Supplier Code of Conduct

Introduction

NIU Technologies (together with its subsidiaries and consolidated affiliated entities, “NIU”, “We” or the “Company”) is committed to maintaining the highest standards of corporate governance, ethical conduct, and social responsibility. This Supplier Code of Conduct ("Code") outlines the expectations and requirements for our suppliers to ensure alignment with our values and responsibilities. NIU has established a dedicated department responsible for supply chain management. NIU prioritizes transactions with suppliers who comply with the Code and demonstrate better ESG performance. Suppliers that fail to meet minimum requirements within an agreed time frame may be excluded from future contracting or have their business relationship with NIU suspended or terminated.

Legal and Ethical Compliance

- **Legal Compliance:** Suppliers must fully comply with all applicable laws and regulations within their respective countries or regions of operation. This includes but is not limited to labor laws, environmental regulations, and anti-corruption statutes. By adhering to these legal requirements, suppliers demonstrate their commitment to conducting business ethically and responsibly.

- **Ethical Standards:** Suppliers are expected to uphold the highest ethical business practices and demonstrate integrity in all interactions with NIU and its affiliates. This includes transparency in business dealings, honest communication, and maintaining the highest standards of professionalism.

Environmental Responsibility

- **Sustainability Practices:** Suppliers must adopt environmentally sustainable practices, minimize waste, and reduce their carbon footprint in all operational activities. This includes, but is not limited to implementing energy-efficient processes, reducing water usage, and using sustainable materials. By doing so, suppliers contribute to the conservation of natural resources and the reduction of environmental impacts. More information on supplier biodiversity and zero deforestation can be found in the *Biodiversity and Zero Deforestation Policy*. Suppliers are encouraged to manage greenhouse gas emissions and energy consumption, prevent pollution and responsibly manage waste, use energy, water, and raw materials more efficiently, and avoid activities that harm biodiversity, contribute to deforestation or degrade land.

- **Regulatory Adherence:** Compliance with environmental regulations is mandatory, and suppliers are encouraged to continuously improve their environmental performance. This means proactively seeking ways to reduce pollution, improve resource efficiency, and promote sustainability throughout their operations.

Labor Standards

- **Fair Labor Practices:** Suppliers must adhere to fair labor practices, ensuring there is no child labor, forced labor, or discrimination of any kind. This includes respecting workers' rights to freedom of association and collective bargaining, and providing equal opportunities for employment and advancement.
- **Wages and Conditions:** Suppliers shall provide fair wages and safe working conditions that meet or exceed local legal standards. Workers must be compensated fairly for their labor, and their physical and mental well-being must be protected through safe and healthy working environments.
- **Health and Safety:** Suppliers are required to maintain a safe and healthy work environment, comply with occupational health and safety laws, and actively prevent work-related accidents and injuries. This includes regular training for employees on safety procedures and providing appropriate personal protective equipment.

Quality and Continuous Improvement

- **High-Quality Standards:** Suppliers are expected to deliver high-quality products and services, demonstrating a commitment to continuous improvement and innovation. This commitment ensures that the products and services meet or exceed customer expectations and industry standards.
- **Quality Management Systems:** Suppliers must implement robust quality management systems to ensure consistent product and service excellence. These systems should include rigorous testing protocols, quality assurance measures, and ongoing training for employees to maintain the highest levels of quality.

Intellectual Property and Confidentiality

- **Intellectual Property Rights:** Suppliers must respect and protect the intellectual property rights of NIU and all other parties. This includes patents, trademarks, copyrights, and trade secrets. Suppliers are expected to use such intellectual property only as authorized and must take appropriate measures to prevent infringement.
- **Confidential Information Protection:** Confidential information received from NIU must be safeguarded and not disclosed to unauthorized third parties under any circumstances. This includes implementing strict data protection policies and procedures to ensure the confidentiality of sensitive information.

Anti-Corruption and Fair Competition

- **Zero Tolerance for Corruption:** Suppliers must avoid any form of bribery, corruption, or unfair competition practices. This includes refraining from offering, promising, giving, or accepting bribes or kickbacks in any form.
- **Transparency and Fairness:** Fair and transparent business dealings are essential in all transactions and relationships with NIU. This includes being honest about capabilities, performance, and pricing, and engaging in open and respectful communication.
- **Prohibition of Bribery.** Suppliers are strictly prohibited from offering, promising, authorizing or giving money or anything of value to any government official or entity with the objective of influencing official acts or decisions of that person or entity, securing any kind of improper advantage, or obtaining or retaining business.
- **Solicitation of Bribery.** Suppliers are strictly prohibited from soliciting or accepting anything of value in order to secure to a third party any kind of improper advantage relating to a business relationship with the Company. Suppliers shall identify and disclose actual or potential conflicts of interest and must not engage in collusion, price fixing, bid rigging, market allocation or other anti-competitive practices.

Additional Considerations

- **Supplier Diversity:** We are committed to developing a diverse supplier base and ensuring fair and equitable business practices regardless of organization size or business form.
- **Human Rights:** Suppliers are expected to respect human rights and ensure that their operations do not contribute to human rights abuses. This includes promoting the well-being of workers and respecting the rights of individuals in the communities where they operate.
- **Community Engagement:** Suppliers should engage positively with the communities in which they operate, supporting local development and initiatives where possible. This includes being good corporate citizens by contributing to community welfare and participating in social responsibility programs.
- **Training:** Employees must be provided with the necessary education on relevant laws and regulations at appropriate times and levels on a continuous basis to understand the Code and their role in ESG programs.
- **Supply Chain Governance:** NIU will define accountability for supply chain ESG governance, review relevant purchasing practices to reduce potential conflicts with this Code, and provide relevant internal stakeholders with appropriate guidance or training on their roles.

Communication

- **Reporting Mechanisms:** Suppliers must establish and maintain effective mechanisms for reporting non-compliance and grievances. This includes establishing anonymous reporting channels and ensuring that all reports are handled promptly and confidentially.
- **Remediation:** In cases of non-compliance, suppliers must take immediate corrective action and cooperate fully with NIU to resolve any issues. This may involve implementing corrective action plans, conducting training programs, or taking other measures to address and prevent future violations.

Review and Update

The Code has been approved by the management and will be reviewed and updated regularly to reflect changes in regulations, industry best practices, and the evolving needs of NIU.