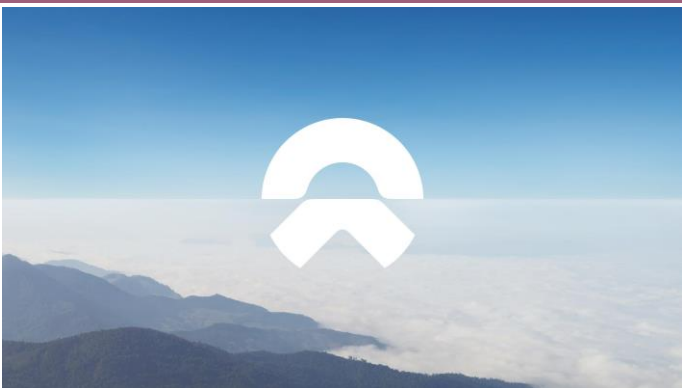


NIO and the University of Naples Federico II participate in the European Union's Horizon Research and Innovation Program



Munich, Germany – NIO, the global premium smart electric vehicle company, announces its participation in the European Union's Horizon Europe research and innovation program. NIO's Power Products and Solutions in Europe, together with 26 partners, have successfully been awarded funding to further research and development of energy storage systems in

e-mobility services. In addition, NIO is offering power grid services with its power swap stations to make energy systems more resilient, stable, and efficient. NIO will continue researching and developing innovative energy services and actively seeks partners to create a greener future.

Horizon Europe is the EU's largest research and innovation initiative. From 2021 to 2027, the program invests a total of €95.5 billion in bringing together world-class research teams to collaborate and innovate with aims that include tackling climate change and achieving the UN's Sustainable Development Goals.

"As part of this R&D project, NIO will contribute unique insights into the future of energy services in Europe through the development and implementation of the brand's unique Power Swap Station technology and smart electric vehicles," said Dr. Fei Shen, Senior Vice President of NIO Power. "The project is a big step in realizing NIO's guideline of Blue Sky Coming, bringing energy to vehicles right where and when needed, and will further promote sustainable and eco-friendly solutions for the future of mobility."

NIO和那不勒斯费德里科二世大学参与欧盟的地平线研究和创新计划

德国慕尼黑 - 全球高端智能电动汽车公司NIO宣布参与欧盟的欧洲地平线研究和创新计划。NIO在欧洲的电力产品和解决方案与26个合作伙伴一起，成功获得了资金，以进一步研究和开发

储能系统在电动汽车服务中的应用。此外，NIO正在利用其电力交换站提供电网服务，使能源系统更有弹性、更稳定、更高效。NIO将继续研究和开发创新的能源服务，并积极寻求合作伙伴，以创造一个更绿色的未来。欧洲地平线是欧盟最大的研究和创新计划。从2021年到2027年，该计划共投资955亿欧元，汇集世界一流的研究团队进行合作和创新，目的包括应对气候变化和实现联合国的可持续发展目标。

"作为这个研发项目的一部分，NIO将通过开发和实施该品牌独特的Power Swap Station技术和智能电动汽车，为欧洲未来的能源服务贡献独特的见解，"NIO Power高级副总裁沈飞博士说。"该项目是实现NIO "蓝天来临"准则的一大步，在需要的地方和时间，为车辆带来能源，并将进一步促进未来交通的可持续和环保解决方案"。

After the Chinese New Year, the project team did not forget its mission. In order to implement the progress of the new project as soon as possible, the company arranged personnel to visit various suppliers and monitor the project progress. Among them, at the beginning of this month, the project department and the equipment department went to the equipment suppliers together and called a meeting with relevant personnel. In the meeting, our company once again explicitly requested the suppliers to ensure that the original project node would not be postponed, and at the same time, after understanding the current actual situation, we analyzed the difficulties encountered by the suppliers and provided suggestions and resources to help them overcome the difficulties. After this visit, our company will continue to arrange personnel to follow up on site to ensure that the progress of equipment installation and commissioning is perfect.

在农历新年后，项目团队不忘使命，为尽快落实新项目进度，公司安排人员出访各个供应商，监督项目进度。其中，本月初，项目部与设备部共同到设备供应商处召集相关人员进行了会议。会议中，我司再次明确要求供应商要力保原项目节点不延期，同时在了解了目前实际情况后，对供应商所遇到的困难进行了分析，并提供建议及资源帮助供应商克服困难。在本次出访后，我司将持续安排人员进行到场跟进，确保设备安装调试进度万无一失。

(编辑 李蕾 Edit by Lei.Li)

Real-time follow-up of equipment renovation progress



设备进度改造实时跟进

Professional Knowledge 专业知识

How the differential works “转弯遇见” 差速器



The differential is an important part of the vehicle transmission, consisting of the left and right half-shaft gears, two planetary gears and the gear carrier (differential housing). If the wheels are mounted on the

coaxial, turning will cause the inner wheels to jam and even risk overturning. The differential can meet the high demand of driving a vehicle by transferring the torque from the engine to the driving wheels, allowing the car to drive at different speeds when turning. When the car is driving in a straight line, the planetary gears distribute the transmitted torque equally between the left and right half-axle gears, where the left and right drive wheels have equal speed and transmit equal torque.

When the vehicle turns, the speed of the inner wheel becomes slower and the speed of the outer wheel becomes faster, the force on the two half-axle gears is not the same, resulting in the planetary gears rotating on their own, and the torque transmitted by the two half-axes is not equal, so that one side of the wheel has a small speed and the other side has a large speed, thus achieving a smooth turn.

差速器是汽车传动中的一个重要零部件，由左右半轴齿轮、两个行星齿轮及齿轮架（差壳）组成。若车轮安装在同轴上，转弯会导致内侧车轮卡死，甚至有翻车的风险，而差速器能够满足驱动车辆高难度的需求，它能够将发动机的转矩传递给驱动车轮，允许汽车在转弯时以不同的转速进行行驶。当汽车直线行驶时，行星齿轮会把传递过来的转矩平均分配给左右两半轴齿轮，此时左右驱动轮具有相等的转速并传递转矩也相等。当车辆转弯时，内侧车轮的转速变慢，外侧的车轮转速变快，两边半轴齿轮的受力不一样，导致行星齿轮发生自转，两半轴传递的转矩不等，车轮出现一侧转速小，另一侧转速大，从而实现顺利转弯。

(编辑 杨微 Edit by Wei.Yang)

Training Management Overview 培训管理概述



TRAINING
MANAGEMENT
培训管理

We have in-house training every month, where our internal trainers teach their expertise in their areas of expertise, enriching everyone's professional knowledge in different fields. Effective training management will lead to continuous improvement in knowledge, skills and attitudes, maximizing the matching of employees' functions with their current or expected functions, and thus improving job performance.

Specifically, the training process contains the following aspects.

- 1、Employee training needs Training needs analysis is the precursor of the whole training process, is the basis and premise of the entire training work, refers to the enterprise before the start of training, from the strategic vision or from the immediate reality of the goal, to take relevant methods and technical means, the identification and analysis of the knowledge, skills and comprehensive quality of enterprise members.
- 2、Training method selection There are various training methods, such as lecture method, multimedia teaching method, conference training method, case study method and so on. These methods have their own advantages and disadvantages, as training organizers need to choose flexibly according to the actual situation, and one of the bases for selection is the competency characteristics.
- 3、Evaluation of training effect Training can be evaluated in terms of reaction, learning, behavior and effect. From the perspective of the competency model, the reaction level

assessment mainly examines the degree of employee satisfaction with training, which is a direct reflection of the effectiveness of training.

蔚邦每个月都有企业内部培训，我们的内训老师将自己擅长领域的专业知识教授给大家，丰富大家不同领域的专业知识。有效的培训管理将使员工在知识、技能、态度上不断提高，最大限度地使员工的职能与现任或预期的职能相匹配，进而提高工作绩效。具体来说，培训的流程包含以下方面：

1、员工培训需求培训需求分析是培训全流程的先导，是整个培训工作的基础和前提，是指企业在培训开始之前，从战略远景目标或是从近期现实目标出发，采取相关方法和技术手段，对企业成员的知识、技能以及综合素质等的鉴别与分析。

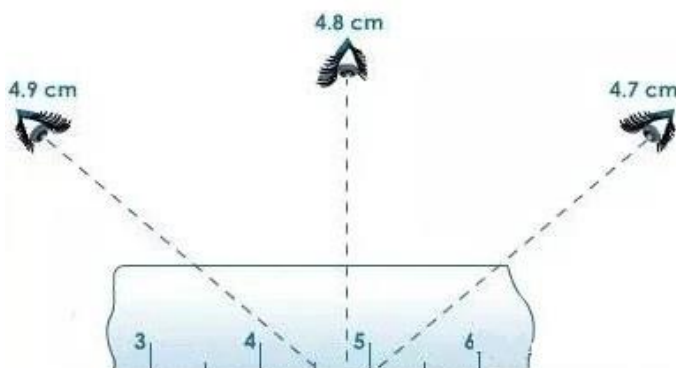
2、培训方式选择培训方式多种多样，比如讲授法、多媒体教学法、会议培训法、案例研究法等等。这些方法有各自的优缺点，作为培训组织者需要根据实际情况灵活选择，而选择的依据之一就是胜任特征。

3、培训效果的评估培训评估可以从反应、学习、行为、效果等方面进行评估。从胜任特征模型的视角看，反应层评估主要考察员工对培训的满意程度，是员工对于培训效果的直接反映。

(编辑 王晓雨 Edit Xiaoyu.Wang)

质量管理五大工具之——MSA Quality Management Tools - MSA

MSA is the analysis of the resolution and error of a measurement system using mathematical statistics and graphical methods. Measurement systems can be classified as "counting" or "measuring". A measurement system that gives a specific measurement value after measurement is a metrological system; a measurement system that gives a qualitative measurement result is a counting system. The analysis of metrological measurement systems usually includes: Bias, Stability, Linearity, and Repeatability and Reproducibility (R&R). The stability of a measurement system can be monitored by repeated measurements of the same part, the same quality characteristics of the mean extreme deviation control chart. There is no absolutely perfect measurement system in the world, and measurement system errors can be reduced, but not absolutely eliminated.



MSA是指使用数理统计和图表的方法，对测量系统的分辨率和误差进行分析。测量系统可分为“计数型”及“计量型”。测量后能够给出具体的测量数值的为计量型测量系统；能够定性地给出测量结果的为计数型测量系统。计量性测量系统分析通常包括：偏倚(Bias)、稳定性(Stability)、线性(Linearity)、以及重复性和再现性(R&R)。

测量系统的稳定性可由重复测量相同部件的，同一质量特性的均值极差控制图来监控。世界上没有绝对完美的测量系统，测量系统误差可以减少，但不能绝对消除。



蔚来 EC6路试谍照曝光

Road test spy photos of the new NIO EC6 have been revealed and the car will be officially launched within the year. The new car will be significantly upgraded in terms of configuration, will be based on the NIO NT2.0 platform, and will be equipped with LIDAR. The rear spy photos show that the new EC6 will have a sliding back design that is highly similar to the EC7, but the taillight design is different from the EC7's more upward running taillight design, the new EC6's taillights

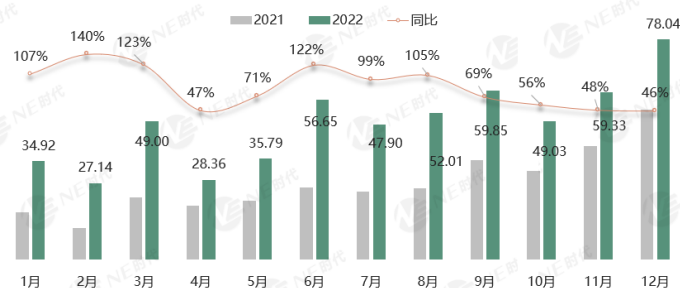
have an up-and-down symmetrical design, and the new car will be equipped with electric tail fins. The power configuration of the new car has not yet been revealed, but it will probably be equipped with the same powertrain as the NIO ES6, with a dual-motor four-wheel drive system and two battery packs of 75kWh and 100kWh capacity. 全新蔚来EC6的路试谍照曝光，该车将于年内正式上市。新车在配置上将有大幅提升，将基于蔚来 NT2.0 平台打造，并且会配备激光雷达。从曝光的尾部路试谍照看，全新蔚来 EC6 将采用溜背设计，整体与 EC7 高度相似，但在尾灯设计上，区别于EC7更加靠上的贯穿式尾灯设计，全新一代EC6的尾灯采用了上下对称的设计，并且新车将配备电动尾翼造型。新车的动力配置还没曝光，但大概率将会搭载和蔚来ES6相同的动力总成，配备双电机四驱系统，同时提供75kWh和100kWh两种容量电池包。

(编辑 许富生 Edit by Fusheng.Xu)

2022年乘用车电驱动销量统计 Passenger Car Electric Drive Sales Statistics to 2022

Benefiting from the growth of new energy passenger car sales, the amount of electric drive products also continued to climb. NE TIMES according to the domestic vehicle terminal insurance data for the statistical caliber of the installed capacity of key components of new energy statistics, 2022 new energy passenger car drive motor electric control cumulative annual installed capacity of 5.78 million units. up 77.59%.

新能源乘用车驱动电机电控搭载量 (单位: 万台)



受益于新能源乘用车销量增长，电驱动产品的搭载量也持续攀升。NE时代根据国内整车终端保险数据为统计口径对新能源关键部件的装机量进行了统计整理，2022年新能源乘用车驱动电机电控全年累计搭载量578万台，同比上涨 77.59%。分部件看，2022年，电机配套企业中，

比亚迪、特斯拉和方正领跑，前十企业市场份额73.24%。电控配套企业中，比亚迪、特斯拉和汇川占据前三，前十企业市场份额累计76.39%。比亚迪、特斯拉和日本电产在电驱动系统市场领先，累计份额47.81%；前十电驱动系统企业市场份额超过77%。电机电控分总成领域，第三方供应商合计份额占优，目前行业更多的依赖于第三方供应商。仅弗迪动力、特斯拉、蔚来驱动科技属于主机厂旗下供应商。

“Facing towards the Huanghe Tower, My old friend left that place by the sailboat;

With the flowers full blooming in March, he went down the river to Yangzhou.”

Slender West Lake is a famous lake garden with beautiful natural landscape and many scenic buildings. It is a



Slender West Lake
扬州-瘦西湖

symbol of Yangzhou's elegance and splendor, Enjoy the reputation of "garden was grand, First in the world".

There are many Bridges in the park, each with its own attitude. The Wind Pavilion on the Five Pavilions Bridge is with southern characteristics, full moon night, Each of the 15 bridge caves contains a moon, while the 24 Bridges show the beautiful scenery along the rainbow lying in waves.



“故人西辞黄鹤楼，烟花三月下扬州。”

瘦西湖是著名的湖上园林，自然景观旖旎多姿，建有很多风景建筑，是扬州雍容华贵的象征，享有“园林之盛，甲于天下”美誉。

园区内桥很多，各有姿态。五亭桥上的风亭极具南方特色，满月之夜，十五个桥洞中每个都含着一轮月亮，而二十四桥却沿展出长虹卧波的美景。

Let's take the ferry and watch a beautiful romantic sunset!

For two dollars, you can cross the river in about 5-10 minutes, you can see the blue of the river gradually turning into sparkling yellow and then gradually turning pink in the sun, and at that moment I only feel that the world is worth it! !

You can also go to the opposite Pukou Railway Station to feel the abandoned railway tracks, feel the quiet years left by the polishing of time, leave the hustle and bustle of the city, come here to empty yourself, and reconcile with yourself~The ferry runs every half hour, only 2RMB, swipe the subway card to get eight discounts, will stay for 5-10 minutes before the boat, you can shoot the white ferry and river on the platform.



Nanjing Zhongshan Wharf
南京中山码头



一起坐轮渡看一场绝美浪漫落日吧!

花两块钱就可以过江整个过程大概5-10分钟, 可以看到江面的蓝在阳光下逐渐变成闪闪发光的黄再逐渐变成粉红色, 那一刻只觉得人间值得! !

还可以去对面的浦口火车站感受废旧的铁轨, 感受时光打磨后留下的岁月静好, 离开城市喧嚣, 来这里放空自己, 与自己和解~

轮渡大概半小时一班, 只要2元, 刷地铁卡打八折, 开船前会停留5-10分钟, 可以在平台上拍白色的轮渡和江水。