce the consumption of newly mined resources. Report to us when the information is requested.

Managing chemical substances

Comply with the laws and regulations of each country and region and make efforts to respond to future changes in laws and regulations. Not only do products not contain chemical substances prohibited by law, but they are also not used in the manufacturing process. With regard to chemical substances designated by laws and regulations, Nissan will take measures to comply with the regulations, such as monitoring the release amount and reporting to the government. When Nissan identifies chemical substances that may cause environmental pollution, Nissan will strive to ensure safe management. Report to us when the information is requested.

Conservation of biodiversity

Comply with the laws and regulations of each country and region and make efforts to respond to future changes in laws and regulations. Endeavor to conserve biodiversity, including wildlife, vegetation, and ecosystems in their habitats, in business activities and activities in the supply chain such as raw material procurement, logistics, and parts manufacturing. Report to us when the information is requested.

Noise and vibration

Comply with the laws and regulations of each country and region and make efforts to respond to future changes in laws and regulations. At plants, offices, stores, and other business sites, Nissan will endeavor to ensure that noise and vibration caused by business activities do not adversely affect the surrounding environment. Report to us when the information is requested.

Plant safety

Comply with the laws and regulations of each country and region and make efforts to respond to future changes in laws and regulations. Endeavor to conduct business in a way that does not adversely affect the safety of the surrounding environment. Report to us when the information is requested.

Please refer to the following guidelines for the requirements, scope and other details NISSAN Green Purchasing Guidelines:

https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/GREEN_PURCHASING/

1.2.5 Due Diligence

Each supplier is required to identify, cease, prevent, or mitigate the adverse impacts on the environment, human rights, etc. of overall business activities at the same level as the “Nissan Sustainability Due Diligence Standard”.

In addition, each supplier is required to have processes that (i) enables employees of itself and

its business partners to report, notify, or consult anonymously, within the limits of the law, regarding acts that have an adverse impact on the environment, human rights, etc.; (ii) protects employees of itself and its business partners against retaliation for reporting, notifying, or consulting; and (iii) informs employees of the existence of these processes. Nissan requires that the same level of these processes is operated in the own supply chain.

1.2.6 Responsible Sourcing of Raw Materials

Conduct due diligence on raw materials and comply with laws related to responsible raw material procurement.

Ensure that natural resources contained in materials and components do not adversely affect society in terms of human rights and the environment. If adverse impacts are assumed or identified, cease, prevent, or mitigate risks in accordance with 2.2.3 of the Supplier Sustainability Guidelines and take corrective action.

Details of Nissan's Responsible Material Sourcing

Responsible Materials Sourcing Policy:

https://www.nissan-global.com/EN/SUSTAINABILITY/LIBRARY/MATERIALS_SOURCING/

1.2.7 Community and Global Society

Contribution to community life

Contribute to local communities in all regions where suppliers conduct business activities.

Consider international human rights standards that focus on the rights of individuals belonging to groups that may be particularly vulnerable to adverse human rights and environmental impacts, including ethnic, religious linguistic minorities, women, children, migrant workers, indigenous peoples, and LGBTQ+ people.

Disclosure of information to stakeholders

Disclose information on financial situation, results, and business activities to stakeholders in a timely and appropriate manner. Strive to maintain and develop mutual understanding and relations of trust with stakeholders through open and fair communication.

2.Requirements to suppliers

2.1 Promotion of Sustainability Activities

2.1.1 Compliance with Laws and Regulations

Although, as previously described, societal demand to comply with laws and regulations, conventional wisdom and principles is increasing, certain suppliers are facing accusations of sustainability violations. Suppliers are required to conform to the Supplier Sustainability Guidelines, especially as regards compliance to laws and regulations.

2.1.2 Enhancement of Internal Organization

In order to ensure full compliance with laws and regulations, suppliers are required to establish robust internal sustainability organization and governance, and to enhance internal governance and audit.

2.1.3 Supply Chain Promulgation

Suppliers are required to be fully aware of the Supplier Sustainability Guideline, especially with regards to legal and regulatory compliance, throughout their supply chain including suppliers and contractors.

2.1.4 Due diligence implementation

Under sustainability-related regulations, due diligence is required.

In order to achieve due diligence in accordance with the “Nissan Sustainability Due Diligence Standard”, due diligence is required, and Nissan requests the entire supply chain including suppliers themselves conducts due diligence at the same level as this above standard.

2.2 Matters to be confirmed by suppliers

In order to ensure each supplier’s compliance with the Supplier Sustainability Guidelines:

1. In the Nissan purchasing process, please submit a written commitment to the Supplier Sustainability Guidelines (Required).
2. Nissan may ask suppliers to take a sustainability compliance assessment conducted by a third party, a certified organization recognized internationally, and selected by us. Suppliers shall take such assessment upon request as a part of our purchasing processes based on our internal risk profile assessment of suppliers.

2.2.1 Commitment to Supplier Sustainability Guidelines

Nissan requests the written commitment of each supplier to the Supplier Sustainability Guidelines. The above commitment will continue to be treated as a commitment to the latest content even after the revision of these Guidelines. If you have any questions about the revised content, please contact us.

- Each new supplier will affirm its commitment by signing and returning the last page of this document.
- During the supplier selection process each supplier will reaffirm its commitment in its response to each Request For Quotation.

In addition, Nissan’s Master Purchase Agreement, Professional Service Agreement, or other agreements require suppliers to abide by applicable laws and regulations.

2.2.2 Assessment of Sustainability Activities and Due Diligence Implementation

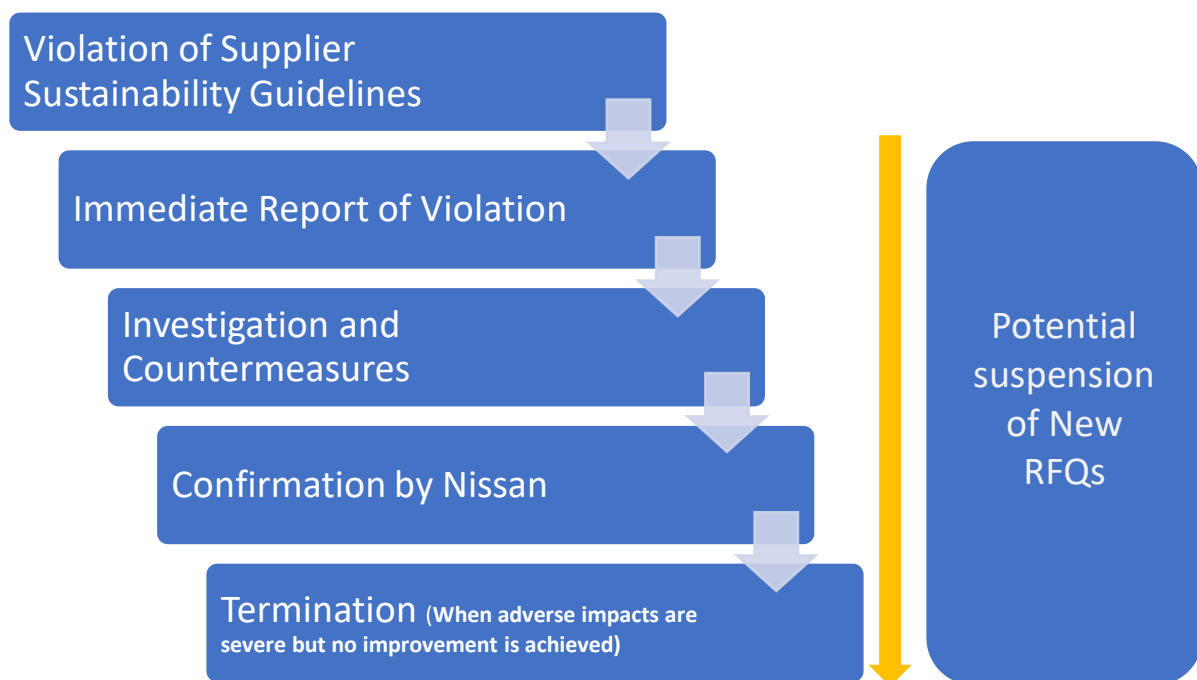
In order to ensure each supplier's compliance with our guidelines, Nissan may ask each supplier to take a sustainability compliance assessment conducted by a third-party organization certified and recognized internationally that has been selected by Nissan. Supplier shall complete such assessment upon request as part of our purchasing processes.

- Within this framework, Nissan will gradually expand the number of suppliers that participate in the assessment and will contact suppliers.
- Nissan will propose a third-party assessment organization to suppliers who can participate in this assessment.
- Evaluation results are kept confidential and are reported to the supplier and to Nissan. Nissan may discuss the results with the supplier.

If assessment results do not meet Nissan's sustainability requirements, an action plan will be requested.

2.2.3 Countermeasures If Supplier Sustainability Guidelines Are Violated

If a supplier's activities do not conform to the Supplier Sustainability Guidelines, Nissan requests the supplier to immediately report full details, including the incident investigation outcome and any corrective countermeasures deployed to prevent reoccurrence. Until corrective countermeasures are implemented, Nissan may temporarily suspend new RFQs to the suppliers within our procurement activities or take other action, as appropriate. In addition, if the adverse impact is severe and no improvement is achieved, Nissan may terminate transactions as a last resort.



In the event that Nissan has experienced economic damage as a result of a supplier's violation of these Supplier Sustainability Guidelines, Nissan may seek compensation.

Further information on Nissan's sustainability policies and activities is available at the following link:

<https://www.nissan-global.com/EN/SUSTAINABILITY/>

Supplier Commitment

All suppliers are required to submit this Supplier Commitment form signed by a legal representative.

By signing this form, each supplier acknowledges having read and accepted all the aforementioned terms and conditions as regards all services or parts ordered by or delivered to us.

The supplier recognizes that Nissan requires dissemination of the principles included in the present guidelines throughout the supplier's own supply chain.

Company name:

Nissan supplier code(s):

Address:

Signatory's name:

Signatory's function:

Signatory's email address:

Date:

Signature:

Please return the signed form and scanned copy to the Nissan Purchasing contact specified in the attachment.



Nissan Motor Co., Ltd.
Sustainability Development Department
Purchasing Administration Department