

BOARD CANDIDATE REQUIREMENTS

The Corporate, Responsibility, Sustainability & Governance Committee of NIKE, Inc. (the “Committee”) considers and evaluates candidates for appointment or election to the Board of Directors. In evaluating potential candidates for suitability, the Committee considers many factors to identify individuals with the requisite intelligence, education, experience, and character to make significant contributions to the Board of Directors.

The following attributes and qualifications will be considered in evaluating non-management candidates for the Board.

EXPERIENCE

A broad range of high-level skills and experience is desirable among members of the Board, in an optimal combination to help the Board exercise its oversight responsibilities. Specifically, distinguished backgrounds in finance, management, marketing, operations, technology, the professions, sports, and education are desirable, depending on the needs of the Board.

Accordingly, a Board candidate must have extensive experience in one of the following fields:

- **Business** – The candidate is or has served as a senior level officer or director of a public corporation or recognized privately held entity. Ideally, the candidate has consumer products or international business experience.
- **Education** – The candidate has held a significant position at a prominent educational institution comparable to the position of university or college dean or president, or a senior faculty position in an area of study important to the Company.
- **Public Service** – The candidate has held one or more elected or appointed policy-making positions in federal or state government, or in a prominent nonprofit organization.
- **Professions** – The candidate is a prominent and respected member of the legal, medical or other self-regulating profession.
- **The Company or its Industry** – The candidate possesses significant experience in and knowledge of the Company or the sports or consumer products industries, or possesses achievements and knowledge in the those industries that are distinguished and widely recognized.

EDUCATION AND KNOWLEDGE

It is generally required that a candidate hold an undergraduate degree or an advanced degree from a respected college or university, although this criteria is not intended to exclude an exceptional candidate with equivalent intellectual achievements.

It is essential for a candidate to possess knowledge of the following:

- **Familiarity** with the operation and governance processes of a Board of a public corporation and the legal responsibilities of a director.
- **High-level knowledge** in the consumer products industry, international business, finance, marketing, technology, law, or other fields important to the Company, which are complementary to, and balance, the knowledge of other Board members.

- An understanding of the Company's business and the markets in which the Company operates.

INDIVIDUAL CHARACTERISTICS

A candidate must possess the following individual attributes:

- Desire to represent and serve the interests of all shareholders.
- Keen intelligence.
- Mature judgment.
- The highest personal and professional ethics, integrity, and moral character.
- Ability to remain objective and independent.
- Willingness to ask difficult questions.
- Capacity to objectively appraise management's performance.
- Excellent inter-personal skills and superior communication skills.
- Ability to develop a productive working relationship with Board members and senior management.
- Meet the independence standards of the NYSE and the Company.
- Have no prohibited interlocking relationships.
- Involvement only in activities or interests that do not conflict with or compromise a director's responsibilities to the Company and its shareholders.
- Willingness and ability to serve on the Board for several years to develop knowledge of the Company's business and make a significant contribution over time.
- Ability to devote sufficient time to discharge the duties of a Board member.

The Committee will also strongly consider the diversity of the communities in which the Company does business, and how candidates might bring different perspectives and views to the Board.