

Form 5500

Department of the Treasury  
Internal Revenue Service

Department of Labor  
Employee Benefits Security  
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ Complete all entries in accordance with the instructions to the Form 5500.

OMB Nos. 1210-0110  
1210-0089

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- A This return/report is for: [ ] a multiemployer plan [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) [x] a single-employer plan [ ] a DFE (specify) \_\_\_\_
B This return/report is: [ ] the first return/report [ ] the final return/report [ ] an amended return/report [ ] a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here. [ ]
D Check box if filing under: [x] Form 5558 [ ] automatic extension [ ] the DFVC program [ ] special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan: NISSAN EMPLOYEE 401(K) PLAN
1b Three-digit plan number (PN): 006
1c Effective date of plan: 01/01/1983
2a Plan sponsor's name (employer, if for a single-employer plan): NISSAN NORTH AMERICA, INC.
2b Employer Identification Number (EIN): 95-2108010
2c Plan Sponsor's telephone number: 615-725-1000
2d Business code (see instructions): 336100

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

Table with 4 columns: SIGN HERE, Signature, Date, and Name. Rows include: 1. Filed with authorized/valid electronic signature, 10/09/2025, JEFF CHAMBERS; 2. Signature of plan administrator; 3. Filed with authorized/valid electronic signature, 10/09/2025, JEFF CHAMBERS; 4. Signature of employer/plan sponsor; 5. Signature of DFE.

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2024) v. 240311

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN	
	<b>3c</b> Administrator's telephone number	
<b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN	
	<b>4d</b> PN	
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	22188
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). <b>a(1)</b> Total number of active participants at the beginning of the plan year ..... <b>a(2)</b> Total number of active participants at the end of the plan year ..... <b>b</b> Retired or separated participants receiving benefits..... <b>c</b> Other retired or separated participants entitled to future benefits ..... <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> ..... <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. .... <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> ..... <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) ..... <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) ..... <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6a(1)</b>	17099
	<b>6a(2)</b>	16200
	<b>6b</b>	377
	<b>6c</b>	4646
	<b>6d</b>	21223
	<b>6e</b>	206
	<b>6f</b>	21429
	<b>6g(1)</b>	22124
	<b>6g(2)</b>	21352
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	

**8a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:  
 2E 2F 2G 2J 2K 2R 2S 2T 3F

**b** If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

<b>9a</b> Plan funding arrangement (check all that apply)	<b>9b</b> Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

**10** Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

**a Pension Schedules**

- (1)  **R** (Retirement Plan Information)
- (2)  **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3)  **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4)  **DCG** (Individual Plan Information) – Number Attached \_\_\_\_\_
- (5)  **MEP** (Multiple-Employer Retirement Plan Information)

**b General Schedules**

- (1)  **H** (Financial Information)
- (2)  **I** (Financial Information – Small Plan)
- (3)  **A** (Insurance Information) – Number Attached \_\_\_\_\_
- (4)  **C** (Service Provider Information)
- (5)  **D** (DFE/Participating Plan Information)
- (6)  **G** (Financial Transaction Schedules)

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**Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)**

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**11a** If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) .....  Yes  No

If "Yes" is checked, complete lines 11b and 11c.

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**11b** Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) .....  Yes  No

**11c** Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code \_\_\_\_\_

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<b>SCHEDULE C</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Service Provider Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

<b>A</b> Name of plan <b>NISSAN EMPLOYEE 401(K) PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>006</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>NISSAN NORTH AMERICA, INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>95-2108010</b>	

**Part I Service Provider Information (see instructions)**

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

**1 Information on Persons Receiving Only Eligible Indirect Compensation**

**a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).....  Yes  No

**b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

**VOYA INSTITUTIONAL PLAN SERVICES**

**04-3516284**

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**2. Information on Other Service Providers Receiving Direct or Indirect Compensation.** Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

VOYA INSTITUTIONAL PLAN SERVICES

04-3516284

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26 49 64 67 99	NONE	3306571	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

LCG ASSOCIATES

75-1680350

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16	NONE	84000	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

ALSTON & BIRD LLP

58-0137615

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29	NONE	64647	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

**2. Information on Other Service Providers Receiving Direct or Indirect Compensation.** Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

EIGHT ELEVEN GROUP

35-2107150

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16	NONE	46632	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

MERCER

30-0282430

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11	NONE	37000	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

LBMC, PC

62-1199757

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16	NONE	27100	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

**2. Information on Other Service Providers Receiving Direct or Indirect Compensation.** Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

KELLY SERVICES INC.

38-1510762

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16	NONE	18241	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

DELOITTE

06-1454513

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13	NONE	3872	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

**Part I Service Provider Information (continued)**

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

<b>(a)</b> Enter service provider name as it appears on line 2	<b>(b)</b> Service Codes (see instructions)	<b>(c)</b> Enter amount of indirect compensation
<b>(d)</b> Enter name and EIN (address) of source of indirect compensation	<b>(e)</b> Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
<b>(a)</b> Enter service provider name as it appears on line 2	<b>(b)</b> Service Codes (see instructions)	<b>(c)</b> Enter amount of indirect compensation
<b>(d)</b> Enter name and EIN (address) of source of indirect compensation	<b>(e)</b> Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
<b>(a)</b> Enter service provider name as it appears on line 2	<b>(b)</b> Service Codes (see instructions)	<b>(c)</b> Enter amount of indirect compensation
<b>(d)</b> Enter name and EIN (address) of source of indirect compensation	<b>(e)</b> Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

**Part II Service Providers Who Fail or Refuse to Provide Information**

**4** Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide

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<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide

**Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)**  
(complete as many entries as needed)

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>SCHEDULE D</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>	<b>DFE/Participating Plan Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

<b>A</b> Name of plan <u>NISSAN EMPLOYEE 401(K) PLAN</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>006</u>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>NISSAN NORTH AMERICA, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>95-2108010</u>	

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
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<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>VANGUARD INSTITUTIONAL 500 INDEX TR</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>VANGUARD</u>		
<b>c</b> EIN-PN <u>81-6327546-001</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>610583469</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>VANGUARD INSTITUTIONAL EXTENDED MAR</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>VANGUARD</u>		
<b>c</b> EIN-PN <u>81-6324211-001</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>131538683</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>VANGUARD INSTITUTIONAL TOTAL BOND M</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>VANGUARD</u>		
<b>c</b> EIN-PN <u>81-6321044-001</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>218429475</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>VANGUARD INSTITUTIONAL TOTAL INTERN</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>VANGUARD</u>		
<b>c</b> EIN-PN <u>81-6317280-001</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>223192592</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>VANGUARD RETIREMENT SAVINGS TRUST I</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>VANGUARD</u>		
<b>c</b> EIN-PN <u>45-5455475-023</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>246991255</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>VANGUARD TARGET RETIREMENT 2020 TRU</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>VANGUARD</u>		
<b>c</b> EIN-PN <u>90-0735899-001</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>59317687</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>VANGUARD TARGET RETIREMENT 2025 TRU</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>VANGUARD</u>		
<b>c</b> EIN-PN <u>90-0735963-001</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>175056216</u>

<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT 2030 TRU		
<b>b</b> Name of sponsor of entity listed in (a): VANGUARD		
<b>c</b> EIN-PN 90-0735964-001	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 301810590

<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT 2035 TRU		
<b>b</b> Name of sponsor of entity listed in (a): VANGUARD		
<b>c</b> EIN-PN 90-0735965-001	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 434429891

<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT 2040 TRU		
<b>b</b> Name of sponsor of entity listed in (a): VANGUARD		
<b>c</b> EIN-PN 90-0735971-001	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 334967634

<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT 2045 TRU		
<b>b</b> Name of sponsor of entity listed in (a): VANGUARD		
<b>c</b> EIN-PN 90-0735972-001	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 298268158

<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT 2050 TRU		
<b>b</b> Name of sponsor of entity listed in (a): VANGUARD		
<b>c</b> EIN-PN 90-0735976-001	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 148308404

<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT 2055 TRU		
<b>b</b> Name of sponsor of entity listed in (a): VANGUARD		
<b>c</b> EIN-PN 90-0735978-001	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 130344036

<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT 2060 TRU		
<b>b</b> Name of sponsor of entity listed in (a): VANGUARD		
<b>c</b> EIN-PN 45-3799736-001	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 55960938

<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT 2065 TRU		
<b>b</b> Name of sponsor of entity listed in (a): VANGUARD		
<b>c</b> EIN-PN 82-6204383-001	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 13759958

<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT 2070 TRU		
<b>b</b> Name of sponsor of entity listed in (a): VANGUARD		
<b>c</b> EIN-PN 88-6095930-001	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1858775

<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RETIREMENT INCOME T		
<b>b</b> Name of sponsor of entity listed in (a): VANGUARD		
<b>c</b> EIN-PN 90-0735883-001	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 46481092

**a** Name of MTIA, CCT, PSA, or 103-12 IE: AMERICAN CENTURY EMERGING MARKETS C

**b** Name of sponsor of entity listed in (a): AMERICAN CENTURY INVESTMENTS

<b>c</b> EIN-PN 26-3761443-001	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 0
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**a** Name of MTIA, CCT, PSA, or 103-12 IE: WESTERN ASSET CORE BOND CIF CLASS R

**b** Name of sponsor of entity listed in (a): HAND BENEFITS

<b>c</b> EIN-PN 74-2008758-186	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 59277301
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**a** Name of MTIA, CCT, PSA, or 103-12 IE: HARBOR CAPITAL APPRECIATION CIT CLA

**b** Name of sponsor of entity listed in (a): HARBOR TRUST COMPANY

<b>c</b> EIN-PN 84-4022934-844	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 177075709
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**a** Name of MTIA, CCT, PSA, or 103-12 IE: MFS INTERNATIONAL GROWTH FUND CLASS

**b** Name of sponsor of entity listed in (a): MFS FUNDS

<b>c</b> EIN-PN 57-1187281-001	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 34060783
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**a** Name of MTIA, CCT, PSA, or 103-12 IE: ARTISAN MID CAP GROWTH TRUST TIER 1

**b** Name of sponsor of entity listed in (a): SEI FUNDS

<b>c</b> EIN-PN 81-2225016-006	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 88908428
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**a** Name of MTIA, CCT, PSA, or 103-12 IE: GQG PARTNERS EMERGING MARKETS

**b** Name of sponsor of entity listed in (a): RELIANCE FUNDS

<b>c</b> EIN-PN 82-6258259-012	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 8501004
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**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>12/31/2024</b>	
<b>A</b> Name of plan <b>NISSAN EMPLOYEE 401(K) PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶ <b>006</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>NISSAN NORTH AMERICA, INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>95-2108010</b>

<b>Part I</b>	<b>Asset and Liability Statement</b>
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**1** Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

		(a) Beginning of Year	(b) End of Year
<b>Assets</b>			
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>		
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>	61029364	63028541
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>		
<b>(3)</b> Other .....	<b>1b(3)</b>		
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>		
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>		
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>		
<b>(B)</b> All other .....	<b>1c(3)(B)</b>		
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>		
<b>(B)</b> Common .....	<b>1c(4)(B)</b>		
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>		
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>		
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>		
<b>(8)</b> Participant loans .....	<b>1c(8)</b>	55289504	61351529
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>	3458838513	3799122077
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>		
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>		
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>		
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	304459262	307233137
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts).....	<b>1c(14)</b>		
<b>(15)</b> Other.....	<b>1c(15)</b>	113626328	144980255

<b>1d</b> Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	<b>1d(1)</b>		
(2) Employer real property.....	<b>1d(2)</b>		
<b>e</b> Buildings and other property used in plan operation.....	<b>1e</b>		
<b>f</b> Total assets (add all amounts in lines 1a through 1e).....	<b>1f</b>	3993242971	4375715539
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>		
<b>h</b> Operating payables.....	<b>1h</b>		
<b>i</b> Acquisition indebtedness.....	<b>1i</b>		
<b>j</b> Other liabilities.....	<b>1j</b>		
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j).....	<b>1k</b>	0	0
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	3993242971	4375715539

**Part II Income and Expense Statement**

**2** Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

<b>Income</b>		(a) Amount	(b) Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: <b>(A)</b> Employers.....	<b>2a(1)(A)</b>	114489295	
<b>(B)</b> Participants.....	<b>2a(1)(B)</b>	142731751	
<b>(C)</b> Others (including rollovers).....	<b>2a(1)(C)</b>	6427386	
(2) Noncash contributions.....	<b>2a(2)</b>		
(3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> .....	<b>2a(3)</b>		263648432
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
<b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....	<b>2b(1)(A)</b>		
<b>(B)</b> U.S. Government securities.....	<b>2b(1)(B)</b>		
<b>(C)</b> Corporate debt instruments.....	<b>2b(1)(C)</b>		
<b>(D)</b> Loans (other than to participants).....	<b>2b(1)(D)</b>		
<b>(E)</b> Participant loans.....	<b>2b(1)(E)</b>	4685569	
<b>(F)</b> Other.....	<b>2b(1)(F)</b>		
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		4685569
<b>(2) Dividends:</b>			
<b>(A)</b> Preferred stock.....	<b>2b(2)(A)</b>		
<b>(B)</b> Common stock.....	<b>2b(2)(B)</b>		
<b>(C)</b> Registered investment company shares (e.g. mutual funds).....	<b>2b(2)(C)</b>	20121544	
<b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		20121544
<b>(3)</b> Rents.....	<b>2b(3)</b>		
<b>(4) Net gain (loss) on sale of assets:</b>			
<b>(A)</b> Aggregate proceeds.....	<b>2b(4)(A)</b>		
<b>(B)</b> Aggregate carrying amount (see instructions).....	<b>2b(4)(B)</b>		
<b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result.....	<b>2b(4)(C)</b>		
<b>(5) Unrealized appreciation (depreciation) of assets:</b>			
<b>(A)</b> Real estate.....	<b>2b(5)(A)</b>		
<b>(B)</b> Other.....	<b>2b(5)(B)</b>		
<b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....	<b>2b(5)(C)</b>		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	<b>2b(6)</b>		443362929
(7) Net investment gain (loss) from pooled separate accounts .....	<b>2b(7)</b>		
(8) Net investment gain (loss) from master trust investment accounts .....	<b>2b(8)</b>		
(9) Net investment gain (loss) from 103-12 investment entities .....	<b>2b(9)</b>		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	<b>2b(10)</b>		10679437
<b>c</b> Other income .....	<b>2c</b>		27478398
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....	<b>2d</b>		769976309

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers .....	<b>2e(1)</b>	384228217	
(2) To insurance carriers for the provision of benefits .....	<b>2e(2)</b>		
(3) Other .....	<b>2e(3)</b>		
(4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....	<b>2e(4)</b>		384228217
<b>f</b> Corrective distributions (see instructions) .....	<b>2f</b>		
<b>g</b> Certain deemed distributions of participant loans (see instructions) .....	<b>2g</b>		-312539
<b>h</b> Interest expense .....	<b>2h</b>		
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	<b>2i(1)</b>		
(2) Contract administrator fees .....	<b>2i(2)</b>	124150	
(3) Recordkeeping fees .....	<b>2i(3)</b>	26650	
(4) IQPA audit fees .....	<b>2i(4)</b>		
(5) Investment advisory and investment management fees .....	<b>2i(5)</b>	2993799	
(6) Bank or trust company trustee/custodial fees .....	<b>2i(6)</b>		
(7) Actuarial fees .....	<b>2i(7)</b>	37000	
(8) Legal fees .....	<b>2i(8)</b>	64647	
(9) Valuation/appraisal fees .....	<b>2i(9)</b>		
(10) Other trustee fees and expenses .....	<b>2i(10)</b>		
(11) Other expenses .....	<b>2i(11)</b>	341817	
(12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....	<b>2i(12)</b>		3588063
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total .....	<b>2j</b>		387503741

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> .....	<b>2k</b>		382472568
<b>l</b> Transfers of assets:			
(1) To this plan .....	<b>2l(1)</b>		
(2) From this plan .....	<b>2l(2)</b>		

**Part III Accountant's Opinion**

**3** Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

**a** The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1)  Unmodified (2)  Qualified (3)  Disclaimer (4)  Adverse

**b** Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1)  DOL Regulation 2520.103-8 (2)  DOL Regulation 2520.103-12(d) (3)  neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

**c** Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **LMBC, PC**

(2) EIN: **62-1199757**

**d** The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1)  This form is filed for a CCT, PSA, DCG or MTIA. (2)  It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

**Part IV Compliance Questions**

**4** CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
<b>a</b> Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	X		26257
<b>b</b> Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
<b>c</b> Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
<b>d</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
<b>e</b> Was this plan covered by a fidelity bond?	X		500000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
<b>g</b> Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
<b>h</b> Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
<b>j</b> Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
<b>l</b> Has the plan failed to provide any benefit when due under the plan?		X	
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	X		
<b>n</b> If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	X		

**5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?  Yes  No  
If "Yes," enter the amount of any plan assets that reverted to the employer this year \_\_\_\_\_.

**5b** If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

<b>5b(1)</b> Name of plan(s)	<b>5b(2)</b> EIN(s)	<b>5b(3)</b> PN(s)

**5c** Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) .....  Yes  No  Not determined  
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year \_\_\_\_\_.

<b>SCHEDULE R</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Retirement Plan Information</b>  This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500.</b>	OMB No. 1210-0110  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

<b>A</b> Name of plan <u>NISSAN EMPLOYEE 401(K) PLAN</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>006</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>NISSAN NORTH AMERICA, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>95-2108010</u>	

<b>Part I</b>	<b>Distributions</b>
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**All references to distributions relate only to payments of benefits during the plan year.**

**1** Total value of distributions paid in property other than in cash or the forms of property specified in the instructions..... 

1	
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**2** Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):  
EIN(s): 04-3581074

**Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.**

**3** Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year..... 

3	
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<b>Part II</b>	<b>Funding Information</b> (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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**4** Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? .....  Yes  No  N/A  
**If the plan is a defined benefit plan, go to line 8.**

**5** If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_  
**If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.**

<b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....	<b>6a</b>	
<b>b</b> Enter the amount contributed by the employer to the plan for this plan year .....	<b>6b</b>	
<b>c</b> Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	<b>6c</b>	

**If you completed line 6c, skip lines 8 and 9.**

**7** Will the minimum funding amount reported on line 6c be met by the funding deadline?.....  Yes  No  N/A

**8** If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? .....  Yes  No  N/A

<b>Part III</b>	<b>Amendments</b>
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**9** If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....  Increase  Decrease  Both  No

<b>Part IV</b>	<b>ESOPs</b> (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
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**10** Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? .....  Yes  No

**11 a** Does the ESOP hold any preferred stock? .....  Yes  No

**b** If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) .....  Yes  No

**12** Does the ESOP hold any stock that is not readily tradable on an established securities market? .....  Yes  No

**Part V Additional Information for Multiemployer Defined Benefit Pension Plans**

**13** Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. Complete as many entries as needed to report all applicable employers.

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box  and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box  and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure:  Hourly  Weekly  Unit of production  Other (specify): \_\_\_\_\_

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box  and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box  and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure:  Hourly  Weekly  Unit of production  Other (specify): \_\_\_\_\_

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box  and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box  and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure:  Hourly  Weekly  Unit of production  Other (specify): \_\_\_\_\_

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box  and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box  and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure:  Hourly  Weekly  Unit of production  Other (specify): \_\_\_\_\_

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box  and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box  and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure:  Hourly  Weekly  Unit of production  Other (specify): \_\_\_\_\_

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

**d** Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box  and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**e** Contribution rate information (If more than one rate applies, check this box  and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

(2) Base unit measure:  Hourly  Weekly  Unit of production  Other (specify): \_\_\_\_\_

**14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

<b>a</b> The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	<b>14a</b>	
<b>b</b> The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	<b>14b</b>	
<b>c</b> The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	<b>14c</b>	

**15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

<b>a</b> The corresponding number for the plan year immediately preceding the current plan year .....	<b>15a</b>	
<b>b</b> The corresponding number for the second preceding plan year .....	<b>15b</b>	

**16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

<b>a</b> Enter the number of employers who withdrew during the preceding plan year .....	<b>16a</b>	
<b>b</b> If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	<b>16b</b>	

**17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment .....

**Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans**

**18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment .....

**19** If the total number of participants is 1,000 or more, complete lines (a) and (b):

**a** Enter the percentage of plan assets held as:  
 Public Equity: \_\_\_\_\_% Private Equity: \_\_\_\_\_% Investment-Grade Debt and Interest Rate Hedging Assets: \_\_\_\_\_%  
 High-Yield Debt: \_\_\_\_\_% Real Assets: \_\_\_\_\_% Cash or Cash Equivalents: \_\_\_\_\_% Other: \_\_\_\_\_%

**b** Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:  
 0-5 years  5-10 years  10-15 years  15 years or more

**20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

**a** Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero?  Yes  No

**b** If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:  
 Yes.  
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.  
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.  
 No. Other. Provide explanation: \_\_\_\_\_

**Part VII IRS Compliance Questions**

**21a** Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules?  Yes  No

**21b** If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).  
 Design-based safe harbor method  
 "Prior year" ADP test  
 "Current year" ADP test  
 N/A

**22** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter \_\_\_/\_\_\_/\_\_\_\_ (MM/DD/YYYY) and the Opinion Letter serial number \_\_\_\_\_.

# ***Nissan Employee 401(k) Plan***

*Financial Statements as of December 31, 2024  
and 2023 and for the Year Ended December 31,  
2024, Supplemental Schedules as of December 31,  
2024 and Independent Auditors' Report*



# NISSAN EMPLOYEE 401(k) PLAN

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## Independent Auditors' Report

The Retirement and Savings Committee  
Nissan Employee 401(k) Plan:

### *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit*

We have performed audits of the financial statements of the Nissan Employee 401(k) Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023 and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 7 to the financial statements, is complete and accurate.

### *Opinion*

In our opinion, based on our audits and on the procedures performed as described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report,

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America ("GAAP").
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management has determined meets the requirements of ERISA Section 103(a)(3)(C).

### ***Basis for Opinion***

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

### ***Responsibilities of Management for the Financial Statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are issued or are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

### ***Auditors' Responsibilities for the Audit of the Financial Statements***

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audits, significant audit findings, and certain internal control-related matters that we identified during the audits.

***Other Matter - Supplemental Schedules Required by ERISA***

The supplemental schedule of assets (held at end of year) as of December 31, 2024 and schedule of delinquent participant contributions for the year ended December 31, 2024 are presented for the purpose of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- the form and content of the supplemental schedules, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, are presented in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

*LBMC, PC*

Brentwood, Tennessee  
October 1, 2025

# NISSAN EMPLOYEE 401(k) PLAN

## STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS AS OF DECEMBER 31, 2024 AND 2023

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	<u>2024</u>	<u>2023</u>
ASSETS:		
Investments, at fair value		
Mutual funds	\$ 307,233,137	\$ 304,459,262
Commingled trust funds	3,799,122,077	3,458,838,513
Self-directed brokerage fund	<u>144,980,255</u>	<u>113,626,328</u>
Total investments, at fair value	<u>4,251,335,469</u>	<u>3,876,924,103</u>
RECEIVABLES:		
Notes receivable from participants	63,385,312	57,635,433
Company contribution receivable	<u>63,028,541</u>	<u>61,029,364</u>
Total receivables	<u>126,413,853</u>	<u>118,664,797</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 4,377,749,322</u>	<u>\$ 3,995,588,900</u>

See notes to financial statements.

## NISSAN EMPLOYEE 401(k) PLAN

### STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS FOR THE YEAR ENDED DECEMBER 31, 2024

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#### ADDITIONS:

Employee contributions (inclusive of \$6,427,386 of roll-overs)	\$ 149,159,137
Company contributions	114,489,295
Net appreciation in fair value of investments	478,081,225
Interest and dividend income, investments	22,970,939
Interest income, notes receivable from participants	<u>4,685,569</u>
	769,386,165

Other additions 590,537

Total additions 769,976,702

#### DEDUCTIONS:

Benefits paid to participants	384,228,217
Fees and commissions	<u>3,588,063</u>

Total deductions 387,816,280

NET INCREASE IN NET ASSETS 382,160,422

#### NET ASSETS AVAILABLE FOR BENEFITS:

Beginning of year 3,995,588,900

End of year \$ 4,377,749,322

See notes to financial statements.

# NISSAN EMPLOYEE 401(k) PLAN

## NOTES TO FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2024 AND 2023, AND FOR THE YEAR ENDED DECEMBER 31, 2024

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### 1. PLAN DESCRIPTION AND RELATED INFORMATION

The following is a summary of the Nissan Employee 401(k) Plan (the “Plan”) and provides only general information. Participants should refer to the plan document for a more complete description of the Plan’s provisions.

**Organization of the Plan** — The Plan is a defined contribution plan qualified as tax-exempt under Section 401(a) of the Internal Revenue Code of 1974, as amended, “IRC”. The Plan is sponsored by Nissan North America, Inc. (the “Company” and the “Plan Sponsor”) and covers employees of Nissan North America, Inc. and its subsidiaries and affiliates.

**Eligibility** — Substantially all employees of the Company are immediately eligible to participate in the Plan.

**Plan Administration** — All assets of the Plan are held by an independent trustee. Various independent fund managers have investment discretion within the investment guidelines approved by the Retirement and Savings Committee (the “Committee”). All other matters are administered by the Committee.

**Contributions** — Participants contributing to the Plan, through a compensation reduction agreement, may defer up to 50% of their compensation, but not in excess of the limitation prescribed by Section 402(g) of the IRC. Each employee who satisfies the eligibility requirements is auto-enrolled at 3% of compensation which increases by 1% each year until the participant reaches a 10% deferral or elects another deferral percentage. The Company will make an IRC Safe Harbor Matching contribution equal to 100% of the first 1%, 60% of the next 4% and then 10% of the next 1% of eligible compensation deferred by each participant.

Participants are also eligible to receive an additional Company annual retirement contribution (“CAR” contribution). Participants hired or rehired after December 31, 2005 receive a CAR contribution based on a percentage matrix based on years of service. Participants hired before January 1, 2006 receive a CAR contribution equal to 5% of eligible compensation. The Company accrued CAR contributions of \$63,028,541 and \$61,029,364 as of December 31, 2024 and 2023, respectively, which were paid in the respective subsequent Plan year.

**Participant Accounts** — Each participant’s account is credited or charged with the participant’s contribution, the Company’s contributions and investment earnings (losses) thereon and charged with an allocation of administrative expenses. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s vested balance.

**Vesting** — Participants are immediately vested in their contributions plus actual earnings (losses) thereon. Vesting in the Company’s matching contributions is based on years of continuous service. A participant becomes 100% vested in the Company matching contributions after one year of continuous service. CAR contributions vest on a three year cliff vesting schedule for those employees hired or rehired after December 31, 2005 and vest immediately for those hired prior to January 1, 2006 once their CAR benefit starts.

**Forfeitures** — The forfeited, non-vested account balances are used to offset Plan administrative expenses. Any excess may be used to offset future Company contributions. At December 31, 2024 and 2023, forfeited, non-vested accounts totaled \$568,536 and \$505,420, respectively. During the year ended December 31, 2024, \$289,270 of forfeited non-vested accounts was utilized to pay Plan expenses.

# NISSAN EMPLOYEE 401(k) PLAN

## NOTES TO FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2024 AND 2023, AND FOR THE YEAR ENDED DECEMBER 31, 2024

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**Notes Receivable from Participants** — Each active participant may borrow from his or her fund accounts a minimum of \$1,000 up to a maximum of \$50,000 or 50 percent of his or her account balance, whichever is less. Each active participant may take two loans, one for a principal residence and one general loan. The repayment period of such loans cannot exceed five years unless the proceeds are used to buy or substantially improve the participant's principal residence, in which case longer terms are allowed. Interest rates are established by the Committee and range from 4.25% to 9.50% at December 31, 2024. Each loan is secured by an assignment of a security interest in the respective participant's account. Principal and interest are collected ratably through payroll deductions.

**Payment of Benefits** — On termination of service, a participant may elect to receive a lump sum distribution, installment payments, or periodic ad hoc payments equal to the value of his or her vested account balance, or leave the account balance in Plan until a later date if the balance exceeds \$1,000. If the vested account balance is \$1,000 or less on termination of service, the participant will be required to take a full distribution of their vested account.

**Hardship Withdrawals** — The Plan permits distributions in the event of a hardship, as defined in the plan document. These distributions are taxable and subject to a tax penalty equal to 10% of the hardship distribution amount if the participant is younger than age 59 1/2. Hardship withdrawals are limited to the participant's elective account balance.

**Fees and Commissions** — Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Recordkeeping and consulting fees are charged directly to the applicable participants' accounts and are included in administrative expenses. Fees incurred by the Plan for the investment management services are included in net appreciation in fair value of investments.

**Plan Amendments** — Effective January 1, 2023, as allowed by the SECURE 2.0 Act, the Company has amended the Plan to raise the age participants must begin taking minimum distributions to age 73. Also effective January 1, 2023, a new definition of "Deferral Pay" was added to permit participant deferrals to continue up until the IRC Section 402(g) limit is reached rather than stopping once a participant hits the 401(a)(17) compensation limit. The following amendments were effective June 26, 2023. A participant is allowed to take medical, educational, or funeral hardship distributions on behalf of the participant's designated beneficiary. A new definition of "Bonus Election" was added to permit participants to make a separate deferral election with respect to their Deferrable Pay that is attributable to bonuses. Participants will no longer make separate catch-up contribution elections. Contributions that exceed the applicable limit in Section 414 of the IRC will automatically continue and be classified as catch-up contributions (up to the additional catch-up contribution limit). Participants who are automatically enrolled in the Plan and then elect to opt out of the Plan may request a refund of his or her pre-tax contributions within thirty (30) days from when the pre-tax contributions were made pursuant to the automatic enrollment.

Also effective June 26, 2023, the Plan changed the trustee from The Vanguard Fiduciary Trust Company to Voya Institutional Trust Company.

## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

**Basis of Accounting** — The financial statements of the Plan are maintained on the accrual basis of accounting.

**Investment Valuation and Income Recognition** — Investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Committee determines the Plan's valuation policies utilizing information provided by the investment adviser and trustee. See Note 3 for discussion of fair value measurements.

# NISSAN EMPLOYEE 401(k) PLAN

## NOTES TO FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2024 AND 2023, AND FOR THE YEAR ENDED DECEMBER 31, 2024

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Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividend income is recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

**Notes Receivable from Participants** — Notes receivable from participants are measured at their unpaid principal balances plus any accrued but unpaid interest. Delinquent notes receivable from participants are reclassified as distributions based upon the terms of the plan document.

**Payment of Benefits** — Benefits are recorded when paid.

**Use of Estimates** — The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and changes therein and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

**Risks and Uncertainties** — The Plan utilizes various investment instruments. Investment securities, in general, are exposed to various risks, such as interest rate, credit and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

### 3. FAIR VALUE MEASUREMENTS

The Plan values assets in accordance with the fair value standard. The standard clarifies the definition of fair value, establishes a framework for measuring fair value and expands the disclosures for fair value measurement. The framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described below:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

# NISSAN EMPLOYEE 401(k) PLAN

## NOTES TO FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2024 AND 2023, AND FOR THE YEAR ENDED DECEMBER 31, 2024

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The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

(i) *Mutual funds*: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value "NAV" and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

(ii) *Self-directed brokerage funds*: The self-directed brokerage fund invests in cash, mutual funds, stocks and bonds. The valuation of mutual funds is described above. Cash is valued at its outstanding balance as reported by the trustee of the Plan. Stocks are valued at the closing price reported on the active market on which the individual securities are traded. Bonds are valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan's management believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

	<b>Fair Value Measurements as of December 31, 2024 using the following inputs</b>			
	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Mutual funds	\$ 307,233,137	\$ 307,233,137	\$ -	\$ -
Self-directed brokerage fund	144,980,255	137,655,496	7,324,759	-
Total assets in fair value heirarchy	452,213,392	<u>\$ 444,888,633</u>	<u>\$ 7,324,759</u>	<u>\$ -</u>
Investments measured at NAV as a practical expedient (a)	3,799,122,077			
Investments at fair value	<u>\$ 4,251,335,469</u>			

# NISSAN EMPLOYEE 401(k) PLAN

## NOTES TO FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2024 AND 2023, AND FOR THE YEAR ENDED DECEMBER 31, 2024

### Fair Value Measurements as of December 31, 2023 using the following inputs

	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Mutual funds	\$ 304,459,262	\$ 304,459,262	\$ -	\$ -
Self-directed brokerage fund	113,626,328	110,829,642	2,796,686	-
Total assets in fair value heirarchy	418,085,590	\$ 415,288,904	\$ 2,796,686	\$ -
Investments measured at NAV as a practical expedient (a)	3,458,838,513			
Investments at fair value	<u>\$ 3,876,924,103</u>			

(a) Certain investments are measured at NAV as a practical expedient to estimate fair value and, therefore, have not been classified in the fair value hierarchy.

The following table summarizes investments for which the fair value is measured using the NAV as a practical expedient as of December 31, 2024 and 2023. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

<u>Description</u>	<u>Fair Value</u> <u>12/31/2024</u>	<u>Fair Value</u> <u>12/31/2023</u>	<u>Unfunded</u> <u>Commitments</u>	<u>Frequency if</u> <u>Currently Eligible</u>	<u>Redemption</u> <u>Notice Period</u>
Commingled trust funds	\$ 3,799,122,077	\$ 3,458,838,513	n/a	Daily	Daily

#### 4. PLAN TERMINATION

Although it has not expressed any intention to do so, the Company has the right under the plan document to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in the Employee Retirement Income Security Act of 1974. Upon termination of the Plan, all unallocated net assets will be allocated to the participants' accounts and such account balances will become fully vested. Distribution to participants will be made as provided in the plan document.

#### 5. FEDERAL INCOME TAX STATUS

The Internal Revenue Service ("IRS") has determined and informed the Company by a letter dated April 19, 2017, that the Plan is qualified under Section 401(a) and the related trust is tax exempt under Section 501(a) of the Internal Revenue Code ("IRC"). The Plan has been amended since receiving the letter. However, the plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and is therefore, qualified and exempt from taxation.

# NISSAN EMPLOYEE 401(k) PLAN

## NOTES TO FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2024 AND 2023, AND FOR THE YEAR ENDED DECEMBER 31, 2024

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Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

### 6. RELATED-PARTY AND PARTY-IN-INTEREST TRANSACTIONS

The Plan investments in the self-directed brokerage fund is managed by Voya Institutional Trust Company, the trustee of the Plan. Therefore, these transactions qualify as party-in-interest transactions. As described in Note 1, the Plan paid expenses to various service providers and holds notes receivable from participants which also qualify as party-in-interest transactions.

### 7. INFORMATION CERTIFIED BY TRUSTEE (UNAUDITED)

The following is a summary of the unaudited information regarding the Plan, included in the Plan's financial statements and supplemental schedule, that was prepared by Voya Institutional Trust Company, the trustee of the Plan, as of December 31, 2024 and 2023 and for the year ended December 31, 2024, and furnished to the plan administrator. The plan administrator has obtained a certification from the trustee that such information is complete and accurate:

	<u>2024</u>	<u>2023</u>
Statements of Net Assets Available for Benefits:		
Investments:		
Mutual funds	\$ 307,233,137	\$ 304,459,262
Commingled trust funds	3,799,122,077	3,458,838,513
Self-directed brokerage fund	144,980,255	113,626,328
Total investments	<u>\$ 4,251,335,469</u>	<u>\$ 3,876,924,103</u>
Notes receivable from participants	<u>\$ 63,385,312</u>	<u>\$ 57,635,433</u>
Statement of Changes in Net Assets Available for Benefits:		
Net appreciation in fair value of investments	<u>\$ 478,081,225</u>	
Interest and dividend income, investments	<u>\$ 22,970,939</u>	
Interest income, notes receivable from participants	<u>\$ 4,685,569</u>	

### 8. UNTIMELY REMITTANCE OF PARTICIPANT CONTRIBUTIONS

The Plan Sponsor is required by Department of Labor regulation to remit participant contributions and participant loan repayments as soon as practicable, but by no later than the fifteenth business day following the end of the month in which the amounts were withheld from wages. For certain contributions withheld in 2024, the funds were not remitted timely. Imputed lost earnings applicable to these contributions will be calculated and contributed to the Plan in late 2025.

# NISSAN EMPLOYEE 401(k) PLAN

## NOTES TO FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2024 AND 2023, AND FOR THE YEAR ENDED DECEMBER 31, 2024

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### 9. SUBSEQUENT EVENTS

The Plan's management has evaluated events and transactions that occurred between December 31, 2024 and October 1, 2025, which is the date the financial statements were available to be issued, for possible recognition or disclosure in the financial statements.

### 10. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits and changes in net assets available for benefits per the financial statements to the Form 5500 as of December 31, 2024 and 2023 and for the year ended December 31, 2024:

	<u>2024</u>	<u>2023</u>
Net assets available for benefits per the financial statements	\$ 4,377,749,322	\$ 3,995,588,900
Deemed distributions of notes receivable from participants	(2,033,783)	(2,345,929)
Net assets available for benefits per the Form 5500	<u>\$ 4,375,715,539</u>	<u>\$ 3,993,242,971</u>
Increase in net assets per the financial statements	\$ 382,160,422	
Change in deemed distributions	312,146	
Increase in net assets per the Form 5500	<u>\$ 382,472,568</u>	

NISSAN EMPLOYEE 401(k) PLAN

EIN #95-2108010, PLAN No. 006

SCHEDULE H, LINE 4i—

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

AS OF DECEMBER 31, 2024

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current Value	
<b>MUTUAL FUNDS:</b>				
Artian Partners	Artisan International Value, Inst	**	\$ 43,901,075	
Harbor Capital	Harbor Small-Cap Growth Fund, Inst	**	45,317,463	
The Vanguard Fiduciary Trust Co.	Vanguard Cash Res Fed MM Fund	**	1,616,415	
The Vanguard Fiduciary Trust Co.	Vanguard Windsor II Fund, Administrative	**	131,693,072	
Victory	Victory Established Value R6	**	36,632,561	
Victory	Victory Integrity Small Cap Value Fund	**	48,072,551	
<b>Total mutual funds</b>			307,233,137	
<b>COMMINGLED TRUST FUNDS:</b>				
Harbor Capital	Harbor Capital Appreciation Fund, Inst	**	177,075,709	
The Vanguard Fiduciary Trust Co.	Vanguard Institutional Index Fund	**	610,583,469	
The Vanguard Fiduciary Trust Co.	Vanguard Total Bond Market Index Fund	**	218,429,475	
The Vanguard Fiduciary Trust Co.	Vanguard Extended Market Index Fund	**	131,538,683	
The Vanguard Fiduciary Trust Co.	Vanguard Total International Stock Index	**	223,192,592	
The Vanguard Fiduciary Trust Co.	Vanguard Retirement Savings Trust II	**	246,991,255	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2020 Trust I	**	59,317,687	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2025 Trust I	**	175,056,216	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2030 Trust I	**	301,810,590	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2035 Trust I	**	434,429,891	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2040 Trust I	**	334,967,634	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2045 Trust I	**	298,268,158	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2050 Trust I	**	148,308,404	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2055 Trust I	**	130,344,036	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2060 Trust I	**	55,960,938	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2065 Trust I	**	13,759,958	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2070 Trust I	**	1,858,775	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement Income Trust I	**	46,481,092	
Artisan Partners	Artisan Mid Cap Gr Tr T1	**	88,908,428	
GQG Partners	GQG Partners Emerging Markets Eq CIT A	**	8,501,004	
Western Asset Management Co.	WAMCO Core Bond CIF R3	**	59,277,301	
MFS	MFS International Growth Fund, Class 2	**	34,060,782	
<b>Total commingled trust funds</b>			3,799,122,077	
<b>SELF-DIRECTED BROKERAGE FUND:</b>				
* Voya Financial	Direct Securities Account	**	144,980,255	

NISSAN EMPLOYEE 401(k) PLAN

EIN #95-2108010, PLAN No. 006

SCHEDULE H, LINE 4i—

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

AS OF DECEMBER 31, 2024

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value		Cost	Current Value
* PARTICIPANT NOTES RECEIVABLE	Maturing at various dates through 2034; at rates of interest ranging from 4.25% to 9.50%			<u>63,385,312</u>
Total				<u>\$ 4,314,720,781</u>

\* Indicates party-in-interest.

\*\* Not required for participant directed plans

The above data is based upon information which has been certified as complete and accurate by Voya Institutional Trust Company.

**NISSAN EMPLOYEE 401(k) PLAN**

**EIN 95-2108010 Plan No. 006**

**FORM 5500, SCHEDULE H, PART IV, LINE 4a—**

**SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS**

**Year Ended DECEMBER 31, 2024**

Check Here If late Participant Loan Payments Are Included	Participant Contributions Transferred <u>Late to the Plan</u>	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP <u>and PTE 2002-51</u>
		Contributions <u>not Corrected</u>	Contributions Corrected <u>Outside VFCP</u>	Contributions Pending Correction <u>in VFCP</u>	
	\$26,257	\$26,257	\$ -	\$ -	\$ -

# ***Nissan Employee 401(k) Plan***

*Financial Statements as of December 31, 2024  
and 2023 and for the Year Ended December 31,  
2024, Supplemental Schedules as of December 31,  
2024 and Independent Auditors' Report*



# NISSAN EMPLOYEE 401(k) PLAN

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NOTE: All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.	

## Independent Auditors' Report

The Retirement and Savings Committee  
Nissan Employee 401(k) Plan:

### *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit*

We have performed audits of the financial statements of the Nissan Employee 401(k) Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023 and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 7 to the financial statements, is complete and accurate.

### *Opinion*

In our opinion, based on our audits and on the procedures performed as described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report,

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America ("GAAP").
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management has determined meets the requirements of ERISA Section 103(a)(3)(C).

### ***Basis for Opinion***

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

### ***Responsibilities of Management for the Financial Statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are issued or are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

### ***Auditors' Responsibilities for the Audit of the Financial Statements***

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audits, significant audit findings, and certain internal control-related matters that we identified during the audits.

***Other Matter - Supplemental Schedules Required by ERISA***

The supplemental schedule of assets (held at end of year) as of December 31, 2024 and schedule of delinquent participant contributions for the year ended December 31, 2024 are presented for the purpose of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- the form and content of the supplemental schedules, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, are presented in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

*LBMC, PC*

Brentwood, Tennessee  
October 1, 2025

## NISSAN EMPLOYEE 401(k) PLAN

### STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS AS OF DECEMBER 31, 2024 AND 2023

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	<u>2024</u>	<u>2023</u>
ASSETS:		
Investments, at fair value		
Mutual funds	\$ 307,233,137	\$ 304,459,262
Commingled trust funds	3,799,122,077	3,458,838,513
Self-directed brokerage fund	<u>144,980,255</u>	<u>113,626,328</u>
Total investments, at fair value	<u>4,251,335,469</u>	<u>3,876,924,103</u>
RECEIVABLES:		
Notes receivable from participants	63,385,312	57,635,433
Company contribution receivable	<u>63,028,541</u>	<u>61,029,364</u>
Total receivables	<u>126,413,853</u>	<u>118,664,797</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 4,377,749,322</u>	<u>\$ 3,995,588,900</u>

See notes to financial statements.

## NISSAN EMPLOYEE 401(k) PLAN

### STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS FOR THE YEAR ENDED DECEMBER 31, 2024

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#### ADDITIONS:

Employee contributions (inclusive of \$6,427,386 of roll-overs)	\$ 149,159,137
Company contributions	114,489,295
Net appreciation in fair value of investments	478,081,225
Interest and dividend income, investments	22,970,939
Interest income, notes receivable from participants	<u>4,685,569</u>
	769,386,165
Other additions	590,537
Total additions	<u>769,976,702</u>

#### DEDUCTIONS:

Benefits paid to participants	384,228,217
Fees and commissions	<u>3,588,063</u>
Total deductions	<u>387,816,280</u>

NET INCREASE IN NET ASSETS 382,160,422

#### NET ASSETS AVAILABLE FOR BENEFITS:

Beginning of year	<u>3,995,588,900</u>
End of year	<u>\$ 4,377,749,322</u>

See notes to financial statements.

# NISSAN EMPLOYEE 401(k) PLAN

## NOTES TO FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2024 AND 2023, AND FOR THE YEAR ENDED DECEMBER 31, 2024

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### 1. PLAN DESCRIPTION AND RELATED INFORMATION

The following is a summary of the Nissan Employee 401(k) Plan (the “Plan”) and provides only general information. Participants should refer to the plan document for a more complete description of the Plan’s provisions.

**Organization of the Plan** — The Plan is a defined contribution plan qualified as tax-exempt under Section 401(a) of the Internal Revenue Code of 1974, as amended, “IRC”. The Plan is sponsored by Nissan North America, Inc. (the “Company” and the “Plan Sponsor”) and covers employees of Nissan North America, Inc. and its subsidiaries and affiliates.

**Eligibility** — Substantially all employees of the Company are immediately eligible to participate in the Plan.

**Plan Administration** — All assets of the Plan are held by an independent trustee. Various independent fund managers have investment discretion within the investment guidelines approved by the Retirement and Savings Committee (the “Committee”). All other matters are administered by the Committee.

**Contributions** — Participants contributing to the Plan, through a compensation reduction agreement, may defer up to 50% of their compensation, but not in excess of the limitation prescribed by Section 402(g) of the IRC. Each employee who satisfies the eligibility requirements is auto-enrolled at 3% of compensation which increases by 1% each year until the participant reaches a 10% deferral or elects another deferral percentage. The Company will make an IRC Safe Harbor Matching contribution equal to 100% of the first 1%, 60% of the next 4% and then 10% of the next 1% of eligible compensation deferred by each participant.

Participants are also eligible to receive an additional Company annual retirement contribution (“CAR” contribution). Participants hired or rehired after December 31, 2005 receive a CAR contribution based on a percentage matrix based on years of service. Participants hired before January 1, 2006 receive a CAR contribution equal to 5% of eligible compensation. The Company accrued CAR contributions of \$63,028,541 and \$61,029,364 as of December 31, 2024 and 2023, respectively, which were paid in the respective subsequent Plan year.

**Participant Accounts** — Each participant’s account is credited or charged with the participant’s contribution, the Company’s contributions and investment earnings (losses) thereon and charged with an allocation of administrative expenses. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s vested balance.

**Vesting** — Participants are immediately vested in their contributions plus actual earnings (losses) thereon. Vesting in the Company’s matching contributions is based on years of continuous service. A participant becomes 100% vested in the Company matching contributions after one year of continuous service. CAR contributions vest on a three year cliff vesting schedule for those employees hired or rehired after December 31, 2005 and vest immediately for those hired prior to January 1, 2006 once their CAR benefit starts.

**Forfeitures** — The forfeited, non-vested account balances are used to offset Plan administrative expenses. Any excess may be used to offset future Company contributions. At December 31, 2024 and 2023, forfeited, non-vested accounts totaled \$568,536 and \$505,420, respectively. During the year ended December 31, 2024, \$289,270 of forfeited non-vested accounts was utilized to pay Plan expenses.

# NISSAN EMPLOYEE 401(k) PLAN

## NOTES TO FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2024 AND 2023, AND FOR THE YEAR ENDED DECEMBER 31, 2024

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**Notes Receivable from Participants** — Each active participant may borrow from his or her fund accounts a minimum of \$1,000 up to a maximum of \$50,000 or 50 percent of his or her account balance, whichever is less. Each active participant may take two loans, one for a principal residence and one general loan. The repayment period of such loans cannot exceed five years unless the proceeds are used to buy or substantially improve the participant's principal residence, in which case longer terms are allowed. Interest rates are established by the Committee and range from 4.25% to 9.50% at December 31, 2024. Each loan is secured by an assignment of a security interest in the respective participant's account. Principal and interest are collected ratably through payroll deductions.

**Payment of Benefits** — On termination of service, a participant may elect to receive a lump sum distribution, installment payments, or periodic ad hoc payments equal to the value of his or her vested account balance, or leave the account balance in Plan until a later date if the balance exceeds \$1,000. If the vested account balance is \$1,000 or less on termination of service, the participant will be required to take a full distribution of their vested account.

**Hardship Withdrawals** — The Plan permits distributions in the event of a hardship, as defined in the plan document. These distributions are taxable and subject to a tax penalty equal to 10% of the hardship distribution amount if the participant is younger than age 59 1/2. Hardship withdrawals are limited to the participant's elective account balance.

**Fees and Commissions** — Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Recordkeeping and consulting fees are charged directly to the applicable participants' accounts and are included in administrative expenses. Fees incurred by the Plan for the investment management services are included in net appreciation in fair value of investments.

**Plan Amendments** — Effective January 1, 2023, as allowed by the SECURE 2.0 Act, the Company has amended the Plan to raise the age participants must begin taking minimum distributions to age 73. Also effective January 1, 2023, a new definition of "Deferral Pay" was added to permit participant deferrals to continue up until the IRC Section 402(g) limit is reached rather than stopping once a participant hits the 401(a)(17) compensation limit. The following amendments were effective June 26, 2023. A participant is allowed to take medical, educational, or funeral hardship distributions on behalf of the participant's designated beneficiary. A new definition of "Bonus Election" was added to permit participants to make a separate deferral election with respect to their Deferrable Pay that is attributable to bonuses. Participants will no longer make separate catch-up contribution elections. Contributions that exceed the applicable limit in Section 414 of the IRC will automatically continue and be classified as catch-up contributions (up to the additional catch-up contribution limit). Participants who are automatically enrolled in the Plan and then elect to opt out of the Plan may request a refund of his or her pre-tax contributions within thirty (30) days from when the pre-tax contributions were made pursuant to the automatic enrollment.

Also effective June 26, 2023, the Plan changed the trustee from The Vanguard Fiduciary Trust Company to Voya Institutional Trust Company.

## 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

**Basis of Accounting** — The financial statements of the Plan are maintained on the accrual basis of accounting.

**Investment Valuation and Income Recognition** — Investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Committee determines the Plan's valuation policies utilizing information provided by the investment adviser and trustee. See Note 3 for discussion of fair value measurements.

# NISSAN EMPLOYEE 401(k) PLAN

## NOTES TO FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2024 AND 2023, AND FOR THE YEAR ENDED DECEMBER 31, 2024

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Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividend income is recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

**Notes Receivable from Participants** — Notes receivable from participants are measured at their unpaid principal balances plus any accrued but unpaid interest. Delinquent notes receivable from participants are reclassified as distributions based upon the terms of the plan document.

**Payment of Benefits** — Benefits are recorded when paid.

**Use of Estimates** — The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits and changes therein and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

**Risks and Uncertainties** — The Plan utilizes various investment instruments. Investment securities, in general, are exposed to various risks, such as interest rate, credit and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

### 3. FAIR VALUE MEASUREMENTS

The Plan values assets in accordance with the fair value standard. The standard clarifies the definition of fair value, establishes a framework for measuring fair value and expands the disclosures for fair value measurement. The framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described below:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

# NISSAN EMPLOYEE 401(k) PLAN

## NOTES TO FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2024 AND 2023, AND FOR THE YEAR ENDED DECEMBER 31, 2024

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The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

(i) *Mutual funds*: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value "NAV" and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

(ii) *Self-directed brokerage funds*: The self-directed brokerage fund invests in cash, mutual funds, stocks and bonds. The valuation of mutual funds is described above. Cash is valued at its outstanding balance as reported by the trustee of the Plan. Stocks are valued at the closing price reported on the active market on which the individual securities are traded. Bonds are valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan's management believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

<b>Fair Value Measurements as of December 31, 2024 using the following inputs</b>							
	<u>Total</u>		<u>Level 1</u>		<u>Level 2</u>		<u>Level 3</u>
Mutual funds	\$ 307,233,137	\$	307,233,137	\$	-	\$	-
Self-directed brokerage fund	144,980,255		137,655,496		7,324,759		-
Total assets in fair value heirarchy	452,213,392	\$	444,888,633	\$	7,324,759	\$	-
Investments measured at NAV as a practical expedient (a)	3,799,122,077						
Investments at fair value	<u>\$ 4,251,335,469</u>						

# NISSAN EMPLOYEE 401(k) PLAN

## NOTES TO FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2024 AND 2023, AND FOR THE YEAR ENDED DECEMBER 31, 2024

### Fair Value Measurements as of December 31, 2023 using the following inputs

	<u>Total</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>
Mutual funds	\$ 304,459,262	\$ 304,459,262	\$ -	\$ -
Self-directed brokerage fund	113,626,328	110,829,642	2,796,686	-
Total assets in fair value hierarchy	418,085,590	\$ 415,288,904	\$ 2,796,686	\$ -
Investments measured at NAV as a practical expedient (a)	3,458,838,513			
Investments at fair value	<u>\$ 3,876,924,103</u>			

(a) Certain investments are measured at NAV as a practical expedient to estimate fair value and, therefore, have not been classified in the fair value hierarchy.

The following table summarizes investments for which the fair value is measured using the NAV as a practical expedient as of December 31, 2024 and 2023. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

<u>Description</u>	<u>Fair Value</u> <u>12/31/2024</u>	<u>Fair Value</u> <u>12/31/2023</u>	<u>Unfunded</u> <u>Commitments</u>	<u>Frequency if</u> <u>Currently Eligible</u>	<u>Redemption</u> <u>Notice Period</u>
Commingled trust funds	\$ 3,799,122,077	\$ 3,458,838,513	n/a	Daily	Daily

#### 4. PLAN TERMINATION

Although it has not expressed any intention to do so, the Company has the right under the plan document to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in the Employee Retirement Income Security Act of 1974. Upon termination of the Plan, all unallocated net assets will be allocated to the participants' accounts and such account balances will become fully vested. Distribution to participants will be made as provided in the plan document.

#### 5. FEDERAL INCOME TAX STATUS

The Internal Revenue Service ("IRS") has determined and informed the Company by a letter dated April 19, 2017, that the Plan is qualified under Section 401(a) and the related trust is tax exempt under Section 501(a) of the Internal Revenue Code ("IRC"). The Plan has been amended since receiving the letter. However, the plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and is therefore, qualified and exempt from taxation.

# NISSAN EMPLOYEE 401(k) PLAN

## NOTES TO FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2024 AND 2023, AND FOR THE YEAR ENDED DECEMBER 31, 2024

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Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

### 6. RELATED-PARTY AND PARTY-IN-INTEREST TRANSACTIONS

The Plan investments in the self-directed brokerage fund is managed by Voya Institutional Trust Company, the trustee of the Plan. Therefore, these transactions qualify as party-in-interest transactions. As described in Note 1, the Plan paid expenses to various service providers and holds notes receivable from participants which also qualify as party-in-interest transactions.

### 7. INFORMATION CERTIFIED BY TRUSTEE (UNAUDITED)

The following is a summary of the unaudited information regarding the Plan, included in the Plan's financial statements and supplemental schedule, that was prepared by Voya Institutional Trust Company, the trustee of the Plan, as of December 31, 2024 and 2023 and for the year ended December 31, 2024, and furnished to the plan administrator. The plan administrator has obtained a certification from the trustee that such information is complete and accurate:

	<u>2024</u>	<u>2023</u>
Statements of Net Assets Available for Benefits:		
Investments:		
Mutual funds	\$ 307,233,137	\$ 304,459,262
Commingled trust funds	3,799,122,077	3,458,838,513
Self-directed brokerage fund	144,980,255	113,626,328
Total investments	<u>\$ 4,251,335,469</u>	<u>\$ 3,876,924,103</u>
Notes receivable from participants	<u>\$ 63,385,312</u>	<u>\$ 57,635,433</u>
Statement of Changes in Net Assets Available for Benefits:		
Net appreciation in fair value of investments	<u>\$ 478,081,225</u>	
Interest and dividend income, investments	<u>\$ 22,970,939</u>	
Interest income, notes receivable from participants	<u>\$ 4,685,569</u>	

### 8. UNTIMELY REMITTANCE OF PARTICIPANT CONTRIBUTIONS

The Plan Sponsor is required by Department of Labor regulation to remit participant contributions and participant loan repayments as soon as practicable, but by no later than the fifteenth business day following the end of the month in which the amounts were withheld from wages. For certain contributions withheld in 2024, the funds were not remitted timely. Imputed lost earnings applicable to these contributions will be calculated and contributed to the Plan in late 2025.

# NISSAN EMPLOYEE 401(k) PLAN

## NOTES TO FINANCIAL STATEMENTS

AS OF DECEMBER 31, 2024 AND 2023, AND FOR THE YEAR ENDED DECEMBER 31, 2024

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### 9. SUBSEQUENT EVENTS

The Plan's management has evaluated events and transactions that occurred between December 31, 2024 and October 1, 2025, which is the date the financial statements were available to be issued, for possible recognition or disclosure in the financial statements.

### 10. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits and changes in net assets available for benefits per the financial statements to the Form 5500 as of December 31, 2024 and 2023 and for the year ended December 31, 2024:

	<u>2024</u>	<u>2023</u>
Net assets available for benefits per the financial statements	\$ 4,377,749,322	\$ 3,995,588,900
Deemed distributions of notes receivable from participants	(2,033,783)	(2,345,929)
Net assets available for benefits per the Form 5500	<u>\$ 4,375,715,539</u>	<u>\$ 3,993,242,971</u>
Increase in net assets per the financial statements	\$ 382,160,422	
Change in deemed distributions	312,146	
Increase in net assets per the Form 5500	<u>\$ 382,472,568</u>	

NISSAN EMPLOYEE 401(k) PLAN

EIN #95-2108010, PLAN No. 006

SCHEDULE H, LINE 4i—

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

AS OF DECEMBER 31, 2024

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current Value	
<b>MUTUAL FUNDS:</b>				
Artian Partners	Artisan International Value, Inst	**	\$ 43,901,075	
Harbor Capital	Harbor Small-Cap Growth Fund, Inst	**	45,317,463	
The Vanguard Fiduciary Trust Co.	Vanguard Cash Res Fed MM Fund	**	1,616,415	
The Vanguard Fiduciary Trust Co.	Vanguard Windsor II Fund, Administrative	**	131,693,072	
Victory	Victory Established Value R6	**	36,632,561	
Victory	Victory Integrity Small Cap Value Fund	**	48,072,551	
<b>Total mutual funds</b>			307,233,137	
<b>COMMINGLED TRUST FUNDS:</b>				
Harbor Capital	Harbor Capital Appreciation Fund, Inst	**	177,075,709	
The Vanguard Fiduciary Trust Co.	Vanguard Institutional Index Fund	**	610,583,469	
The Vanguard Fiduciary Trust Co.	Vanguard Total Bond Market Index Fund	**	218,429,475	
The Vanguard Fiduciary Trust Co.	Vanguard Extended Market Index Fund	**	131,538,683	
The Vanguard Fiduciary Trust Co.	Vanguard Total International Stock Index	**	223,192,592	
The Vanguard Fiduciary Trust Co.	Vanguard Retirement Savings Trust II	**	246,991,255	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2020 Trust I	**	59,317,687	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2025 Trust I	**	175,056,216	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2030 Trust I	**	301,810,590	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2035 Trust I	**	434,429,891	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2040 Trust I	**	334,967,634	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2045 Trust I	**	298,268,158	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2050 Trust I	**	148,308,404	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2055 Trust I	**	130,344,036	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2060 Trust I	**	55,960,938	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2065 Trust I	**	13,759,958	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2070 Trust I	**	1,858,775	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement Income Trust I	**	46,481,092	
Artisan Partners	Artisan Mid Cap Gr Tr T1	**	88,908,428	
GQG Partners	GQG Partners Emerging Markets Eq CIT A	**	8,501,004	
Western Asset Management Co.	WAMCO Core Bond CIF R3	**	59,277,301	
MFS	MFS International Growth Fund, Class 2	**	34,060,782	
<b>Total commingled trust funds</b>			3,799,122,077	
<b>SELF-DIRECTED BROKERAGE FUND:</b>				
* Voya Financial	Direct Securities Account	**	144,980,255	

NISSAN EMPLOYEE 401(k) PLAN

EIN #95-2108010, PLAN No. 006

SCHEDULE H, LINE 4i—

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

AS OF DECEMBER 31, 2024

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor or similar party		Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current Value
*	PARTICIPANT NOTES RECEIVABLE	Maturing at various dates through 2034; at rates of interest ranging from 4.25% to 9.50%		<u>63,385,312</u>
	Total			<u>\$ 4,314,720,781</u>

\* Indicates party-in-interest.

\*\* Not required for participant directed plans

The above data is based upon information which has been certified as complete and accurate by Voya Institutional Trust Company.

**NISSAN EMPLOYEE 401(k) PLAN**

**EIN 95-2108010 Plan No. 006**

**FORM 5500, SCHEDULE H, PART IV, LINE 4a—**

**SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS**

**Year Ended DECEMBER 31, 2024**

Check Here If late Participant Loan Payments Are Included	Participant Contributions Transferred <u>Late to the Plan</u>	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
		Contributions not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
	\$26,257	\$26,257	\$ -	\$ -	\$ -

NISSAN EMPLOYEE 401(k) PLAN

EIN #95-2108010, PLAN No. 006

SCHEDULE H, LINE 4i—

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

AS OF DECEMBER 31, 2024

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current Value	
<b>MUTUAL FUNDS:</b>				
Artian Partners	Artisan International Value, Inst	**	\$ 43,901,075	
Harbor Capital	Harbor Small-Cap Growth Fund, Inst	**	45,317,463	
The Vanguard Fiduciary Trust Co.	Vanguard Cash Res Fed MM Fund	**	1,616,415	
The Vanguard Fiduciary Trust Co.	Vanguard Windsor II Fund, Administrative	**	131,693,072	
Victory	Victory Established Value R6	**	36,632,561	
Victory	Victory Integrity Small Cap Value Fund	**	48,072,551	
<b>Total mutual funds</b>			307,233,137	
<b>COMMINGLED TRUST FUNDS:</b>				
Harbor Capital	Harbor Capital Appreciation Fund, Inst	**	177,075,709	
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The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2065 Trust I	**	13,759,958	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement 2070 Trust I	**	1,858,775	
The Vanguard Fiduciary Trust Co.	Vanguard Target Retirement Income Trust I	**	46,481,092	
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GQG Partners	GQG Partners Emerging Markets Eq CIT A	**	8,501,004	
Western Asset Management Co.	WAMCO Core Bond CIF R3	**	59,277,301	
MFS	MFS International Growth Fund, Class 2	**	34,060,782	
<b>Total commingled trust funds</b>			3,799,122,077	
<b>SELF-DIRECTED BROKERAGE FUND:</b>				
* Voya Financial	Direct Securities Account	**	144,980,255	

NISSAN EMPLOYEE 401(k) PLAN

EIN #95-2108010, PLAN No. 006

SCHEDULE H, LINE 4i—

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

AS OF DECEMBER 31, 2024

(a)	(b)	(c)	(d)	(e)
Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current Value	
* PARTICIPANT NOTES RECEIVABLE	Maturing at various dates through 2034; at rates of interest ranging from 4.25% to 9.50%		<u>63,385,312</u>	
Total			<u>\$ 4,314,720,781</u>	

\* Indicates party-in-interest.

\*\* Not required for participant directed plans

The above data is based upon information which has been certified as complete and accurate by Voya Institutional Trust Company.