

NIO INC.

Environment, Health, Safety Policy

NIO has been dedicated to delivering on the vision of Blue Sky Coming since day one. All our work shall be based on the prerequisite of health and safety to implement socially and environmentally responsible planning and decision-making. Our mission is to create a safe and healthy working environment.

NIO's leadership will facilitate this target by providing the necessary resources and information to meet aggressive improvement in the areas of:

- Injury and illness prevention
- Health and wellbeing promotion
- Environment, Health and Safety risk reduction
- Pollution prevention
- Natural resources conservation

NIO has implemented the Environment, Health and safety Management System (EHSMS), to meet the objectives of this Policy, we must:

- Set substantial and measurable objectives in managing environment, health and safety and commit to continual improvement in these areas.
- Continue to implement management programs to ensure that our products, services and activities always comply with applicable EHS laws and other requirements.
- Endeavor to use resources and energy economically and efficiently to continuously reduce the emission of pollutants in the atmosphere, soil and water, and mitigate the impact on the environment.
- Provide the means to ensure employee understanding of relevant facets of the EHSMS and to engage with the workforce to allow their consultation and participation in EHS management.
- Systematically assess operations that have the potential to harm people or impact the environment aggressively work towards risk elimination.
- Maintain communication with partners, and support them to improve EHS performance for long-term win-win results.
- Periodically review and communicate our progress towards EHS objectives.

Every NIOer and person working for or on behalf of NIO is expected to comply with this Policy.



Feng SHEN

Executive Vice President and Chairman of Quality Management Committee