



## **NIO Inc.**

*(A company controlled through weighted voting rights and incorporated in the Cayman Islands with limited liability)*

**(Stock Code: 9866)**

**(the “Company”)**

### **BOARD DIVERSITY POLICY**

#### **1. Purpose**

- 1.1 This board diversity policy (the “**Policy**”) aims to set out the approach to achieve diversity on the Company’s board of directors (the “**Board**”).

#### **2. Vision**

- 2.1 The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance.

#### **3. Policy Statement**

- 3.1 With a view to achieving a sustainable and balanced development, the Company sees increasing diversity at the Board level as an essential element in supporting the attainment of its strategic objectives and its sustainable development.
- 3.2 In designing the Board’s composition, Board diversity has been considered from a wide range of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and/or length of service, and any other factors that the Board may consider relevant and applicable from time to time. High emphasis is placed on ensuring a balanced composition of skills and experience at the Board level in order to provide a range of perspectives, insights and challenge that enable the Board to discharge its duties and responsibilities effectively, support good decision making in view of the core businesses and strategy of the Company, its subsidiaries and consolidated affiliated entities from time to time (the “**Group**”), and support succession planning and development of the Board. For achieving an optimal Board, additional measurable objectives/specific diversity targets may be set and reviewed from time to time to ensure their appropriateness.

#### **4. Measurable Objectives**

- 4.1 Selection of candidates will be based on the Company’s relevant nomination policies and will take into account this Policy. The ultimate decision will be based on merit and contribution that the selected candidates will bring to the Board, having due regard to the benefits of diversity on the Board and also the needs of the Board without focusing on a single diversity aspect.
- 4.2 The Board will take opportunities to increase the proportion of female members over time when selecting and making recommendation on suitable candidates for Board appointments. The Board would endeavor to achieve an appropriate balance of gender diversity in the Board with reference to stakeholders’ expectation and international and local recommended best practices, with the ultimate goal of bringing the Board to gender parity.

#### **5. Review and Monitoring**

- 5.1 The Nominating and ESG Committee will, from time to time, as appropriate, (i) discuss and agree on expected goals to ensure board diversity, and (ii) review and, where necessary, update this Policy to ensure that this Policy remains effective, among other things.

- 5.2 The Nominating and ESG Committee will monitor the implementation of this Policy by conducting review of the Board's composition at least once annually taking into account the benefits of all relevant diversity aspects, and adhering to this Policy when making recommendations on any Board appointments.
- 5.3 A bespoke and comprehensive induction program will be provided to each new director to ensure that he or she has a thorough understanding of the Group's operations and policies as well as his or her role and responsibilities and to address any gaps in his or her knowledge. Relevant training will also be provided to directors from time to time as necessary to equip themselves with the attributes and competencies required for the Board in light of the strategic needs of the Group and the environment in which it operates.

**6. Disclosure**

- 6.1 This Policy will be published on the Company's website (<http://ir.nio.com>).
- 6.2 The Company will disclose annually, in the annual report and such disclosure shall include but not limited to: (a) the Policy or a summary of the Policy, including objectives and applicable progress on achieving those objectives; and (b) any disclosure requirements under the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited and/or the laws and rules of its other listing venues from time to time.

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