

# Human Rights Policy

## Introduction

NIU Technologies (together with its subsidiaries and consolidated affiliated entities, “NIU”, “We” or the “Company”) is committed to the ethical conduct of its global operations, respecting and promoting human rights in alignment with the Universal Declaration of Human Rights (UDHR), International Covenant on Civil and Political Rights (ICCPR), International Covenant on Economic, Social, and Cultural Rights (ICESCR), International Labour Organization (ILO) Conventions, UN Guiding Principles on Business and Human Rights, Sustainable Development Goals (SDGs) and other international labor and human rights standards. We will integrate this policy into our business strategy, operations, and reporting processes. The Policy applies to all employees and is comprehensively applied to corporates, agents, and supply chains engaged in a working relationship with NIU.

## Core Principles

### 1. Respect for Human Rights and Non-Discrimination

- We uphold the dignity and rights of every individual, ensuring fair treatment without discrimination based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, or any other status protected by international or local laws. We are committed to zero tolerance for harassment and discrimination, and we promote a workplace free from harassment and illegal discrimination through comprehensive training programs and clear policies.

### 2. Employment Rights and Practices

- We strictly prohibit any form of forced or compulsory labor, including modern slavery and human trafficking by anyone acting for or on behalf of the Company, and ensure that employment is always voluntary. We provide all employees with equal remuneration for work of equal value. We do not employ child labor and adhere to the minimum age requirements for employment as stipulated by local laws and prohibits our products or services from being produced by using child labor. We ensure that all recruitment processes are transparent and ethical, and we conduct thorough background checks to prevent the hiring of individuals who may have been involved in human trafficking or other forms of exploitation.

### 3. Freedom of Association

- We respect the rights of employees to join labor unions, engage in collective bargaining, and participate in social activities, in compliance with local regulations. We engage constructively with unions and other representative

bodies to address employee concerns and improve working conditions.

#### 4. **Health and Safety**

- We are dedicated to providing a safe and healthy work environment, complying with environmental and occupational health and safety standards. We conduct regular risk assessments and implement measures to mitigate hazards.

#### 5. **Environmental Stewardship**

- We strive to minimize our environmental impact through sustainable practices and responsible resource management. We comply with environmental regulations and actively seek ways to reduce waste, conserve energy, and promote sustainability in all aspects of our operations.

## **Communication**

We will conduct regular human rights impact assessments, train our workforce, and engage with stakeholders to ensure continuous improvement. We provide accessible and confidential channels for employees, suppliers, and other stakeholders to report concerns or grievances related to human rights. We commit to addressing these concerns promptly and effectively.

## **Review and Update**

This Policy will be reviewed and updated regularly to reflect changes in regulations, industry best practices, and the evolving needs of NIU.