

NISSAN NORTH AMERICA, INC.

Annual Report – Financial Year 2025 – Prepared pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (“the Act”).

Introduction

This report has been produced by Nissan North America, Inc. (“NNA” or the “**Company**”) for the financial year ending March 31, 2026 (the “**Reporting Period**”). The report sets out the steps that the Company has taken to prevent and reduce the risk that forced labor or child labor is used at any step of the production of goods in Canada or elsewhere by the Company or of goods imported into Canada by the Company. The report also provides supplementary information as is required under the Act.

Steps Taken To Prevent And Reduce Risks Of Forced Labor And Child Labor At All Steps In The Production Of Goods Imported Into Canada

NNA places the utmost importance on compliance with the law and human rights while conducting its business activities. This is consistent with Nissan Group’s long history of developing a framework for respecting and promoting human rights.

During the Reporting Period, NNA took the following steps to prevent and reduce the risk of forced labor or child labor in our importation supply chains. These include:

- NNA continued its established practices to demonstrate its commitment to ensuring that all employees and candidates participate in its workforce voluntarily. This commitment is supported by hundreds of employee hours reviewing best practices, seeking feedback from governments, consultants and NGOs, performing due diligence, and understanding and incorporating new regulatory requirements around the world.
- NNA maintains a cross-functional team consisting of members from various groups including, but not limited to, Purchasing, Supply-Chain Management, Manufacturing, Engineering, Quality, Ethics and Compliance, Customs Compliance, Legal, Sustainability, Regulatory Affairs, Government Affairs and Corporate Communications to enhance the Company’s ability to find and mitigate any inputs in vehicles or parts from forced or child labor. The team is continually reassessing remediation plans, training plans for employees and suppliers, and establishing documented processes to ensure continuity of the team findings and strategies.
- In 2025, an executive-level Supplier Compliance Management Committee (SCMC) was established and is chaired by the Vice President of Supply Chain Management. The group meets, at the least, on a monthly cadence to receive reports of activities and priorities regarding forced labor due diligence. These NNA senior leaders represent Supply Chain Management, Ethics and Compliance, Legal, Sustainability, Purchasing Strategy, Customs and Trade, Government Affairs/Regulatory Affairs, and Information Systems/Information Technology.

- NNA, along with its affiliates, has made and continues to make considerable global investments in cutting-edge systems, cross-functional teams and employee training and development. These resources are used to promote a supply chain without forced and child labor by analyzing supplier risk throughout the supply chain.
- NNA has continued to invest additional employee and financial resources to its Supply Chain Management Human Rights Due Diligence Program, which it established as a formal department within Supply Chain Management in 2024. The Program is committed to upholding the highest standards of human rights throughout the Nissan North American supply chain operations. The Program objectives are achieved through the provisions specified in the NNA Supply Chain Management Human Rights Due Diligence Handbook, which was created by the program members and outlines the processes, expectations, and responsibilities required to support effective human-rights due diligence.

Structure, Activities And Supply Chains

NNA is incorporated under the *Delaware General Corporation Law* (Title 8, Chapter 1 of the Delaware Code) and is headquartered at One Nissan Way, Franklin, TN 37067, USA. NNA is a wholly owned subsidiary of Nissan Motor Co., Limited (“NML”), a holding company based in Japan, and an affiliate of Nissan Canada Inc. (“NCI”).

NNA coordinates most Nissan operations in the United States, Canada, and Mexico, including responsibilities, in some instances, for design, manufacturing, marketing and sales, engineering, automotive styling, and consumer and corporate financing.

NNA, through its subsidiaries, manufactures vehicles that are sold to global affiliates, including NCI. In connection with its manufacturing activities, NNA imports parts into the United States from its global supplier base, which assists the Company in meeting the requirements of the Canada–United States–Mexico Agreement (USMCA). The parts imported into the United States by NNA are transported on racks belonging to its suppliers, including those in Canada. After the parts are transported to NNA’s facilities, the Company re-imports the racks into Canada as a non-resident importer so that the racks may be returned to its suppliers.

NNA also markets and sells Nissan and INFINITI vehicle lines through approximately 1,100 dealers in the United States. The Nissan vehicle lineup includes the Rogue, Versa, Sentra, Altima, Pathfinder, Frontier, Murano, Armada, and Ariya. The INFINITI Vehicle line-up includes the QX50/QX55, QX60, QX65 and QX80.

Policies & Due Diligence Processes In Relation To Forced Labor And Child Labor

NNA and its parent company, NML, have implemented and remain committed to robust due-diligence processes. It is NML’s policy to adhere to the highest human rights standards and participate in all local customs security programs.

NNA conducts extensive research on each supplier’s profile to determine the company’s fiscal soundness and the supplier’s ability to meet contractual obligations. NNA’s Supply Chain Management Group works cross functionally with Purchasing, Inventory Control, Customs and

other internal groups to ensure that shipments not only move efficiently but also in compliance with local, national and international laws and regulatory requirements.

Consistent with its general policies, NNA requires that its Canadian suppliers observe Nissan Global policies and adhere to all contract terms and conditions, purchase order conditions, and master service agreements, which include compliance with relevant law provisions, that cover forced and child labor. NNA's corporate Purchasing Sourcing Policy sets out requirements for the selection of new suppliers including carriers.

Additionally, NNA benefits from NML's global governance framework, which clearly articulates the company's opposition to forced and child labor in multiple internal and external policies and statements. These policies ensure that all individuals affiliated with NML, including employees, suppliers, and business partners, conduct themselves in accordance with applicable laws and the highest standards of ethical conduct. NML public statements and policies on forced and child labor are further discussed below.

Due Diligence Processes

NNA and NML operationalize their commitments to maintaining a supply chain free of forced and child labor through structured due-diligence processes that begin at the earliest stages of supplier engagement. This commitment begins with its initial interactions with its suppliers. NML's supplier contracts include provisions prohibiting forced and child labor. For example, NML's standard Master Purchase Agreement requires suppliers to certify knowledge of and compliance with the U.N. Global Compact and to ensure any sub-suppliers also conform to these requirements.

Additionally, both NML and NNA request that suppliers provide evidence of participation in a third-party social accountability assessment from a list of third-party vendors. If a supplier has not participated in a suitable social accountability assessment, NML may use a third-party vendor or specialized software to evaluate social responsibility risks, including forced labor based on the supplier's risk profile.

Finally, NNA also engages with suppliers to remain informed about emerging risks within the automotive supply chain and to communicate specific requirements to prevent forced labor.

Policies and Other Processes

Human Rights Philosophy & Policy Statement

As articulated in NML's [Human Rights Philosophy](#), NML considers the strict adherence to applicable laws and practices and the respect of human rights to be fundamental to its business activity in every country and area where it operates. The human rights of all stakeholders must be respected, and all NML employees must uphold the highest ethical standards. NML does not tolerate infringements on human rights in the supply chain, such as forced and child labor, consistent with its respect for human rights.

NML's [Human Rights Policy Statement](#) discusses NML's approach to responsible business conduct and the realization of respect for human rights in the course of its business operations. NML is committed to upholding the highest ethical standards which we enshrine in our Company

rules. This policy was most recently updated March 13, 2025. The 2025 revision strengthened Nissan's human-rights initiatives, clarified that the policy applies to business partners across the value chain, and reinforced the Company's commitment to ongoing dialogue with its stakeholders.

Consistent with this commitment, NML is a signatory to the UN Global Compact, the world's largest corporate sustainability initiative to align strategies with universal principles, including human rights.

Global Code of Conduct

The [Code of Conduct](#) contains NML's core principles for conducting business with honesty and integrity, and in full compliance with established laws and regulations in all locations in which NML operates. NML requires all employees and, when possible, labour partners and contractors to complete annual Code of Conduct training. That training requires participants to certify their understanding of the Code of Conduct and commit to comply with it.

NML Human Rights Policy Statement

As articulated in NML's [Statement on Actions for Human Rights & Due Diligence](#), NML is committed to respecting all human rights as set out in the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), the International Covenant on Economic, Social, and Cultural Rights (ICESCR), and the International Labour Organization Declaration on Fundamental Principles and Rights at Work (ILO Core Labour Standards). NML's approach to human-rights due diligence is guided by the UN Guiding Principles on Business and Human Rights (UNGPs), which underpin the Nissan Human Rights Policy Statement.

NML Global Guideline on Human Rights

NML [Global Guideline on Human Rights](#) further reiterates NML's commitment to ensuring that all NML entities and partners respect human rights. Included in these Guidelines is NML's process—including a formal grievance mechanism—to facilitate reporting of potential misconduct, including concerns about human rights violations within the supply chain. Unless prohibited by law, NML provides an anonymous reporting mechanism for employees, contractors and suppliers to report concerns, including those involving forced and child labor.

Sustainability Due Diligence Program

To further support the implementation of its human rights commitments, NML has established a Sustainability Due Diligence Standard, updated in March 2025. This Standard defines the foundational philosophy and procedures for conducting due diligence on sustainability-related impacts, including human rights and environmental risks. The Sustainability Due Diligence Standard is complemented by NML's Global Human Rights Guideline, which provides employees with detailed expectations and practical measures to ensure consistent respect for human rights across all regions where Nissan operates.

Together, the Human Rights Policy Statement, Sustainability Due Diligence Standard, and Global Human Rights Guidelines strengthen Nissan's commitment to identifying, preventing, and mitigating human rights risks — including forced labor — across its operations and supply chain.

Corporate Social Responsibility Guidelines for Suppliers

NML expects all suppliers in its global supply chain to comply with its Corporate Social Responsibility Guidelines for Suppliers ("**CSR Guidelines**").

The CSR Guidelines provide suppliers with detailed guidance about the standards which NML expects in its supply chain, including expectations related to human rights and labor. With specific respect to forced and child labor concerns, the CSR Guidelines instruct suppliers to:

- Prohibit child labor
- Prohibit forced labor
- Ensure a safe and healthy working environment
- Promote Corporate Social Responsibility in their own supply chains

Employee Code of Conduct

All NNA employees are required to comply with NML's Global Code of Conduct. The Code of Conduct sets out NML's expectations as to how all its staff conduct themselves and covers a wide range of topics. The sections of the Code that are relevant to forced labor and child labor include the requirements for all staff to:

- Treat colleagues, customers, suppliers and business partners with respect, dignity, fairness and courtesy
- Maintain fair and open relationships with business partners and suppliers
- Preserve and safeguard Company assets
- Engage in practices and business transactions that are lawful, fair and competitive
- Reject unethical or illegal business practices or actions
- Report all violations of the Code of Conduct

All staff are required to undergo Code of Conduct training which contains theoretical business situations designed to ensure staff understand how to apply these principles in their day-to-day work and sign a commitment to comply with the Code of Conduct.

Global Whistleblowing Policy and SpeakUp Program

NML's Global Whistleblowing Policy is a key component of its compliance program as well as the Company's core values. The Whistleblowing Policy guarantees protections to employees who report violations of the Code of Conduct or other Company rules. Any person can ask a question or report an allegation of actual or suspected non-compliant behavior through the SpeakUp hotline. Where allowed by local law, including in the USA, a person can submit a report anonymously.

Minerals Sourcing Policies

NML's policies regarding the sourcing of minerals in its supply chains are contained in the [Global Mineral Sourcing Policy Statement](#) and the [Actions for Minerals Sourcing](#). These documents articulate NML's commitment to respecting human rights and the responsible sourcing of minerals in its supply chain and further discuss the due diligence processes that NML undertakes as part of its mineral sourcing.

Business And Supply Chains That Carry A Risk of Forced Labor Or Child Labor Being Used And The Steps Taken To Assess And Manage That Risk

NNA has a supply chain with global reach. To properly document the supply chain, NNA maintains supply chain mapping for its various businesses, with significant support from NML. Supply Chain Management ("SCM") groups use mapping to examine existing processes. In partnership with a cross-functional task force, NNA prioritizes screening for potential forced and child labor within the supply chain based on feedback from local Customs authorities, industry group best practices, and publications from academic sources.

A major component of the Nissan forced and child labor mitigation strategy is obtaining data for manufacturing parts at a component level. With NML, the SCM group screens manufacturing parts and their suppliers through a process referred to as the Component Supply Chain Chart ("CSCC"). The CSCC creates visibility into Tier-N sourcing for components that NNA purchases. To improve the efficiency of data collection and risk analysis, NNA has worked with a third-party consulting firm to develop and implement a system to streamline CSCC data solicitation and recordkeeping into a web-based portal.

A CSCC has been a requirement of the manufacturing part sourcing process for many years. On this form, Tier One vendors are asked to provide the names of sub-assembly parts, and the name and location of the supplier supplying those parts. The document is a requirement for a part to move forward to vehicle installation and production, or for aftermarket usage. Previously, certain parts, including those with a country of origin of China, and those containing silica, electronics and textiles received an additional review to ensure none of the sub-suppliers have been identified as entities suspected of using forced or child labor. In 2025, this screening was expanded to all parts regardless of country of origin or material type.

In parallel with these efforts, in 2024, a project to automate the solicitation and examination of the CSCC document was completed. These integrated systems use machine learning/AI, shipping and financial records, and other information inputs to help Nissan look for the risk of forced/child labor in the finished vehicle and parts supply chains. The system screens against restricted entity lists which cover Forced Labor, Financial Sanctions and Broad Sanctions, Terrorism, Export Controls,

Corruption/Fraud, Countermeasures and Deforestation/Environmental lists. Some of these systems also screen against public and private records, including banking, governmental, shipping and media records to make connections to parties involved in forced or child labor.

Joint Partnership With AIAG And Participating OEMs

In addition to Nissan's internal due-diligence enhancements, the Company participates in the industry-wide Forced Labor Due Diligence (FLDD) Program developed through the Automotive Industry Action Group (AIAG). This program represents a joint partnership among six major global automakers—Ford, General Motors, Honda, Nissan, Stellantis, and Toyota—who issued a unified letter to suppliers in 2025 outlining shared expectations for forced-labor due diligence. This marks the first time these manufacturers have collectively aligned on a common approach to supplier reporting and risk management.

Through the FLDD Program, participating OEMs will require select suppliers to submit AIAG's standardized Due Diligence Reporting Template (DDRT) which started in September 2025, with broader supplier requirements taking effect in 2026. The DDRT provides a single, industry-developed method for suppliers to demonstrate compliance across multiple customers, reducing duplicative reporting and improving transparency.

The FLDD Program also offers suppliers access to vetted risk-screening and traceability solutions – including Kharon, Altana, Resilinc, and SUPPLIERASSURANCE. These tools support the identification, assessment, and mitigation of forced-labor risks across complex global supply chains.

By aligning with this joint industry initiative, Nissan reinforces its commitment to consistent, credible, and scalable due-diligence practices. The shared approach enhances visibility and strengthens Nissan's ability to identify and address forced-labor risks.

Measures Taken To Remediate Any Forced Labor Or Child Labor

NNA is not aware of any incidents of forced or child labor in its supply chain and thus the question of remediation has not arisen. NNA will nevertheless remain vigilant in this regard and will continue to act in accordance with Nissan's commitment to respecting human rights and avoiding forced and child labor in its supply chains.

Measures Taken To Remediate The Loss Of Income To The Most Vulnerable Families That Results From Any Measure Taken to Eliminate The Use of Forced Labor Or Child Labor In Its Activities And Supply Chains

Since NNA has not identified any cases of forced or child labor in its supply chain, no action has been taken that would impact income for vulnerable families. Accordingly, NNA has determined that there has been no loss of income.

The Training Provided To Employees On Forced Labor And Child Labor

NNA requires all employees to complete training on forced labor and human rights. NNA also provides additional training through related compliance modules. Employees are also encouraged

to attend training sessions provided by governmental entities, non-governmental organizations, trade groups and logistics/compliance service providers.

Similarly, Nissan maintains records of all trainings, which include “Nissan Human Rights Training”, and other targeted trainings, including the “Uyghur Forced Labor Prevention Act Training” for NNA employees. “Global Code of Conduct” training is required for all employees globally annually. Nissan also works to train the supplier base through ongoing communication specifically delivered through supplier newsletters, webcasts, and supplier summits which include overviews of the specific risks and the requirements to prevent forced labor within the Nissan Supply Chain.

How NNA Evaluates The Effectiveness Of Its Forced Labor And Child Labor Controls In Its Business And Supply Chains

NNA’s policies and procedures are subject to internal audit review and continuous evolution with the goal of further advancing its commitment to human rights. Oversight of these policies and procedures is provided by the Global Sustainability Steering Committee (GSSC), which ensures consistent governance and supports the ongoing enhancement of NCI’s human rights due diligence.

To report on implementation and effectiveness of human rights due diligence efforts to NNA Executive Management and to external stakeholders, the SCM Compliance Department has established Key Performance Indicators (KPIs) for the Program.

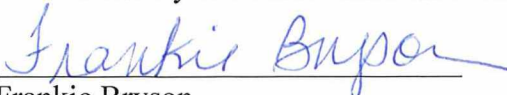
The Program KPIs demonstrate a strong supplier response to Nissan's request to promote human rights (as measured through turnover metrics from Purchasing Strategy) and a shared supplier commitment to supply chain mapping. Further, KPIs reflect Nissan’s commitment to human rights through tracked engagement with external and internal stakeholders. KPIs will be added, modified, or removed based on continued program improvements.

Approval And Attestation

This Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of Nissan North America, Inc.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in this report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind Nissan North America, Inc.

Per: 
Frankie Bryson
Director, Customs and Trade, Americas
31 MAY 2026