ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2025

ESG

ENVIRONMENTAL
SOCIAL
GOVERNANCE

TABLE OF CONTENTS

ABOUT THIS REPORT

This Report is the fifth Environmental, Social and Governance (ESG) Report released by Niu Technologies. It adheres to the principles of objectivity, transparency, comprehensiveness, and standardization, with a primary focus on disclosing our practices and performance in the ESG domains.

Scope of the Report

Unless otherwise noted, the scope of this Report is consistent with that of the Company's annual report, with the reporting entity including Niu Technologies and its subsidiaries (hereinafter referred to as "NIU", the "Company", or "we").

Reporting period

This Report is published annually and covers the period from January 1, 2025 to December 31, 2025. Some information in the Report has been extended outside the reporting period as appropriate for enhanced completeness.

Reporting standards

This Report has been prepared with reference to the following criteria:

- Nasdaq ESG Reporting Guide 2.0
- Global Reporting Initiative (GRI) Standards 2021
- United Nations Sustainable Development Goals
- United Nations Global Compact (UNGC) Ten Principles.
- International Financial Reporting Sustainability Disclosure Standard 1 – General Requirements for Disclosure of Sustainability-related Financial Information (IFRS S1) and International Financial Reporting Sustainability Disclosure Standard 2 – Climate-Related Disclosures (IFRS S2) released by the International Sustainability Standards Board (ISSB)

Sources

The information and data cited in the Report is sourced from the Company's internal documents, statistical reports, and financial reports, and has been compiled and reviewed by the relevant internal departments. During the reporting period, some data were restated due to revised statistical methods, leading to discrepancies with earlier data releases. In such cases, the data in this Report shall prevail. Financial figures in this report are denominated in Renminbi (RMB). In case of any discrepancy with the financial statement, the financial statement shall prevail.

Release format

The electronic version of this Report is available on the Company's official Investor Relations website. The Report is published in Chinese and English. If there is any ambiguity between the Chinese version and its English translation, the Chinese version shall prevail. We welcome readers' feedback on the Report. If you have any questions or comments, please send an email to ir@niu.com.

Disclaimer

The Report may contain some forward-looking statements, which are subject to material changes due to uncertainties. The Company assumes no responsibility for updating any forward-looking statements in the Report.

MESSAGE FROM THE CEO

Dear Stakeholders,

In 2025, the global new-energy transportation industry gathered momentum, propelled by a combination of supportive policies and robust market demand. ESG is no longer a discretionary consideration. It has become a strategic imperative. With the transportation sector accounting for roughly one-quarter of global carbon emissions, the two-wheeled mobility industry carries both a profound responsibility and a unique opportunity. At Niu Technologies, our founding aspiration of delivering lighter, smarter, and lower-carbon urban mobility solutions has never been more relevant or more urgent.

We are redefining two-wheeled mobility with AI and transforming the riding experience through technology.

We launched the NXT2, the industry's first certified AI-powered electric two-wheeler. Powered by our proprietary NIU Lingxi AIOS operating system, NXT2 marks the formal entry of two-wheeled mobility into the AI era. From the "Hello, NIU" voice assistant that enables intuitive human-vehicle interaction, to vehicle-grade AI navigation projection and seamless multi-device connectivity, we have translated advanced intelligent technologies into everyday experiences accessible to millions of users. As AI becomes more deeply embedded in human-vehicle interaction, we remain firmly committed to safety, transparency, controllability, and the protection of user rights as the guiding principles of our AI applications. The NIU Lingxi AIOS was honored with the Red Dot Award for Interface and User Experience Design, while the NQiX and XQi3 models received the Red Dot Award and the iF Design Award, respectively. Together, these three accolades are the most compelling testament to our brand philosophy of Technology, Style, and Freedom.

We are delivering on our climate commitments through green initiatives across the entire value chain.

By the end of the year, the cumulative distance ridden by our users had surpassed 37.9 billion kilometers, translating into a reduction of more than 9.47 million tons of carbon emissions. Behind that figure lies the collective effort of millions of riders in their daily commutes. When low-carbon living becomes a way of life, climate commitments evolve from aspiration into tangible action.

On the production front, our Changzhou facility achieved certifications across four ISO management systems, namely ISO 9001, ISO 14001, ISO 45001, and ISO 50001, establishing a comprehensive management framework that covers product quality, environmental protection, occupational health and safety, and energy efficiency. The facility has also been recognized as a provincial-level "Smart Factory" and a municipal-level "Green Factory." In 2025, photovoltaic electricity consumption at the Changzhou facility reached 1,216 MWh, and the combined share of green electricity and certificates rose to 41%.

On the product front, sustainable products accounted for more than 90% of our revenue. We conducted a full life-cycle assessment of the NX Marathon model, identifying its impact on the environment from raw material extraction through to distribution, and applied the findings to improve product design and environmental performance.

On the reporting front, we expanded our Scope 3 emissions accounting to cover six categories, significantly enhancing both the coverage and the transparency of our emissions data. This allows us to respond more fully to stakeholder expectations, and provides a basis for identifying key emission sources and setting climate targets. We also conducted our first biodiversity impact assessment of the Changzhou facility using the LEAP approach developed by the Taskforce on Nature-related Financial Disclosures (TNFD), and we are progressively integrating nature-related risks and opportunities into our broader enterprise risk management framework.

We are building a sustainable foundation on high standards of governance.

We became a signatory to the United Nations Global Compact (UNGC), formally committing to embed its Ten Principles on human rights, labor, the environment, and anti-corruption into our operations. We recorded no incidents in 2025 of corruption, regulatory non-compliance, data security breaches, or cybersecurity failures.

In January 2026, our S&P Global Corporate Sustainability Assessment (CSA) score rose from 43 to 56, making us the only Chinese two-wheeler manufacturer selected for the S&P Global Sustainability Yearbook (China Edition) 2026. Our CDP climate change rating also improved to "B," the highest rating among Chinese automotive companies. These external validations affirm the progress we have made and give clear direction for the journey ahead.

From 2026 onward, we are moving from carbon exploration to carbon leadership.

Our achievements in 2025 have reinforced our conviction that sustainability is a long-term investment in our collective future. In 2026, we unveiled our refreshed brand slogan, "NIU, Just for Me!", and welcomed global brand ambassadors Leo Wu and Song Yuqi, embracing a new generation of consumers with a more youthful and dynamic spirit. This is not merely a brand evolution. It is a commitment to make sustainable mobility a lifestyle choice for young people, and to ensure that Technology, Style, and Freedom are not just words, but the lived experience of every user.

Looking ahead, we will respond to China's "dual carbon" goals with more systematic climate action, drive transformation across the entire value-chain through stricter supply chain ESG standards, and open ourselves to the scrutiny of all stakeholders through fuller and more transparent disclosure. Finally, I would like to express my heartfelt gratitude to every user, employee, and partner. It is your trust and support that are bringing our mission of "Redefine urban mobility and make urban life better" closer to reality, one step at a time.

Chief Executive Officer

Dr. Yan Li

ABOUT NIU TECHNOLOGIES

Mission

Redefine urban mobility and make life better

Vision

Become a world-leading urban mobility brand through design and technology

Concept

Technology, style, and freedom

Company Profile

NIU is a global provider of smart urban mobility solutions. As the first lifestyle brand in China's urban mobility sector, NIU's brand embodies the concepts of Technology, Style, and Freedom. Since its establishment, NIU has been committed to providing global customers with more convenient and more environment-friendly smart urban mobility vehicles to redefine urban mobility and make life better.

As a global leader in lithium-battery-powered two-wheeled electric vehicles, we pioneered the smart electric two-wheeler category that brings personal mobility into the IoT era. The traditional market was function-driven and dominated by blue-collar users; however, we have transformed it and fostered a greater appreciation for green mobility culture among users, establishing technology and intelligence as the new industry benchmarks.

We design, develop, and manufacture high-performance electric motorcycles, mopeds, bicycles, kick-scooters, and pedal-assist bicycles, establishing a diverse product ecosystem to meet users' varied needs in different scenarios. Additionally, we offer a wide range of accessories and peripheral products such as riding gear. For our users, NIU represents not just e-scooters, but a way of life.

We are headquartered in Beijing, with an R&D Center in Shanghai and a manufacturing facility in Changzhou, Jiangsu Province with an annual production capacity of 2 million units. As of the end of 2025, we had 4,540 franchised stores across 320 cities in China.

MAJOR MILESTONES

2014
In 2014, NIU was founded.

2015
NIU launched its first vehicle, the NQi, and received RMB 72 million in funding from the JD Equity Crowdfunding platform, a record sum for a domestic product in China.

2018
The total distance traveled by NIU scooters topped one billion kilometers. NIU was listed on NASDAQ (NASDAQ: NIU) in October.

2020
The NIU 2.0 strategy was initiated with product matrix covering NQi, MQi, UQi, and GOVA series. Global sales exceeded 1.5 million vehicles.

2021
NIU entered the micromobility market with the launch of the KQi kick-scooter series. The cumulative distance traveled by global users topped 10 billion kilometers; global sales exceeded 2.7 million vehicles.

2022
NIU debuted the revolutionary SQi series. The BQi electric bicycle was released overseas. Global sales exceeded 3.5 million; total distance driven by users hit 15 billion kilometers.

2023
NIU launched the MQi L, an electric bicycle with an extended riding range and supercharge function, alongside the high-performance electric motorcycle RQi.

2024
NIU launched the "next-generation performance flagship" electric scooter NX and electric bicycle NXT, redefining the premium segment.

2025
NIU launched its innovative flagship NXT and FXT e-bicycle series, targeting the ultra-premium segment with superior riding range and high performance.

2026
NIU refreshed the brand slogan: "NIU, Just for Me!" and partnered with global brand ambassadors Leo Wu and Song Yuqi to explore future opportunities.

FOCUSING ON SUSTAINABILITY · 2025 ESG HIGHLIGHTS

Operational Performance

- Total revenue reached **RMB 4.308 billion**, a year-on-year increase of **31.0%**↑
- Annual e-scooter sales volume reached **1,192,039 units**, a year-on-year increase of **29%**↑
- Became a member of **the United Nations Global Compact** (UNGC)

Social

- Customer service satisfaction reached **94%**, highlighting our strong service capabilities and brand value.
- As of the end of 2025, we held **617 patents** and **1,028 registered trademarks**. Additionally, 137 patents and trademarks are in the application stage in the Chinese Mainland, Europe, and other jurisdictions.
- During the reporting period, we participated in drafting **1 national standard** and **4 group standards** for the electric bicycle industry.

Environmental

- As of the end of 2025, cumulative user riding mileage reached **37.9 billion kilometers**, resulting in a reduction of over 9.47 million tons of carbon emissions, equivalent to planting approximately 474 million saxaul trees.
- Photovoltaic electricity consumption at the Changzhou facility reached 1,216 MWh in 2025, an increase of **9%** compared to 2024; combined green electricity and green certificates accounted for approximately **41%** of our total annual electricity consumption.
- Enhanced our carbon emission identification and accounting mechanisms, expanding the coverage of Scope 3 emission data categories for the reporting period. Our total carbon emissions for 2025 (Scope 1 + Scope 2 + partial Scope 3) were calculated to be **852,276.96 tons of CO2 equivalent**.
- The Changzhou facility obtained **four certifications**: ISO 9001 (Quality Management), ISO 14001 (Environmental Management), ISO 45001 (Occupational Health and Safety), and ISO 50001 (Energy Management).

Governance

- Independent non-executive directors accounted for **60%** of the Board.
- Female directors accounted for **20%** of the Board.
- Average Board meeting attendance rate was **100%**.
- Independent directors comprised **100%** of the Audit Committee, Nomination and Corporate Governance Committee, and Compensation Committee.
- We adhere to high standards of business ethics, with **0** corruption incidents and **0** violations of laws or regulations throughout the year.

ESG Recognition

- 2025 S&P Global ESG Score rose to **56, an increase of 13 points** (included in the *S&P Global Sustainability Yearbook (China Edition) 2026*, the only Chinese two-wheeler company selected).
- 2025 CDP Climate Change rating improved from 'C' to **'B'** – Management Level (the highest rating among Chinese automotive companies).

HONORS AND AWARDS

Media and company category

"2026 GoldenBee CSR China Honor Roll" – Corporate Social Responsibility · Pioneering Enterprise
GoldenBeeThinkTank

"2025 EDGE AWARDS" – Most Socially Responsible Listed Company
TMTPost

"2025 Listed Company Reputation List" – Top Social Responsibility Award for Listed Companies
National Business Daily

"2025 Good Company 50" – Innovation and Development Award
Jiemian News

"6th International Science and Technology Innovation Festival" – 2025 Industry Innovation Leader
Shuyangwang

"2025 China Consumer Innovation Conference" – 2025 Industry Leading Brand
Shuyangwang

Electric Bicycle Industry Standard Conditions Enterprise
Ministry of Industry and Information Technology

Jiangsu Province Advanced-level Smart Factory
Department of Industry and Information Technology of Jiangsu Province

Changzhou City Green Factory
Changzhou Municipal Bureau of Industry and Information Technology

Wujin District, Changzhou City, "Advocating Pragmatism, Striving for Excellence" Outstanding Contribution Award – Advanced Collective (Outstanding Local Tax Contribution Enterprise)
CPC Wujin District Committee, Changzhou City/Wujin District People's Government, Changzhou City

2025 Top 10 Industrial Enterprises
Party Working Committee of Changzhou West Taihu Lake Science and Technology Industrial Park/Management Committee of Changzhou West Taihu Lake Science and Technology Industrial Park

2025 Outstanding Enterprise for Local Tax Contribution
Party Working Committee of Changzhou West Taihu Lake Science and Technology Industrial Park/Management Committee of Changzhou West Taihu Lake Science and Technology Industrial Park

Product category

NIU AiOS

Awarded the "2026 Interface and User Experience Design Award" Red Dot Award (Germany)

NXT2

Certified as a "High-Performance AI E-Bike" China Academy of Information and Communications Technology (CAICT) – TAF Laboratory

Certified as the "World's First AI Smart Two-Wheeled Electric Vehicle" Shangpu Consulting Group

NQiX 500

Named "Best Lightweight Electric Motorcycle of 2025" Germany's largest motorcycle and automotive media platform 1000PS

1 ESG GOVERNANCE

1.1 ESG STRATEGY

As a globally leading designer and manufacturer of smart electric two-wheelers, we are committed to driving the green mobility revolution through innovation and sustainable practices to foster positive changes in urban mobility worldwide. Our ESG strategy is guided by the United Nations Sustainable Development Goals (UN SDGs) and focuses on three core pillars: environmental protection, social responsibility, and corporate governance. We aim to create long-term value for our stakeholders while contributing to a more sustainable future.

Our ESG Value Model

Environmental sustainability is at the core of our business, as we work to reduce our carbon footprint and promote clean energy utilization.

Green innovation: Advance EV technology, enhance battery energy efficiency, and adopt more environmentally-friendly battery technologies.

Supply chain management: Ensure supply chain sustainability by selecting eco-friendly materials and production methods.

Product life-cycle management: Minimize environmental impact throughout the product life cycle, from design to recycling.

Climate change: Increase the use of clean energy, promote circular economy, and reduce carbon footprint.

We recognize our **social responsibilities** and are committed to creating value for our employees, users, business partners, and communities.

Safety first: Keep improving product performance and enhancing riding safety through smart technology.

People development: Provide comprehensive training and development opportunities while fostering a diverse and inclusive work environment.

Supply chain management: Implement a rigorous supplier evaluation system to ensure compliance with environmental and social responsibility standards.

Community participation: Promote "green mobility" philosophy and raise public awareness of sustainability.

We uphold high standards of **corporate governance** to ensure transparency and accountability in our business operations.

Transparency: Enhance disclosure to ensure all stakeholders understand the Company's ESG practices.

Compliance: Ensure the Company's operations comply with all relevant laws, regulations, and standards.

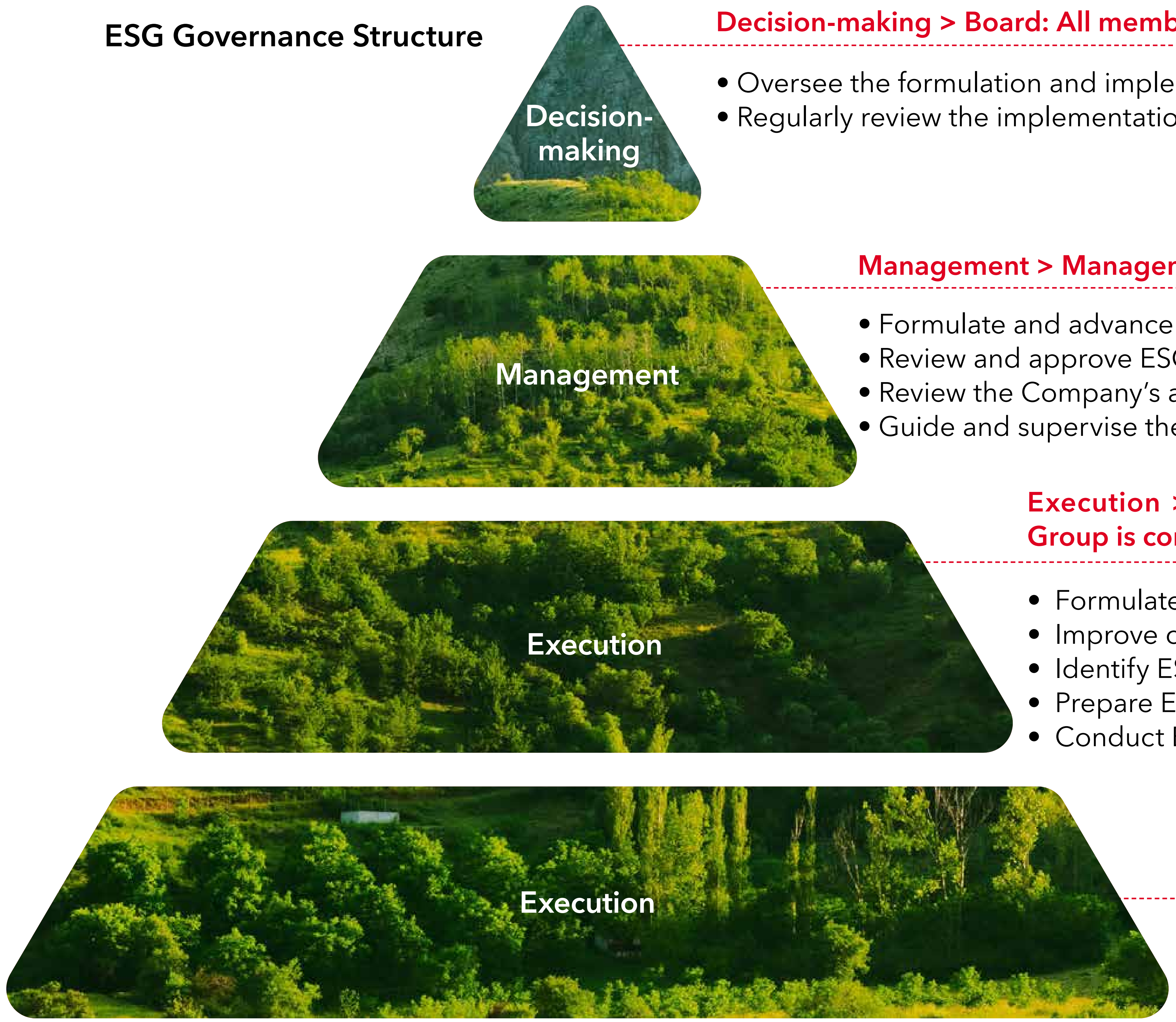
Risk management: Establish an effective risk management system to address ESG risks and opportunities.

Board diversity: Promote diversity in terms of gender, culture, and professional background to drive inclusive decision-making.

1.2 ESG GOVERNANCE

We are dedicated to fostering harmony among all stakeholders and creating sustainable corporate value. Recognizing the critical importance of ESG for sustainable development, we have established a sound three-tiered governance structure: the "Decision-Making Level," the "Management Level," and the "Execution Level." This top-down design ensures that ESG principles are embedded throughout our operations – from strategy formulation and implementation to oversight – while covering all departments and business processes.

ESG Governance Structure



Decision-making > Board: All members of the Board

- Oversee the formulation and implementation of the Company's ESG strategies
- Regularly review the implementation of ESG projects

Management > Management Team: Key personnel in charge of ESG-related matters

- Formulate and advance ESG strategies, policies, and goals
- Review and approve ESG goals
- Review the Company's annual ESG report
- Guide and supervise the work of the Sustainable Development Steering Group

Execution > Sustainable Development Steering Group: Led by NIU's CFO, the Group is composed of middle and senior-level personnel from core departments

- Formulate ESG policies, objectives, and work plans
- Improve communication mechanisms with stakeholders
- Identify ESG risks and opportunities
- Prepare ESG reports and related information disclosures
- Conduct ESG management and other works

Execution > Sustainable Development Working Group: Include members from the Sales Center, Procurement Center, Manufacturing Center, Product R&D Center, Human Resources Center, and Finance and Legal Center

- Coordinate the implementation of the ESG work plan
- Ensure that various ESG initiatives are implemented across all businesses
- Collect and report ESG-related data and information

We attach great importance to building the ESG leadership team's sustainable development capabilities and promote ESG concepts to all employees through an internal channel. By sharing sustainable development information and highlighting its importance, we aim to enhance our employees' awareness of sustainability. We also ensure that the Management Team effectively fulfill its responsibilities and plays a key role in driving decision-making and overall supervision to enhance the Company's ESG decision-making capabilities and quality. We actively leverage external resources to arrange for members of the Sustainable Development Working Group to attend ESG forums as well as sustainability workshops organized by external professional institutions to help them keep abreast of the latest ESG developments, practices, and trends. Additionally, we learn methodologies and best practices on key ESG issues such as climate risk assessment, supply chain ESG governance, and biodiversity risk management from industry experts, international organizations, and benchmark companies. By integrating external best practices into our operations, we continuously optimize ESG strategic planning and implementation pathways, supporting our commitment to a forward-looking, professional approach to sustainable transition and social responsibility.

1.3 STAKEHOLDER ENGAGEMENT

We are committed to maintaining resilient, transparent communication with all stakeholders across diverse channels. Stakeholder engagement is crucial to identifying and evaluating material issues. Through questionnaires, interviews, meetings, and day-to-day interactions, we gather diverse perspectives on sustainability issues from stakeholders including employees, customers, suppliers, investors, regulators, and communities. We then compile and analyze this information to identify and prioritize issues of significance to external stakeholders, with the results serving as a reference for sustainability management and disclosure.

During the reporting period, we strengthened stakeholder engagement in the following areas:

- **Materiality survey:** Invited internal and external stakeholders to participate in questionnaires and interviews to understand their concerns regarding sustainability issues. Established a dedicated ESG communications email channel to address stakeholder questions in detail.
- **Regular publication of ESG report:** Presented our progress and achievements in environmental, social, and governance areas in a clear and understandable manner to enhance disclosure transparency.
- **ESG rating responses:** Participated in the S&P Global Corporate Sustainability Assessment (CSA) and CDP questionnaires;
- **Site visits and industry exchanges:** Invited relevant stakeholders to visit manufacturing facilities, R&D centers, and authorized stores; also participated in industry exchanges to understand sustainable practices and external trends.
- **Public and community communication:** Disseminated sustainability information via official websites, social media, and community channels to enhance stakeholder awareness of our practices and understand external feedback.

Stakeholder Engagement Mechanism

Key Stakeholders	Primary Concerns	Communication Approaches	Responses & Actions
Users and consumers	• R&D and technological innovation • Information security and privacy protection • Product quality and safety • Customer service and satisfaction	• Online and offline promotional activities • New product launch events • Market researches • Customer satisfaction surveys • Customer service hotline	• Provide innovative, high-quality products • Optimize customer service system and customer feedback and complaint mechanisms • Strengthen the information security system to protect customer information
Investors	• Corporate governance • R&D and technological innovation • Risk management and internal control • Business ethics • Sustainable development management	• Quarterly earnings calls • Roadshow events • Financial reports and ESG reports • Email and phone inquiries • Field research	• Regularly publish reports and disclose information truthfully and fully • Strengthen communication with investors via conference calls, online and offline meetings, road shows, and surveys, among others • Improve corporate governance and risk management • Strengthen ability to identify business risks and capitalize on opportunities • Increase R&D investments
Employees	• Employee rights and benefits • Diversity and equal opportunities • Employee training and development • Occupational health and safety	• Town halls • CEO communication channel • Internal reporting and complaint channels • Employee training • Quarterly performance evaluation	• Strictly comply with the terms of labor contracts and improve salary and benefits • Disclose the Company's management policies in an open and transparent manner • Provide a safe and healthy work environment • Provide career development opportunities and training for employees • Hold quarterly all-hands meetings and provide direct channels for communication between employees and the CEO • Create an equal, inclusive, and open corporate culture

Stakeholder Engagement Mechanism

Key Stakeholders	Primary Concerns	Communication Approaches	Responses & Actions
Government and regulators	• Corporate governance • Business ethics • Climate change and carbon emissions • Emissions and waste management • Social contribution • Ecosystem and biodiversity conservation	• Government-enterprise seminars • Information reporting	• Strictly abide by relevant laws and regulations, strengthen corporate compliance management, and respond to relevant national policies • Practice corporate social responsibility, promote environmental protection and carry out public welfare activities aligned with the nature of the business • Develop a carbon neutral strategy • Support rural revitalization
Suppliers and distributors	• Corporate governance • Business ethics • Sustainable supply chain management • Responsible distributor and retail management • Product quality and safety	• On-site investigations • Distributor meetings • Product review meetings • Commercial agreements • Supplier trainings	• Uphold open and transparent business principles, actively fulfill contracts and integrity agreements, and build a sustainable supply chain • Quarterly and annual supplier reviews • Provide innovative, high-quality products • Annual distributor meeting, and irregular store visits by management
Peers and industry associations	• R&D and technological innovation • Product quality and safety	• Industry exchange and cooperation • Industry top performer awards and industry standard setting	• Strengthen exchanges and cooperation with peers to promote a healthy and orderly competitive environment • Participate in industry innovation research, pursue mutual benefit, participate in industry recognition programs, and contribute to industry standard-setting.
Society	• Social contribution • Ecosystem and biodiversity conservation	• Public welfare programs • Community activities	• Support community activities to strengthen community cohesion • Organize public welfare programs, address environmental issues, and support populations with special needs

1.4 MATERIALITY ASSESSMENT

The materiality assessment process is a cornerstone of our ESG efforts, helping us focus on key areas and define our ESG strategy and priorities. We refer to sustainability standards such as the Nasdaq ESG Reporting Guide 2.0, the UN SDGs, the GRI Standards, and IFRS S1, while also considering regulatory policies, industry trends, our development plans, and peer practices to identify sustainability issues relevant to our business and stakeholders.

Materiality Assessment Process

During the reporting period, we further refined our double materiality assessment process annually to identify and evaluate ESG issues from two dimensions: impact materiality and financial materiality. Impact materiality considers the positive or negative impacts our activities may have on the economy, environment, and society. Financial materiality considers the potential effects of related issues on our business model, operations, and financial performance. The process is as follows:

01 Materiality screening

- Establish a comprehensive up-to-date sustainable development issue pool (including 20 ESG issues) against the original material issue list, integrating various perspectives that encompass regulatory policies, development plans, ESG disclosure standards, ESG rating indicators, and peer benchmarking.

02 Materiality survey

- Gather feedback on the Company's sustainable development from stakeholders including directors, management, employees, customers and consumers, investors, suppliers, and partners through online questionnaires.

03 Materiality assessment

Impact materiality assessment

- Conduct a preliminary analysis of the impacts of each issue based on a questionnaire survey;
- Take full account of the relevance and impacts of different issues on various stakeholders, and assign differential weights accordingly;
- Synthesize inputs from stakeholders, management, and internal and external experts to produce impact materiality assessment results.

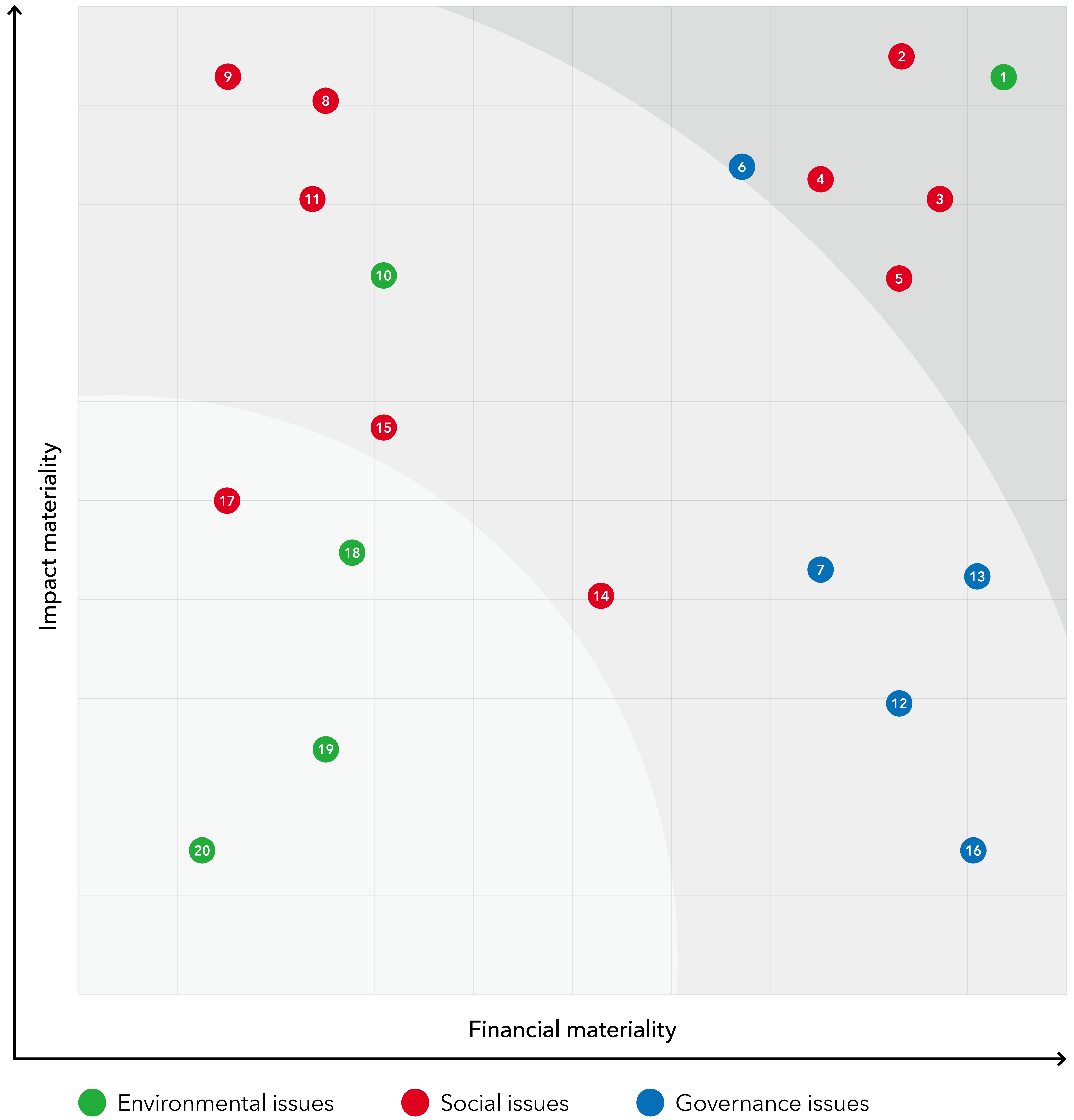
Financial materiality assessment

- Analyze the potential impacts of each issue on the Company's business model, operations, and financial performance;
- Assess the extent and likelihood of ESG issues impacting the Company's finances over the short-term (within 1 year), medium-term (1–5 years), and long-term (over 5 years);
- Synthesize inputs from management and internal and external experts to produce the financial materiality assessment results.

04 Materiality review and disclosure

- The Sustainable Development Steering Group, under management guidance, participates in topic identification, surveys, and assessments, integrating impact materiality and financial materiality results to develop a double materiality matrix. Management reviews and confirms the assessment results, which determine key ESG priorities and report disclosure content. We then integrate significant sustainability risks and opportunities identified into our Enterprise Risk Management (ERM) process and treat them as key items of disclosure in the Report.

Double Materiality Matrix



Materiality Assessment Results

Through the materiality assessment process this year, we identified a total of 6 topics as having both financial and impact materiality. The following table lists the identified material topics and their relative priority:

ESG issues

Very important

1. Climate Change and Carbon Emissions
2. Product Quality and Safety
3. R&D and Technological Innovation
4. Responsible Distributor and Retail Management
5. Sustainable Supply Chain Management
6. Sustainable Management

Important

7. Information Security and Privacy Protection
8. Customer Service and Satisfaction
9. Employee Rights and Benefits
10. Product Lifecycle Management
11. Occupational Health and Safety
12. Corporate Governance
13. Risk Management and Internal Control
14. Employee Training and Development
15. Social Contribution
16. Business Ethics

Relevant

17. Diversity and Equal Opportunities
18. Emissions and Waste Management
19. Energy and Resource Use
20. Ecosystem and Biodiversity Conservation

Sustainability-related Risks and Opportunities

ESG Issues	Scope of Impact	Impact Timeframe	Materiality	Risks	Opportunities	Reference Chapter
Climate Change and Carbon Emissions	• Upstream • Own Operations • Downstream	• Mid-term • long-term	Very important	See "Climate Risk Control Matrix"	See "Climate Risk Control Matrix"	1.5 A Climate-Resilient Future
Product Quality and Safety	• Own Operations • Downstream	• Short-term • Medium-term • Long-term	Very important	Product quality and safety issues may lead to product recalls, increased litigation costs, damage to corporate reputation, loss of orders, and reduced revenue.	Quality improvement enhances product competitiveness in the industry, builds positive word-of-mouth, and drives business expansion.	3.2 Quality Excellence
R&D and Technological Innovation	• Own Operations • Downstream	• Medium-term • Long-term	Very important	A lack of innovation in products may lead to a decline in customer satisfaction, damage to corporate reputation, loss of orders, and reduced revenue.	Develop competitive products through R&D and innovation to drive business expansion.	3.1 Technological Innovation
Responsible Distributor and Retail Management	• Own Operations • Downstream	• Short-term • Medium-term • Long-term	Very important	Poor distributor and retail management may undermine product sales and brand image and increase operational risks.	A sustainable distributor network enhances channel stability, improves customer experience, boosts brand value, and supports market expansion.	6.1 Sustainable Value Chain
Sustainable Supply Chain Management	• Upstream • Own Operations	• Short-term • Medium-term	Very important	Suppliers facing significant ESG issues may experience business disruptions, leading to increased production costs for the Company as a result of supply delays.	Rigorous supply chain management enables the Company to better address emergencies, maintain stable production capacity, and reduce production costs.	6.1 Sustainable Value Chain
Sustainability Management	• Own Operations	• Short-term • Medium-term • Long-term	Very important	The absence of a clear sustainability strategy and set of goals may lead to resource wastage, increased environmental compliance risks, and failure to fulfill social responsibilities, thereby weakening the Company's long-term competitiveness.	Keep a close watch on green business development opportunities to identify new avenues for growth.	1.1 ESG Strategy 1.5 A Climate-Resilient Future
Information Security and Privacy Protection	• Own Operations • Downstream	• Short-term • Medium-term	Very important	Data breaches, customer privacy violations, and other such incidents may result in hefty fines, legal litigation, loss of customer trust, and damage to brand reputation.	A robust data security and privacy protection system can help build customer trust, enhance brand image, and potentially generate value-added services.	2.3 Information Security and Privacy Protection

Sustainability-related Risks and Opportunities

ESG Issues	Scope of Impact	Impact Timeframe	Materiality	Risks	Opportunities	Reference Chapter
Customer Service and Satisfaction	• Own Operations • Downstream	• Short-term • Medium-term • Long-term	Important	Poor customer satisfaction may lead to customer churn, damage to corporate reputation, loss of orders, and reduced revenue.	Improve customer service throughout the entire process from pre-sales, sales fulfillment, and after-sales to enhance customer loyalty and drive business expansion.	3.3 Customer-Centric Services
Employee Rights and Benefits	• Own Operations	• Short-term • Medium-term • Long-term	Important	Loss of outstanding employees and labor arbitration or litigation may result in increased employment costs and damage to corporate reputation.	Provide career development opportunities and attractive benefits to enhance employee satisfaction and loyalty, improve productivity, and promote corporate culture.	5.1 Wellbeing at Workplace
Product Lifecycle Management	• Upstream • Own Operations • Downstream	• Medium-term • Long-term	Important	Environmental impacts associated with product design, production, use, and disposal may result in increased resource consumption, pollutant emissions, and higher waste disposal costs, or trigger environmental litigation.	Reduce the environmental impacts of products throughout their entire life cycle through green design and recycling, among other methods, which in turn helps lower costs and enhances brand image.	4.1 Environmental Governance
Occupational Health and Safety	• Own Operations	• Short-term • Medium-term	Important	Occupational safety issues may lead to accident compensation claims, lower productivity, and damage to corporate reputation.	Provide a safe and healthy work environment and care about employees' physical and mental well-being, contributing to enhanced employee morale and productivity.	5.3 Occupational Health and Safety
Corporate Governance	• Own Operations	• Medium-term • Long-term	Important	Lack of a transparent decision-making mechanism, inadequate protection of shareholder rights, and inappropriate board composition may lead to poor decision making and damage shareholder interests.	A sound corporate governance structure ensures the protection of shareholder rights, enhances decision-making efficiency and transparency, and lays the foundation for the Company's long-term development.	2.1 Corporate Governance
Risk Management and Internal Control	• Upstream • Own Operations • Downstream	• Medium-term • Long-term	Important	The absence of risk management and ineffective internal controls can lead to direct or indirect economic losses for the Company.	A comprehensive risk management system enables the Company to better address various risk factors.	2.2 Risk Management
Employee Training and Development	• Own Operations	• Short-term • Medium-term • Long-term	Important	Loss of outstanding employees or high employee turnover.	Provide career development opportunities and attractive benefits to enhance employee satisfaction and loyalty, improve productivity, and promote corporate culture.	5.2 Employee Development

Sustainability-related Risks and Opportunities

ESG Issues	Scope of Impact	Impact Timeframe	Materiality	Risks	Opportunities	Reference Chapter
Social Contribution	• Upstream • Own Operations • Downstream	• Medium-term • Long-term	Important	Limited engagement in or approach to social contribution activities may lead to distant relationships between the Company and the community, poor public recognition, and weakened brand influence.	Actively engaging in social contributions can enhance brand image, strengthen relationships with the community, and gain recognition from the government and the public.	6.2 Engaging with Communities
Diversity and Equal Opportunities	• Own Operations	• Short-term • Medium-term	Important	Loss of outstanding employees and labor arbitration or litigation may result in increased employment costs and damage to corporate reputation.	Provide career development opportunities and attractive benefits to enhance employee satisfaction and loyalty, improve productivity, and promote corporate culture.	5.1 Wellbeing at Workplace
Business Ethics	• Upstream • Own Operations • Downstream	• Medium-term • Long-term	Important	Bribery, corruption, unfair competition, and other such behaviors may result in legal sanctions, hefty fines, and damage to reputation.	Operating with integrity and adhering to laws and regulations helps establish a good corporate reputation, attract talented individuals and partners, and achieve sustainable development.	2.1 Corporate Governance
Emissions and Waste Management	• Own Operations	• Short-term • Medium-term	Relevant	Wastewater and exhaust emissions and improper waste disposal may cause environmental pollution, resulting in penalties and reputational damage.	Reducing wastewater and exhaust emissions and increasing waste recycling can lower operational costs and enhance corporate image.	4.1 Environmental Governance
Energy and Resource Use	• Upstream • Own Operations	• Medium-term • Long-term	Relevant	Scarcity of natural resources may lead to increased costs for utilizing related resources, or even production disruptions.	Optimizing product design and improving manufacturing processes can enhance energy efficiency, reduce material and resource usage, and lower production costs for the Company.	4.1 Environmental Governance
Ecosystem and Biodiversity Conservation	• Upstream • Own Operations • Downstream	• Medium-term • Long-term	Relevant	Production and operational activities may have negative impacts on the environment, such as habitat destruction and soil and water pollution, potentially leading to regulatory pressure and public criticism.	Through active efforts in protecting ecosystems and biodiversity, the Company can enhance its environmental responsibility profile, better meet compliance requirements, and potentially uncover new business opportunities.	4.2 Ecological Environment

1.5 A CLIMATE-RESILIENT FUTURE

To address the challenges of climate change and reduce carbon emissions more effectively, we have placed climate action at the heart of our corporate strategy to underscore our unwavering commitment to building a cleaner, greener, and more socially responsible future. As a global front-runner in the smart electric two-wheeler industry, we are uniquely positioned to drive meaningful climate action. Through sustained technological innovation and the integration of green energy solutions, we not only offer consumers more sustainable mobility choices but also support the global transition toward a low-carbon economy.

During the reporting period, we continued to align our climate disclosures with the Task Force on Climate-related Financial Disclosures (TCFD) framework and IFRS S2 Climate-related Disclosures, and present our climate governance practices and progress across four core pillars: Governance, Strategy, Risk Management, and Metrics and Targets. Comprising 11 recommended disclosures, this framework enables companies to more comprehensively identify emerging climate-related risks and capitalize on opportunities within a rapidly evolving market and regulatory environment.

1.5.1 Climate Governance

Our climate governance framework is closely integrated with our overarching ESG governance structure that enables effective development and execution of climate-related strategies and initiatives. Our well-established governance architecture helps us better navigate climate-related challenges and drive the low-carbon transition across our business.

The Board of Directors holds ultimate oversight of climate action and sets strategic policy direction. The management team, comprising designated ESG leaders, develops and implements climate strategies and targets, working in close coordination with the Sustainable Development Steering Group. The Research Group, in turn, advances and monitors the execution of specific climate-related work streams.

Climate Governance Structure

Body	Members	Main Responsibilities
Board and Committees	Board members	• Guide the Management Team on developing climate change policies, targets, and action plans • Regularly monitor the initiatives to address climate change • Review climate scenario analyses, the performance of greenhouse gas emissions, and associated disclosures. • Review key risks and opportunities related to climate change • Review material ESG matters including climate change at least once a year.
Management Team	Key personnel in charge of ESG-related matters	• Develop climate change strategies, policies, and targets • Work closely with the Sustainable Development Steering Group to oversee the effective implementation of the Company's climate change strategies • Assess and manage material climate-related risks and opportunities • Enhance climate governance responsibilities and measures, while defining clear pathways for future development and continuous improvement.
Sustainable Development Steering Group	Led by NIU's CFO, the Group is composed of middle and senior-level employees from core departments	• Track climate-related policy developments and regulatory trends, and benchmark our climate practices against industry leaders to identify best-in-class approaches. • Formulate and execute climate change policies, targets, and action plans. • Report to management on climate matters at least annually, and take lead responsibility for assessing significant climate-related risks and opportunities. • Steer the implementation of specific initiatives and work streams to ensure the climate strategy is effectively delivered across the organization.

In overseeing climate-related matters, the Board and its committees fully consider the potential implications of climate change for our operations, supply chain, products and services, market demand, and financial performance. Management, working closely with the Sustainable Development Steering Group, draws on short-, medium-, and long-term climate risk assessments to identify priority areas and develop response strategies. We then systematically integrate these measures into our risk management frameworks, business planning processes, and operational decision-making. Senior management's performance in fulfilling their climate-related accountability – including driving responses to material climate risks, managing greenhouse gas emissions, enhancing energy efficiency, and executing climate action plans – is evaluated as part of our regular executive performance review process.

During the reporting period, the Board and its committees held four climate-related review sessions or briefings, covering climate scenario analyses, greenhouse gas emissions performance, climate risk assessments, and progress on climate targets and action plans.

Looking ahead, we are committed to strengthening our climate governance by continuously refining and implementing climate management measures. Our goal is to bolster our ability to navigate climate-related challenges effectively while championing the industry's green transformation on the path to sustainability. Our key priorities are as follows:

- **Target Setting:** Establishing long-term, quantitative GHG emission reduction targets and renewable energy adoption goals.
- **Risk Assessment:** Identifying and evaluating climate-related risks and opportunities under a range of scenarios, with regular updates to our assessments of physical risks, transition risks, and emerging climate opportunities.
- **Action and Implementation:** Advancing climate action initiatives across key areas, including technological innovation, energy management, and supply chain decarbonization.
- **Monitoring and Disclosure:** Building a robust climate performance monitoring system and regularly disclosing progress against our climate targets to ensure transparency and drive continuous improvement.

1.5.2 Climate Strategy

Climate-related risks and opportunities are material factors that help shape our long-term business trajectory. Drawing on the TCFD framework and IFRS S2, we continuously monitor climate-related economic trends and regulatory developments across our upstream supply chain, direct operations, and downstream markets. Through this process, we identify and evaluate the direct and indirect impacts of short-, medium-, and long-term climate factors on our business operations, product and service offerings, market demand, and financial performance. Insights generated from these assessments serve as critical inputs for product R&D, supply chain strategy, energy management, operational resilience, and financial planning. They also help us mitigate the potential adverse effects of climate-related risks while capitalizing on the impacts, risks, and opportunities (IROs) emerging from the low-carbon transition.

Climate Scenario Analysis

We have identified potential climate risks and opportunities that could significantly impact our business based on an in-depth study of current climate change trends, policy developments, and industry practices. Additionally, in alignment with the TCFD framework and IFRS S2, we perform climate scenario analysis under various climate pathways to assess how key climate risks and opportunities could affect our business operations and financial performance. This analytical approach equips us to develop a more targeted, resilient climate strategy while strengthening our risk management decision-making.

Physical Risk Identification and Management

We have adopted the Shared Socioeconomic Pathways (SSPs) from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report (AR6) as the foundation for our scenario analysis. Specifically, we apply the SSP1-2.6 low-emissions scenario and the SSP5-8.5 very-high-emissions scenario to conduct physical climate risk assessments, evaluating the potential physical climate risks facing the Company – as well as their respective impact magnitudes – over the short term (within 5 years), medium term (5 to 25 years), and long term (beyond 25 years). The physical climate risk assessment and associated mitigation measures cover 100% of the Company's product manufacturing operations. All response actions are designed for implementation within a 5-year horizon.

Scenario	SSP1-2.6 (low emissions scenario)	SSP5-8.5 (very high emissions scenario)
Description	This scenario envisions a world with strong climate risk mitigation efforts, resulting in greenhouse gas emissions reduced to half of current levels by 2080.	This scenario assumes no new carbon reduction measures are implemented, and greenhouse gas emissions continue to rise at the current rate.
Temperature increase	2.0°C	4.4°C

- We leverage key financial metrics – such as operating revenue, labor costs, fixed assets, inventory value – alongside macroeconomic variables, such as inflation, to estimate the potential financial exposure arising from physical climate risks over the short, medium, and long term. The scenario analysis indicates that extreme heat and extreme rainfall represent the most salient physical risks to the Company. Under the SSP5-8.5 high-emissions pathway, both the magnitude of these risks and their associated financial implications intensify over the projection horizon. Given these findings, we are strengthening preparations for extreme weather by enhancing monitoring capabilities and regularly inspecting and reinforcing production equipment and critical infrastructure.
- Global warming poses an escalating risk across future climate trajectories. We are taking a proactive approach by incorporating the potential adverse effects of temperature rise into our forward-looking planning and site-selection processes, while also refining our emergency response protocols. To further mitigate the impacts of global warming, we are optimizing our electricity usage strategies to manage and contain the potential risks to employee health and safety, as well as business continuity, over the long term.

Risks	Time-Frame	Risk Level	Description	Potential Impacts	Response Measures
Acute Physical Risks					
Extreme Heat	Short-term Medium-term	High	• Potential power rationing or regional power shortages due to high temperatures, causing production disruptions; • Possibly drive widespread demand for air conditioners, fans, and other cooling devices, increasing energy consumption; • Potential impact on occupational health and safety, resulting in low employee morale and reduced work efficiency.	• Lower revenue • Higher operating costs • Higher occupational health and safety expenses	• Establish a comprehensive risk assessment mechanism to identify potential climate-related risks and vulnerabilities; • Increase operational stability under extreme weather conditions by developing emergency plans for extreme weather and by enhancing crisis management capabilities; • Optimize power usage plans and enhance occupational health and safety protection; • Collaborate with partners to implement energy-saving initiatives.
Extreme rainfall Tropical cyclones	Short-term Medium-term	High	• Potential production disruptions, transportation delays along the supply chain, and production delays, leading to reduced orders; • Possible flooding inside the facility and warehouses, causing inventory damage and equipment shutdowns.	• Lower revenue • Higher production costs • Inventory impairment losses	• Increase operational stability under extreme weather conditions by developing emergency plans for extreme weather and by enhancing crisis management capabilities; • Conduct regular drainage system inspections at operational sites; • Increase patrols and pre-position emergency supplies.
Extreme snowfall	Short-term Medium-term	Medium	• Potential transportation disruptions and delays in product deliveries, leading to a decrease in order volume; • Expose the Company to potential reputational damage due to slow customer service response amid higher customer service demands.	• Lower revenue • Higher cost of sales • Higher after-sales costs	• Install TMS system to monitor product delivery and optimize transportation scheduling; • Establish a roadside assistance mechanism to enhance customer service and corporate reputation.
Chronic Physical Risks					
Water scarcity	Medium-term Long-term	Medium	• Possible production disruptions given the electrophoresis process's reliance on water resources; • Potentially higher water bills.	• Lower revenue • Higher production costs	• Develop water resource management measures and raise water conservation awareness among all employees; • Promote the replacement with water-saving devices
Sea level rise	Long-term	Low	• Potential damage to equipment in coastal areas.	• Asset impairment losses	• Enhance our adaptability and long-term competitiveness under climate change through a first-mover approach and business strategy adjustments.

Transition Risk Identification and Management

To assess transition risks, we have drawn on three scenarios under the framework of the Network of Central Banks and Supervisors for Greening the Financial System (NGFS). The three scenarios – Net Zero 2050, Delayed Transition, and Current Policies – reflect an orderly transition, a disorderly transition, and hot-house world pathways, respectively. In parallel, we have integrated carbon reduction targets, medium- to long-term sales projections, and R&D and production infrastructure expansion plans into our analysis. This enables us to evaluate the effects of climate-related transition risks and opportunities on our business model, product innovation, and operational management across the short term (within 5 years), medium term (5 to 25 years), and long term (beyond 25 years).

Scenario	Net Zero 2050	Delayed Transition	Current Policies
Description	This scenario, within the Orderly category, assumes that countries implement strict climate policies and innovative measures to strive for global net-zero emissions around 2050.	This scenario, within the Disorderly category, assumes annual emissions do not decrease until 2030 and that strong policies are needed shortly after 2030 to limit global warming to below 2°C.	This scenario, within the Hot house world category, assumes that only currently implemented policies are maintained and no additional measures are taken.
Temperature increase	<1.5°C	<2.0°C	>3.0°C

Risks	Time-Frame	Risk Level	Description	Potential Impacts	Response Measures
Current legal and policy risks	Short-term Medium-term	High	• As our products are sold across multiple countries and regions, evolving regulatory frameworks – covering environmental compliance, product standards, greenhouse gas data reporting, and battery life-cycle management – may impose additional obligations on our operations, including enhanced data collection, product certification, recycling responsibilities, and supplier oversight. Any delay or failure in meeting these requirements in a timely manner could lead to corrective measures, financial penalties, or restrictions on our ability to sell products in certain markets; • The introduction of new environmental laws and policies, such as greenhouse gas emission caps, may impose tighter compliance standards on our manufacturing processes, potentially resulting in fines or production constraints; • Regulations like the EU Batteries and Waste Batteries Regulation and the EU Carbon Border Adjustment Mechanism (CBAM) have increased the compliance burden associated with our exports, which could lead to penalties or impede our access to export markets.	• Higher compliance costs • Higher operating expenses • Lower revenue	• Actively track and closely monitor policy and regulatory developments both at home and abroad, respond swiftly to changes, and constantly refine our management practices to ensure full alignment of our production processes and product sales with evolving environmental standards and regulations; • Develop and implement a carbon reduction strategy, while advancing greenhouse gas accounting, product carbon footprint assessments, and battery life-cycle data management; • Strengthen ESG oversight across our supply chain with particular emphasis on component suppliers for export-bound products to drive zero-carbon transformation throughout the value chain; • Leverage our strong compliance track record to enhance corporate reputation and appeal to environmentally conscious consumers.
Emerging legal and policy risks	Medium-term Long-term	High			
Technical risks	Medium-term Long-term	High	• The pursuit of low-carbon economic activities has driven the advancement of lightweight materials, emerging battery technologies, and smart manufacturing, imposing higher requirements on material selection, product R&D, and production processes. This may result in loss of market competitiveness due to outdated products and technologies; • Increasingly stringent product carbon footprint requirements from customers may necessitate additional resources for purchasing or developing carbon accounting assets or technologies.	• Higher R&D costs • Higher capital expenditures (equipment upgrades) • Lower revenue	• Expand R&D efforts to improve battery technology, performance, and range; • Closely monitor emerging material technologies and swiftly incorporate new materials; • Implement a digital production management system to build smart manufacturing production lines; • Achieve market leadership through technological innovation and better meet consumer demand for high-performance and eco-friendly products.
Market risks	Medium-term Long-term	Medium	• Rising prices or shortages of key raw materials may lead to production disruptions; • Customer and market have greater demands on product carbon footprints, recyclability, and overall life-cycle environmental performance, which may also affect product demand and erode our competitive edge.	• Higher production costs • Lower revenue	• Closely monitor market dynamics and trends across the entire value chain, and establish a raw material monitoring and management mechanism; • Incorporate resource efficiency, recyclability, and environmental performance into product design and procurement decisions.
Reputational risks	Short-term Medium-term	Medium	• Failure to fulfill environmental responsibilities may result in damage to brand image and a decline in sales orders amidst increased consumer concern over environmental issues such as carbon emissions, waste management, and energy consumption; • Subpar ESG ratings or failure to meet investors' and capital markets' expectations and requirements regarding ESG performance may weigh on the stock price and constrain financing capacity.	• Lower revenue • Higher financial expenses	• Build a green brand and increase engagement in public welfare, charity programs, and eco-friendly lifestyles; • Enhance information disclosure and communication with stakeholders; • Respond to ESG ratings assessments.

Transition Opportunity Identification and Management

Against a backdrop of evolving climate policies, rapid advances in low-carbon technologies, and surging demand for sustainable mobility, we have identified climate-related transition opportunities across multiple areas. These include policy support and market access, product and technology innovation, market expansion, energy use, and resource efficiency and circular economy. We have also evaluated the potential implications of these opportunities for product R&D, market development, operating costs, and long-term business growth.

Our scenario analysis highlights three distinct trajectories. In the Net Zero 2050 scenario, climate policies are enacted early and progressively tightened, fostering orderly growth in low-carbon technologies and market demand. Under this pathway, related opportunities tend to emerge sooner and more predictably. In the Delayed Transition scenario, policy action remains limited in the initial phase, followed by a sharp acceleration in regulatory measures, technological shifts, and market adjustments to meet temperature targets. Consequently, opportunities may arise later and in more concentrated bursts, accompanied by higher compliance costs and intensified transition pressures. In the Current Policies scenario, market opportunities are likely to materialize more gradually. Nevertheless, gains in energy efficiency and resource circularity can still contribute to ongoing reductions in operating costs over time.

Opportunities	Time-Frame	Potential Impacts	Response Measures
Policy support and market access	Short-term Medium-term	• A growing number of countries and regions worldwide are continuing to promote the electric mobility sector through policy measures such as trade-in programs, green transportation initiatives, and low-carbon urban mobility schemes; • Notably, the EU Batteries and Waste Batteries Regulation, introduces phased requirements concerning battery carbon footprint, traceability, battery passports, and circularity management. Companies equipped with robust capabilities in these areas are likely to benefit from more favorable and stable market access conditions.	• Keep tracking green mobility policies in key markets and assess policy-driven opportunities based on our product portfolio and channel presence; • Advance battery life-cycle data management, product carbon footprint accounting, and supply chain traceability capabilities to support compliance with overseas market regulations and customer expectations.
Product and technology innovation	Medium-term Long-term	• Ongoing technological progress in battery safety, range, service life, energy efficiency, and the adoption of lightweight and recyclable materials presents significant opportunities to enhance product performance and improve life-cycle environmental outcomes; • The introduction of new regulatory requirements - such as the revised national standard mandating the integration of Beidou navigation modules on certain electric bicycle models effective September 2025 - raises the industry's technical benchmarks and drives innovation across the sector.	• Persist with R&D efforts aimed at improving battery performance, safety, and driving range; • Explore opportunities to incorporate lightweight, low-carbon, and recyclable materials into our products; • Embed energy efficiency, durability, repairability, and recyclability considerations throughout the product design and development process.
Markets	Short-term Medium-term	• As consumer awareness of climate change, urban mobility efficiency, and sustainable living continues to rise, electric two-wheelers - with their low energy consumption and minimal emissions - are likely to arouse market interest and spur demand for both the vehicles themselves and the broader ecosystem of mobility products and services that surround them.	• Strengthen our brand identity as a champion of "green mobility" to sharpen our competitive edge in the market; • Seize new business opportunities within the expanding sustainable mobility ecosystem.
Energy consumption	Short-term Medium-term	• Promote the use of renewable energy and the procurement of green energy certificates, thereby reducing our reliance on external electricity and exposure to energy price volatility, while simultaneously lowering greenhouse gas emissions from our operations.	• Roll out electricity-saving initiatives across our factories and office facilities to curb overall energy consumption; • In 2025, photovoltaic electricity consumption at the Changzhou facility reached 1,216 MWh, resulting in energy cost savings of approximately RMB 426,000; • In 2025, we purchased 870 green electricity certificates, representing 870 MWh of renewable energy generation.
Resource efficiency and circular economy	Medium-term Long-term	• Promote the reduction of packaging materials and the use of renewable alternatives, alongside the recycling and resource recovery of batteries, vehicle components, and production waste. This can effectively lower raw material consumption and reduce waste disposal requirements, while also strengthening the resilience of critical resource supply chains.	• Increase the use of packaging materials made from renewable sources, as detailed in 4.1.1 Green Operations; • Work closely with upstream supply chain partners to drive circular economy initiatives, as detailed in 4.1.1 Green Operations for more information; • In 2025, our recycling operations generated approximately RMB 3.485 million in additional revenue, as detailed in 4.1.5 Waste Management.

1.5.3 Risks and Opportunities

We have embedded climate-related risks and opportunities into our broader enterprise risk management (ERM) framework. Guided by the TCFD and IFRS S2, we have established a comprehensive climate risk management process covering identification, assessment, response, and ongoing monitoring and reporting. By tracking regulatory developments, climate and environmental conditions, technological advancements, and market trends, we identify the potential implications of climate change for our business operations, supply chain, products and services, market demand, and financial performance. These findings inform how we develop and implement targeted management measures.

Climate Risk Management System

We track policy and regulatory developments at both domestic and international levels, alongside industry trends, to identify and keep our climate-related risks and opportunities up to date. Our climate risk assessment encompasses transition risks – including current and emerging regulations, legal, technological, market, and reputation factors – as well as acute and chronic physical risks. The scope of our assessment spans the entire value chain, covering upstream raw material and component sourcing, our own production and operations, and downstream product sales and customer engagement. The management team, working in tandem with the Sustainable Development Steering Group, employs scenario analysis to evaluate the potential impacts of identified risks and opportunities over the short term (within 5 years), medium term (5 to 25 years), and long term (beyond 25 years). We determine risk priority by assessing both the magnitude of potential impact and the likelihood of occurrence. For matters that pose a higher risk or could materially affect operations or financial performance, we prioritize response measures and rigorously monitor their execution. For lower-priority risks, we maintain ongoing surveillance in light of evolving risk profiles and existing controls. We also use these assessment outcomes in our periodic reviews of our climate strategy and its resilience across a range of climate scenarios.

Stage	Responsible Departments	Steps	Description
Identification of risks and opportunities	Sustainable Development Steering Group	1. Information gathering/monitoring (internal and external risk information)	• Regularly monitor changes and trends in the broader environment to stay informed about external risks. • Collect and monitor possible risks in the Company's internal operations.
Assessment of risks and opportunities	Management Team / Sustainable Development Steering Group	1. Risk scenario development 2. Risk scenario refinement and analysis 3. Impact analysis (severity and frequency) 4. Develop response measures	• Develop different risk scenarios based on identified internal and external risks. • Further refine and analyze selected risk scenarios to ensure a deep understanding of each scenario. • Adopt a holistic approach to assessing the potential impacts of various physical risks and transition risks and determine risk levels based on the severity of impacts (covering financial and non-financial impacts) and occurrence frequency. • Develop appropriate response measures based on the results of the impact analysis.
Management of risks and opportunities	Board	1. Define response strategiess	• Define response strategies, ensuring appropriate frameworks are in place to implement specific measures.
	Sustainable Development Working Group	1. Implement response measures 2. Proposals / reports	• The Sustainable Development Working Group is responsible for the implementation and execution of specific response measures. • During the implementation process, the Working Group makes proposals and reports on progress and results to the Steering Group.
	Sustainable Development Steering Group	Information gathering / monitoring	• During the implementation of response measures, collect and monitor information on an ongoing basis to ensure real-time understanding of risk changes and effectiveness of response measures.
		Communication mechanisms	• Maintain communication with stakeholders through ESG reporting and other disclosures to ensure transparency and accountability.

1.5.4 Metrics and Targets

In line with China's carbon peaking and carbon neutrality goals, we continue to strengthen our greenhouse gas emissions accounting and climate performance management. In 2025, we reported our Scope 1 and Scope 2 greenhouse gas emissions, with the data covering 100% of our operation activities. Building on this, we expanded our Scope 3 coverage from business travel alone to six categories: purchased goods and services, upstream transportation and distribution, business travel, employee commuting, downstream transportation and distribution, and use of sold products. This broadening enables us to better identify key emission sources across our value chain.

Given the significant expansion of our Scope 3 accounting scope in 2025 compared to previous years, the resulting Scope 3 and total emissions figures should be interpreted with due regard to these methodological changes. As such, year-on-year variances do not necessarily reflect actual changes in emissions or reduction performance. Going forward, we will build on the foundation established this year to further improve data quality, expand coverage of material categories, and enhance our climate performance management. We also intend to develop quantitative climate targets that are appropriately aligned with our business trajectory.

Item	Unit	2025	2024	2023	2022
Scope 1 emissions					
Changzhou facility	tCO2e	2,378.79	67.38	28.47	0
Beijing office	tCO2e	0	0	0	0
Shanghai office	tCO2e	0	0	0	0
Total	**tCO2e**	**2,378.79**	**67.38**	**28.47**	**0**
Scope 2 emissions					
Changzhou facility - Location Based	tCO2e	2,144.05	1,349.12	1,150.31	1,652.28
Changzhou facility - Market Based	tCO2e	1,712.68	1,321.59	/	/
Beijing office[1]	tCO2e	57.65	49.71	43.95	33.24
Shanghai office[1]	tCO2e	50.69	36.53	65.09	66.55
Total - Location Based	**tCO2e**	**2,252.39**	**1,435.36**	**1,259.35**	**1,752.07**
Total - Market Based	**tCO2e**	**1,821.02**	**1,407.83**	**/**	**/**
Scope 3 emissions - Changzhou facility					
Category 1: Purchased Goods and Services	tCO2e	715,819.25	/	/	/
Category 4: Upstream Transportation and Distribution	tCO2e	3,372.33	/	/	/
Category 6: Business Travel	tCO2e	384.76	147.79	/	/
Category 7: Employee Commuting	tCO2e	140.59	/	/	/
Category 9: Downstream Transportation and Distribution	tCO2e	12,898.00	/	/	/
Category 11: Use of Sold Products	tCO2e	115,030.85	/	/	/
Total	**tCO2e**	**847,645.78**	**147.79**	**/**	**/**
Grand Total - Location Based	**tCO2e**	**852,276.96**	**1,650.53**	**1,287.82**	**1,752.07**
Grand Total - Market Based	**tCO2e**	**851,845.59**	**1,623.00**	**/**	**/**

[1] Greenhouse gas emissions (Scope 2) of the Beijing and Shanghai offices are derived from the consumption of purchased electricity; the emission factor data used for calculations for 2025 are sourced from the Notice on the Release of Carbon Dioxide Emission Factors for Electricity in 2023 issued by the Ministry of Ecology and Environment of the People's Republic of China on December 31, 2025.

2 SUSTAINABLE DEVELOPMENT THROUGH ROBUST GOVERNANCE

2.1 CORPORATE GOVERNANCE

We attach great importance to enhancing and developing corporate governance to ensure the Company's sustainable growth and the realization of its strategic goals. We strictly comply with the Company Law of the People's Republic of China, the NASDAQ Listing Rules, and all other applicable laws and regulations. The rights and responsibilities of the Board of Directors, various committees, and senior management, are clearly defined in our Articles of Association, Committee Charters, Rules of Procedure of the Board of Directors, and other governing documents. These documents provide clear guidance for the Company's compliant operations and adherence to high standards of business ethics.

2.1.1 Corporate Governance Structure

As the Company's highest authority, the Board exercises its decision-making authority on key matters, such as the Company's business policy, financing, investment, and profit distribution, in accordance with the law. The Management Team, which is supervised by the Board, assumes the Company's operations management rights, oversees the Company's overall business and development strategy, and makes decisions on operation policies and investment plans. The Company's Board has established three special committees based on their roles and responsibilities, i.e., the Nomination and Corporate Governance Committee, the Compensation Committee, and the Audit Committee.

Duties of The Board and Committees

The Board

Nomination and Corporate Governance Committee

- Select and recommend director candidates to the Board.
- Jointly review the board composition with the Board, focusing on such characteristics as diversity.
- Recommend the frequency and structure of board meetings.
- Advise the Board on corporate governance-related laws and practices.
- Advise the Board on corporate governance matters and remedial actions required.

Compensation Committee

- Review and approve compensation for the CEO and other executives.
- Recommend compensation for non-employee directors.
- Review and approve incentive compensation or equity plans.
- Ensure the independence of a compensation consultant.

Audit Committee

- Oversee financial reporting and auditing processes.
- Appoint and supervise independent auditors.
- Discuss audit-related issues and management's action plans.
- Review accounting policies and internal controls.
- Approve major related-party transactions.
- Oversee ethics and compliance programs.

Sales Services

Legal and Compliance

Product R&D

Manufacturing

Finance

Supply Chain

Branding and Marketing

Information Technology

Human Resources

Administration

Key performance

During the reporting period, the Company:

- **Held 6 board meetings, with 100% director attendance**
- **Held 1 Nomination and Corporate Governance Committee meeting, 3 Compensation Committee meetings, and 5 Audit Committee meetings**

Board Independence

The Board's independence is a fundamental pillar of our corporate governance framework. We strictly comply with all applicable laws, regulations, and exchange requirements. We ensure that each director meets the independence criteria set forth under Rule 5605 of the NASDAQ Listing Rules and Rule 10A-3 of the Securities Exchange Act of 1934, as well as any additional standards the Board deems appropriate.

As of December 31, 2025, the Board consisted of five directors, three of whom are independent, representing an independent director ratio of 60%. In addition, the Nomination and Corporate Governance Committee, the Compensation Committee, and the Audit Committee are composed 100% of independent non-executive directors.

Board Diversity

Board diversity is a key driver of corporate innovation and growth. Guided by the principle of diversity, we select our board members with a holistic view of gender, age, culture, educational background, and professional experience. We are committed to building an inclusive and diverse Board that reflects our global vision and diversified market needs.

Gender Diversity

Male: 4

Female: 1

Age Diversity

≤30 years old: 0

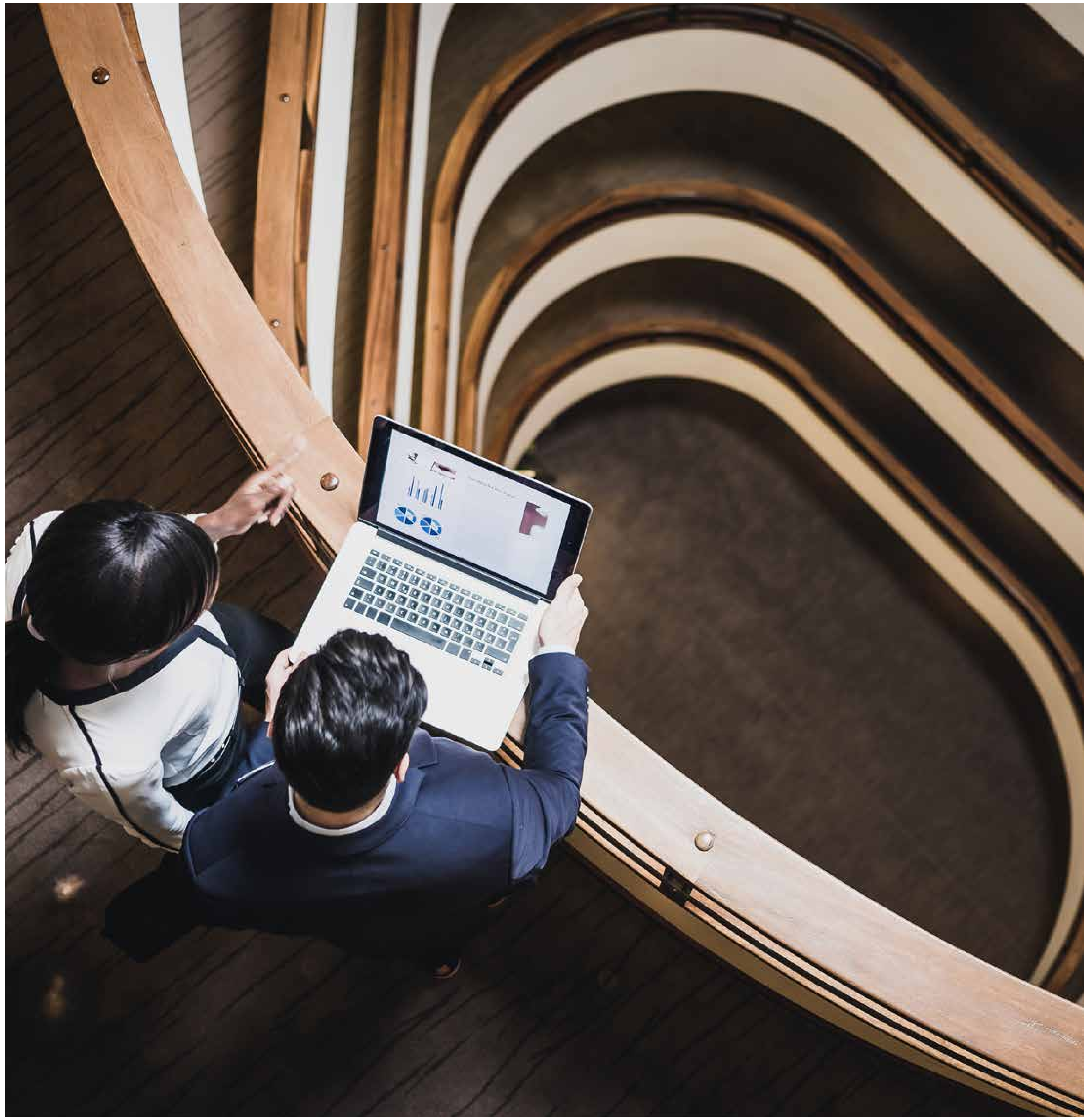
30-50 years old: 2

≥50 years old: 3

Academic Qualification Diversity

PhD: 2

Master's degree: 3



Professionalism of The Board

The Board comprises seasoned professionals from a diverse range of specialized fields, bringing deep academic credentials and extensive practical experience in the automotive industry, corporate management, finance, law, and investment management. Our Board members not only possess the knowledge and skills essential to our operations but also exercise rigorous oversight over our management and operational processes.

Several Board members draw on their expertise to provide clear, valuable guidance on our risk control efforts. Notably, John Jinshu Zhang, an Independent Director, brings a strong legal background that supports our compliance risk management strategy with his extensive research and hands-on experience. Wenjuan Zhou, an Executive Director, and Changqing Ye, an Independent Director, are both seasoned financial experts who regularly offer professional insights to strengthen our financial risk management.

Director	Position	Background	Industry experience
Yan Li	Chairman and CEO	Prior to joining NIU in 2016, Dr. Li was a principal of KKR Capstone Limited, overseeing its portfolio operations in China. Prior to that, Dr. Li worked for McKinsey & Company, where he advised companies in the high-tech, industrial goods and retail sectors. Prior to joining McKinsey, Dr. Li worked as a senior research engineer at Qualcomm Inc., focusing on the development of 3G and 4G communications technologies. He holds three patents on 3G communications. Dr. Li holds a Bachelor's degree from the University of California at Berkeley and a Ph.D. in electronics and electrical engineering from Stanford University.	Financial sector Communications industry Business strategy
Fion Wenjuan Zhou	Director and CFO	Ms. Fion Zhou has served as the CFO of NIU since November 2021. Prior to joining the Company, she served as the CFO of Sogou Inc.. From 2015 to 2019, Ms. Zhou was a finance director of Alibaba Group and served as the CFO of Yidian Zixun. Prior to that, she also held senior finance roles at Viadeo S.A. in Paris and Concord Medical Services Holdings Limited in New York City. Ms. Zhou received a bachelor's degree from UIBE, followed by dual Executive MBA from HEC Paris in 2016 and from Tsinghua in 2024. She is a member of the American Institute of Certified Public Accountants and a Chartered Global Management Accountant.	Financial management Internet industry Business strategy
Changqing Ye	Independent Director	Mr. Ye is a certified public accountant in China, and has over 25 years of experience in accounting, financial advisory and investment. Mr. Ye served as an investment committee member and then group chief financial officer and managing director of CITIC PE Group. Prior to these positions, Mr. Ye was a partner at PricewaterhouseCoopers. Mr. Ye received his bachelor's degree from Huazhong University of Science and Technology and an MBA from Warwick University.	Financial sector Financial management Risk management
Mei-Wei Cheng	Independent Director	Mr. Cheng has extensive corporate management experience and in-depth knowledge of the motor vehicle industry. Mr. Cheng has served as CEO of Siemens Northeast Asia, president and CEO of Siemens China, corporate vice president of Ford Motor Company and chief executive officer of Ford Motor (China) Ltd. Prior to joining Ford, Mr. Cheng held several executive positions at General Electric Corporation and AT&T. Mr. Cheng received his bachelor's degree from Cornell University and an MBA from Rutgers University.	Automobile industry Business strategy Corporate governance
John Jinshu Zhang	Independent Director	Mr. Zhang has extensive experience in mergers, acquisitions, private placements and public offerings of securities, and other sophisticated business transactions. From 2000 to 2021, Mr. Zhang was a partner at Greenberg Traurig LLP, Reed Smith LLP, Edwards Wildman LLP, and Dentons LLP, successively. Mr. Zhang received his Juris Doctor degree from the University of California, Berkeley.	Legal compliance Risk management

Compensation and Incentives

Our compensation programs for the CEO and other executive directors are structured in full compliance with the applicable rules and regulations of the U.S. Securities and Exchange Commission (SEC), the NASDAQ Stock Market, and other relevant authorities. The current executive compensation framework primarily consists of a base salary and variable pay components, which include performance-based bonuses and equity-based incentives. The Compensation Committee conducts an annual review of the compensation arrangements for the CEO and other executive directors, as well as our long-term equity incentive plans to ensure alignment with our strategic objectives. We have not established, nor do we maintain, any pension, retirement, or similar benefit plans for our directors or senior executives.

We are a smart lithium-ion battery electric two-wheeler company built on a foundation of technological innovation. To drive a culture of innovation and ambition throughout the organization, we adopt equity incentive plans to attract, retain, and motivate high-caliber talents while fostering a strong sense of cohesion and shared mission across our teams. We adopted such plans in 2016 and 2018: the 2016 plan authorized the issuance of up to 5.86 million shares, while the 2018 plan initially authorized 6.73 million shares and provides for an annual increase of 1.5% of the outstanding shares as of the preceding fiscal year, thereby expanding the reach and impact of these incentives. Collectively, these plans not only offer meaningful equity-based rewards that stimulate employee drive and creativity, but also help sustain our long-term innovation and growth trajectory.

2.1.2 Investor Relations

The Company is committed to open communication and fair disclosure, maintaining effective communication with shareholders and investors, and providing necessary data in a timely manner to enable them to assess the performance of the Board and the Company. NIU continues to optimize its investor relation management and establish an efficient information disclosure system in accordance with all applicable laws and regulations. To this end, we adopt various communication methods to interact with investors, including a dedicated investor relations website, regular disclosure of financial reports and business updates, quarterly earnings releases, online investor meetings, and field visits to enhance their understanding and trust in the Company.

In addition, we place strong emphasis on ensuring the compliance and transparency of related-party transactions, a topic of significant concern to investors. The Company explicitly prohibits controlling shareholders, actual controllers, directors, and senior management from damaging the interests of the Company and minority shareholders through improper related-party transactions. To this end, we have formulated a series of rules and regulations, including the Articles of Association, Code of Business Conduct and Ethics, and the Statement of Preventing Insider Trading, aiming at preventing conflicts of interest and ensuring that the rights and interests of all shareholders in related-party transaction decisions are treated fairly and impartially. The establishment and implementation of these systems help maintain the transparency and credibility of corporate governance and safeguard the Company's and its shareholders' long-term interests.

2.1.3 Commitment to Operational Compliance

NIU adheres to the highest standards of corporate governance, ethical behavior, and social responsibility and regulates internal and external business operations through institutionalized means.

Internally, we have developed a Code of Business Conduct and Ethics that sets high ethical standards for all employees, ensures compliance with laws and regulations, and promotes honesty and accountability:

- **Identification and reporting of conflicts of interest:** Employees must accurately identify and report potential conflicts of interest to address transparency requirements concerning personal and professional interests.
- **Anti-corruption guidelines:** The Company strictly prohibits employees from engaging in bribery or kickbacks and requires full comply with the anti-corruption laws of all applicable jurisdictions.
- **Asset protection:** We emphasize the protection and proper use of Company assets and have established strict guidelines to prevent misuse and theft.
- **Confidential information protection:** Confidential information must be protected, and confidentiality must be maintained regardless of whether an employee leaves the Company.
- **Accuracy of financial reporting:** Accurate and reliable financial reporting is of paramount importance. Employees are obliged to report any inconsistencies or unethical practices promptly.
- **Anti-discrimination and harassment:** We firmly prohibit all forms of discrimination and harassment and are committed to implementing workplace opportunity equality.

Externally, we have developed a Supplier Code of Conduct to clarify our expectations and requirements for suppliers, ensuring they demonstrate the highest business ethics and integrity in all interactions with NIU:

- **Zero tolerance for corruption:** Suppliers must refrain from any form of bribery or unfair competition.
- **Principle of transparency and fairness:** Suppliers are required to be honest and transparent in all transactions with NIU.

Anti-corruption and Anti-bribery

NIU has a zero-tolerance policy for corruption for its employees and business partners and strictly prohibits any form of bribery, kickbacks, improper payments, or profit-taking. We continue to strengthen our internal integrity system and reinforce supervision and accountability mechanisms by improving systems, creating mechanisms, and advocating our values. We enhance integrity management of business partners by signing an Integrity Agreement with suppliers and distributors before initiating collaboration. We will immediately terminate cooperation with partners who violate the Company's integrity policies and hold them legally accountable. At the same time, we explicitly prohibit all forms of bribery and corruption.

Key Performance

- **100%** of the Company's board of directors and management are aware of our anti-corruption policies
- **100%** of the Company's employees are aware of our anti-corruption policies
- **100%** of suppliers have signed the Integrity Agreement
- **100%** of distributors have signed the Integrity Agreement

Antitrust and Fair Competition

We uphold principles of fair competition and strictly comply with the Anti-Monopoly Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China, and all other relevant laws and regulations. We believe in protecting a level playing field in the marketplace and firmly oppose any improper restraints, collusion, or anti-competitive practices. In addition, our Legal Department is required to verify the accuracy and regulatory compliance of all external communications, promotional materials, and information we disseminate.

Compliance Reporting and Whistleblower Protection

We maintain a robust compliance whistleblowing framework designed to encourage employees and external stakeholders to report any suspected violations of laws, regulations, or Company policies. A dedicated whistleblowing email address is in place to serve as an anonymous, secure, and accessible channel for employees and stakeholders to raise concerns. The procedures and protocols for reporting ethical violations are clearly communicated through new employee orientation programs, internal Feishu channel, our official website, and the Integrity Agreements signed with our suppliers – all aimed at encouraging employees and stakeholders to promptly report irregularities, potential non-compliance, or integrity risks through formal and designated channels.

Reporting mailbox: audit@niu.com

The Internal Audit and Internal Control Department reports quarterly to the Audit Committee on compliance whistleblowing matters, ensuring all cases are handled seriously and resolved promptly and appropriately.

Meanwhile, we maintain strict whistleblower protection policies that ensure the confidentiality of reporters' identities and prohibit retaliation or adverse treatment against whistleblowers. A professional team investigates all reports fairly, objectively, and impartially and takes appropriate remedial action based on the findings, upholding the integrity of our policies and safeguarding our own legitimate rights and those of our stakeholders.

Key Performance

In 2025, **no** business ethics-related violations occurred, including money laundering, corruption, discrimination and harassment, insider trading, or conflicts of interest.

Compliance Culture Development

The Company regularly organizes compliance training, covering such topics as anti-corruption, business ethics, and data protection to ensure that all employees understand and comply with relevant laws, regulations, and company policies. Additionally, the Company incorporates compliance awareness into daily work through internal publicity, case sharing, and compliance assessment, creating an honest and transparent corporate culture.

To strengthen the compliance awareness and responsibility of senior executives, we sign employment agreements with all executives. These agreements stipulate the employment period of the executives and specific circumstances in which the Company can terminate their employment, including failure to perform duties satisfactorily, intentional misconduct, gross negligence, criminal offenses, or dishonest behavior. These agreements require executives to strictly keep the Company's confidential information and trade secrets confidential and transfer the intellectual properties developed during the employment period to the Company.

2.2 RISK MANAGEMENT

2.2.1 Risk Management and Internal Controls

We place strong emphasis on risk management and strengthening our internal control environment. Guided by internationally recognized frameworks and standards including ISO 31000, the COSO Internal Control–Integrated Framework, and Section 404 of the Sarbanes-Oxley Act (SOX 404), we have established and continue to enhance our risk management and internal control systems. Leveraging a "Three Lines of Defense" governance model, we identify, assess, respond to, and monitor risks spanning strategic, financial, market, operational, and legal compliance areas, while embedding risk management considerations into our core business processes.

Risk Management Structure: "Three Lines of Defense"

The Audit Committee, as authorized by the Board, is responsible for overseeing risk and internal control, reviewing the performance of the management and Defense Lines 1 & 2, and considering the independent evaluations and reports presented by the Internal Audit Department by focusing on:

- Processes for risk identification, assessment, and response, along with applicable risk management policies and internal control standards;
- Principal risk exposures, their priority levels, and any changes in risk profiles over time;
- The principles governing the establishment of risk appetite and risk tolerance as well as their application in practice;
- Measures taken by senior management to mitigate and monitor material risks, and the effectiveness in implementation.

Risk Management System

We conduct annual risk identification and assessment exercises across our core business functions including R&D, sales, production, procurement, logistics, and inventory management. We evaluate each identified risk based on its likelihood and potential impact, then determine its priority level and formulate an appropriate response strategy. On a quarterly basis, we review the effectiveness of our risk management practices and internal controls while considering current risk exposures. When significant changes occur in our business operations, applicable regulations, or the external environment, we conduct additional risk assessments as needed and update our Internal Control Manual and Risk Control Matrix accordingly.

Risk identification

Identify potential risks that could affect the achievement of our strategic objectives through regular internal audits, management interviews, and business process analysis.

Risk assessment

Analyze and assess identified risks, considering the possibility of occurrence and potential impact, and prioritize the risks. Propose risk appetite and tolerance recommendations for material risks by considering our strategic objectives, financial capacity, regulatory requirements, and the effectiveness of existing controls. Regularly review the applicability of these parameters. Should risk exposure approach or exceed established tolerance thresholds, or in the event of significant shifts in business operations or the external landscape, the relevant departments are immediately expected to start implementing mitigation measures.

Risk response

Develop response strategies and risk management measures based on risk assessment results.

Risk monitoring

The Internal Audit Department conducts an annual supervisory review of the risk management activities carried out by each function, drives the closure of corrective actions, and reports review results directly to the Audit Committee.

In addition to our internal reviews, we engage an independent third party annually to assess our internal control risks - with a focus on key areas such as finance and information technology - and conduct external audits of our risk management processes. These assessments provide independent opinions on risk identification, control design, and recommended improvements. We incorporate the findings into our annual risk assessment and internal control enhancement efforts. For material risks or control deficiencies identified, the responsible business units must develop corrective action plans with defined timelines, while the Internal Audit Department monitors implementation progress and reports any significant matters to the Audit Committee.

Annual Assessment Result - Major Risks

For the risk assessment, NIU evaluates the occurrence likelihood of identified risks (1★-5★, representing extremely low, low, medium, high, and extremely high likelihood of occurrence, respectively) and the impact of identified risks on the Company's finances, reputation, and operations (1★-5★, representing negligible, minor, significant, major, and catastrophic impact, respectively). Based on the likelihood of occurrence and the impact of risks, decisions are made on whether further mitigation measures are required based on the effectiveness of existing controls.

Risks	Climate Risk	Legal and Policy Risk	Data Security Risk
Risk scenarios	Extreme heat, heavy rainfall, snowfall, or water shortages could lead to production interruptions, logistics difficulties, higher operating expenses, or physical asset damage.	The ongoing evolution of regulatory requirements on product safety, battery standards, data governance, and export compliance from home and abroad may impose additional burdens on product certification, technological upgrades, supply chain management, and access to overseas markets.	Cyberattacks, system vulnerabilities, or unauthorized data access pose risks of operational disruption, customer data breaches, and ensuing financial or reputational damage.
Likelihood of occurrence / scale of impact	★★★ / ★★★★★	★★★★★ / ★★★	★★ / ★★★★★
Risk preference	Tolerance for short-term emissions reduction costs, but reject revenue declines of more than 5% for two consecutive years due to climate-related issues.	Zero tolerance for intentional violations, but accept one-time compliance costs from policy changes up to 3% of annual profits	Tolerance for low-probability attacks, but zero tolerance applies to any breach of core data
Quantifying tolerance thresholds	• 100% coverage of extreme weather response plans.	• Response time to new regulations ≤ 30 days	• Data backup recovery time ≤ 4 hours • 100% password policy assessment rate
Responsible party	Led by the Management Team and the Sustainable Development Steering Group, with the Sustainable Development Working Group responsible for implementation	Led by the Legal Department and Government Relations Department, with collaboration from Sales, R&D, and Supply Chain functions	Supervised, led, and implemented by the Board, the Information Security Incident Response Team, and the IT Department, respectively
Monitoring mechanism	• Annual carbon footprint calculation • Climate scenario analysis	• Participate in the establishment of industry standards	• Annual IT audit • Level 3 Certification under China's Multi-Level Protection Scheme for data security
Response measures	• Incorporate climate risks into the enterprise risk management, and regularly identify short-term, medium-term, and long-term climate risks and opportunities • Develop extreme weather response plans • Increase the use of clean energy, promote the circular economy, and reduce carbon footprint	• Establish the policy monitoring mechanism • Set aside a budget for regulatory compliance and conduct compliance assessments in advance	• Implement information security training • Regularly back up data and implement off-site backup • Enforce password complexity requirements or two-factor authentication
Potential opportunities	• Policy-based low-carbon subsidies • Attract ESG investments • Enhance sustainability branding	• Achieve compliance ahead of schedule to gain a first-mover advantage • Optimize internal process efficiency	• Conduct proactive assessments during system development to reduce remediation costs • Obtain ISO 27001 security certification, enhancing the Company's reputation • Enhance employees' information security awareness and reduce the impact of potential risks

Emerging Risks

We identify and assess external risks that could significantly influence our long-term trajectory through our comprehensive risk management framework covering key business processes. The evaluation spans multiple dimensions - economic, environmental, geopolitical, social, and technological - with due consideration given to each risk's emerging nature, long-term horizon, potential impact, externalities, and relevance to our business operations. Based on the assessment, we have identified two emerging risks that, though not previously managed as distinct risk categories, could materially impact our strategy and business model in future.

Emerging Risks	Smart technologies and automation are reshaping mobility demand and the competitive landscape.	Overseas operational and supply chain risks arising from global market fragmentation.
Category	**Technology**	**Geopolitics**
Description	AI is reshaping urban mobility, shared transport, last-mile delivery, and the ways in which humans interact with vehicles. This shifts industry competition from the vehicle itself to encompassing software, data, platforms, and broader smart mobility service ecosystems. The pace of AI advancement, the evolution of use cases, regulatory responses, and consumer adoption remain uncertain, and the full extent of its long-term impact has yet to unfold. While the proliferation of AI may give rise to new product and service opportunities, it could also alter the competitive value of our existing smart capabilities.	Geopolitical tensions, rising protectionism, and the divergence of technology ecosystems are fundamentally altering the global movement of goods, technologies, data, and supply chains. Countries are likely to tighten regulatory requirements in areas such as Internet-connected product security, cross-border data flows, exports of critical technologies and components, rules of origin, local content thresholds, and supply chain sustainability. Significant uncertainty persists around the precise scope, timing, and cross-jurisdictional compatibility of these measures. The regionalisation of regulatory and technological frameworks will make it more difficult for the Company to simultaneously meet requirements across multiple jurisdictions in product development, data processing, software updates, market access, and supply chain management, resulting in more complex region-specific risks.
Potential impact	This risk may compel us to revisit product definitions, R&D priorities, software and data capabilities, external technology partnerships, and service delivery models. Furthermore, issues related to AI errors, information security, privacy protection, or ambiguity in liability frameworks could compromise product safety, weaken user confidence, and create barriers to market entry.	For this risk, we may be compelled to develop and maintain region-specific hardware configurations, software versions, data processing protocols, and certification regimes. Such a transition would inevitably affect our overseas market strategy, capital deployment, and long-term business model. This could lead to higher R&D costs, increased certification expenses, and greater system maintenance complexity, which may lead to extended product launch timelines and eroded the economies of scale that a unified global product platform and centralized supply chain currently afford.
Response measures	We will stay abreast of emerging trends in AI, IoV, automated delivery, and smart mobility platforms, and incorporate these technological developments into both product planning and enterprise risk assessments. Based on technology maturity and business relevance, we will: • Perform scenario analyses to examine the potential impact of AI on product differentiation, user preferences, and the competitive environment. • Assess the value of AI applications in areas such as intelligent safety, energy management, human-vehicle interaction, and customer service. • Enhance integration and synergy across vehicle, user, and cloud data streams, and constantly assess our differentiated smart features tailored to different products and user scenarios. • Develop and refine responsible AI governance frameworks, with emphasis on safety, privacy, information security, transparency, and human oversight throughout the development and application of AI. • Assess the feasibility of partnerships with technology platforms, suppliers, and mobility ecosystem players to become more adaptable amid an evolving smart mobility landscape.	We will closely track geopolitical, trade, product safety, and data governance developments across key markets, and periodically assess their potential implications for our product roadmap, data flows, critical components, and market access. Based on these assessments, we will: • Conduct stress tests on our products, supply chains, and market access under different geopolitical and economic scenarios. • Explore modular design approaches and regionally adaptable configurations in product development to enhance resilience to varying technical and regulatory requirements. • Review concentration risks related to critical components and key suppliers, and evaluate alternative sourcing options and regionalized procurement strategies. • Assess market-specific data storage, processing, and cross-border transfer requirements, and refine our data governance frameworks accordingly. • Incorporate material regulatory and supply chain developments into product planning, business continuity strategies, and capital allocation decisions, while remaining agile enough to adjust our overseas business strategies if needed as the external environment evolves.

2.2.2 Internal Audits

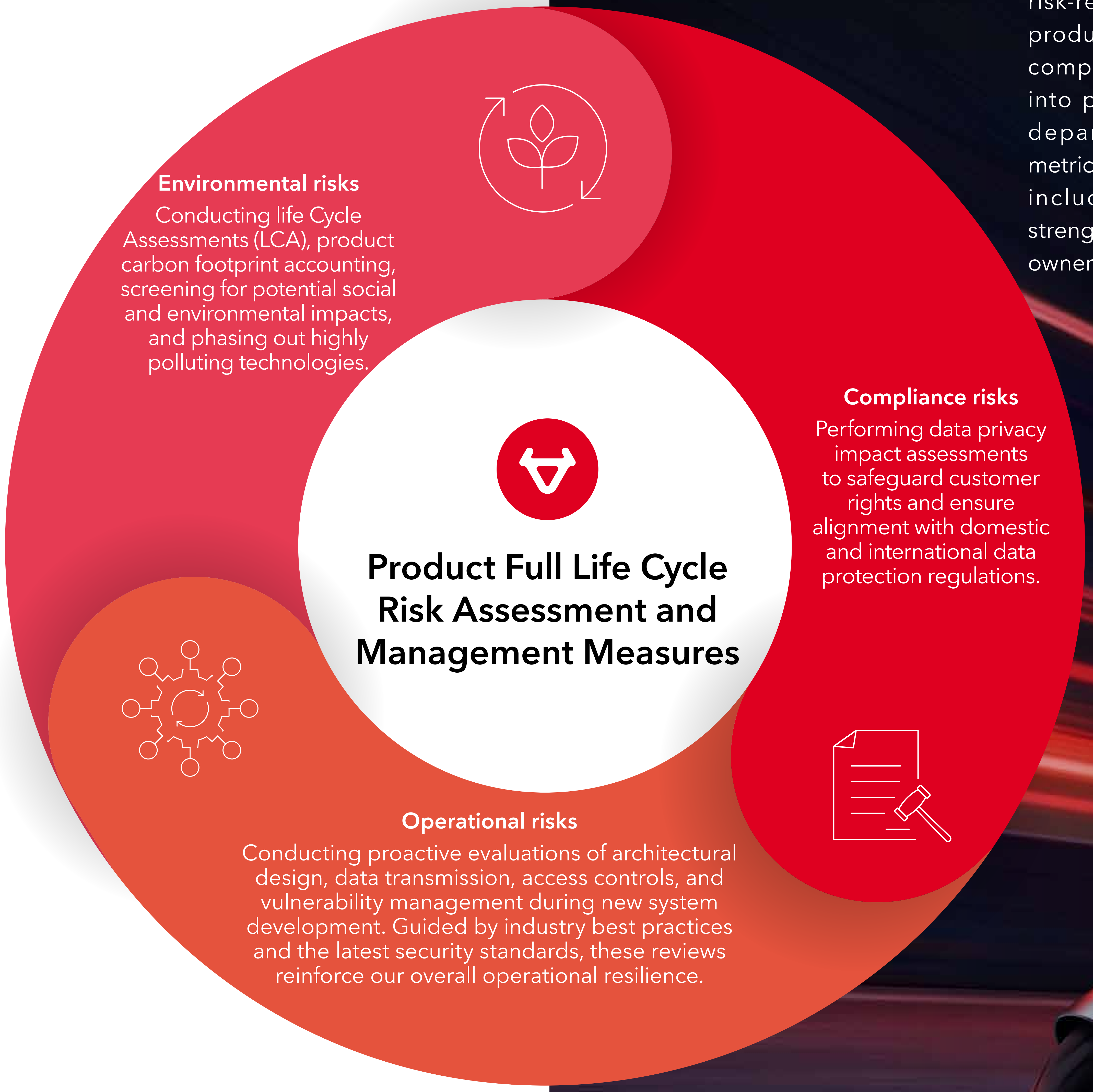
We have established the Internal Audit Management Policy and the Internal Audit Charter, and created an independent Internal Audit Department that serves as Defense Line 3 in our risk management framework. The Internal Audit Department reports to senior management on administrative matters and directly to the Audit Committee on audit results and material issues, safeguarding its independence and objectivity.

In 2025, the Internal Audit Department conducted routine and special audits under the annual audit plan, covering key business processes such as R&D, sales, production, procurement, logistics, and inventory management. Depending on the nature of each engagement, the Department used a combination of document reviews, data analytics, on-site interviews, and process walkthroughs to evaluate risk identification and assessment, internal control design and operating effectiveness, risk monitoring and reporting, and the execution of mitigation measures. Identified issues were communicated to the responsible business units, who were then required to formulate and implement corrective action plans. The Internal Audit Department tracks the progress and effectiveness of these remediation efforts and reports its findings to both the Audit Committee and senior management on a quarterly basis.

2.2.3 Risk Awareness

An effective risk management system depends on active participation from every employee. We share risk management insights through regular training articles on our internal subscription channels and conduct company-wide training sessions that cover risk governance structures, identification and assessment methodologies, risk appetite, response strategies, reporting protocols, and the distinct roles of each Defense Line. Such efforts help employees recognize, report, and address risks as part of their day-to-day responsibilities.

We have also embedded risk management considerations throughout the product lifecycle, from design and R&D to testing, market launch, and after-sales support. We do this by identifying and evaluating potential environmental, compliance, data security, product quality, and technology-related risks at each stage.



We have also incorporated material risk-related performance indicators of product quality and safety, regulatory compliance, and information security into performance reviews of relevant departments and personnel. These metrics are tied to variable compensation, including performance bonuses, to strengthen accountability and embed risk ownership across the organization.

2.3 INFORMATION SECURITY AND PRIVACY PROTECTION

Information security and privacy protection are fundamental to our operations. We strictly comply with all applicable laws and regulations including the Cybersecurity Law of the People's Republic of China, the Data Security Law of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China, and the EU General Data Protection Regulation (GDPR). We continuously enhance our information security and privacy protection management system to keep pace with evolving regulatory requirements and emerging threats.

KPI	2025
Total number of information security vulnerabilities or cybersecurity incidents	0
Total fines paid due to information security vulnerabilities or cybersecurity incidents (in RMB 10k)	0
Number of complaints regarding customer privacy violations (including complaints from external organizations and regulatory authorities)	0
Number of confirmed incidents of customer data breaches, theft, or loss	0

2.3.1 Information Security

NIU has created **a five-dimensional framework defining information security objectives**, aiming to build a robust security barrier.

System resilience optimization

Establish a continuous improvement mechanism for the information security system to ensure that technical protection capabilities evolve in tandem with business development.

Lifecycle data protection

Implement proactive defense strategies to ensure the integrity, confidentiality, and availability of data throughout the entire process of collection, transmission, storage, and destruction.

Intelligent threat response

Deploy a real-time monitoring platform to perform comprehensive analysis of network traffic and log data and establish a security incident classification and response mechanism.

Full-staff security responsibility

Incorporate information security into the performance appraisal system to ensure that all employees are clear about their data security responsibilities and foster a "zero-tolerance" culture to ensure security.

Collaborative governance

Extend the scope of the security requirements to include partners to ensure their information security management standards align with the Company's requirements.

Underpinned by our five-dimensional information security objectives, we have built an integrated governance framework that spans governance, protection, control, safeguard, response, and audit.

Information Security Management System

Governance: Organizational structure and training

- We have integrated information security risks into our Enterprise Risk Management framework and established a governance model in which the Board oversees, management orients, and departments execute. The Board monitors information security risk management; management implements security strategies; and relevant departments handle risk identification, protective controls, incident response, and ongoing improvement.
- The *Information Security Management Policy* serves as the foundation of our information security framework. It applies to all employees and defines individual responsibilities. The Information Security Incident Management Policy outlines procedures for incident identification, classification, response, remediation, and post-incident review, ensuring comprehensive management of security events. We have also set up an Information Security Incident Response Team to oversee compliance in information security, data protection, and privacy protection. The team includes the CEO and heads of key information systems functions. The response team holds quarterly meetings to review security incidents, risk exposures, and improvement measures, strengthening our information security capabilities over time.
- We have established ongoing information and data security training programs: new hires receive cybersecurity training and assessments upon joining; security awareness content is shared regularly through the "NIU Information Security" channel on our internal platform; phishing email simulations are conducted quarterly; and relevant personnel receive quarterly information and privacy security training. Coverage rate for this training is 100%.

Protection: Data and network security

- HTTPS (TLS/SSL) encryption protocols are used for all internal and external network service interfaces. For critical data interfaces, security verification mechanisms such as tokens, OAuth, and digital certificates are employed to prevent data theft and tampering during transmission.
- We continue to strengthen our network security posture by deploying a comprehensive suite of Alibaba Cloud security solutions, including Web Application Firewall, Cloud Firewall, Database Audit, and Anti-DDoS protection, to support multi-layered network defenses.

Control: System permissions and access control

- We have developed a proprietary unified authentication and login system built on role-based access control (RBAC) to manage permission assignments and revocation from onboarding through offboarding.
- Data access rights are granted in accordance with the Principle of Least Privilege, with critical permissions subject to regular review and timely revocation. We also enforce multi-factor authentication to strengthen account security.

Safeguard: Data backup and business continuity

- Back up important business data regularly using off-site/multi-site replication. Regularly update business continuity plans and conduct data recovery drills to ensure business continuity.
- Database files and backup data are encrypted using industry-standard algorithms. Encryption keys are managed by a security management platform, with strict control over their lifecycle and access permissions.
- Regular virus scans are conducted on terminals. Business data is prohibited from being stored on uncontrolled devices. Security isolation measures are implemented for the Company's wireless network and VPN.

Response: Vulnerability management and incident response

- Quarterly scans of public-facing ports within our Alibaba Cloud environment were conducted to identify and assess potential risks. We also limit exposure to non-essential ports. Security incidents are aggregated and analyzed on a weekly basis, enabling us to promptly patch vulnerabilities and fine-tune defense measures as needed.
- Regular automated vulnerability scans and risk assessments across systems and applications were performed, with identified issues remediated promptly.
- Data Security Incident Response Plan was maintained to ensure rapid and effective handling of emergencies, including data breaches. In the event of a cybersecurity, data security, or personal information protection incident, the response team activates the Plan to evaluate impact, contain risks, preserve logs and evidence, remediate vulnerabilities, restore operations, and conduct a thorough post-incident review.

Audit: Operational monitoring and internal/external audits

- Operations personnel submit regular reports in accordance with the *Information Security Incident Management Policy*, with outcomes integrated into departmental performance reviews to reinforce accountability. We also conduct periodic assessments to identify potential vulnerabilities early and implement appropriate managerial and technical countermeasures.
- System administrators maintain detailed logs of critical operations including data access, export, and modification to ensure full traceability. We regularly conduct regular internal audits and analyze logs to detect and address latent risks. During the reporting period, we carried out 12 audits on codes, 4 audits on database operation logs, 4 reviews on bastion host operation logs, 4 audits on employee/role permission across various systems, 1 drill on database emergency recovery, and 2 drills on penetration testing.
- An independent third-party was engaged to conduct information system audits and network security classification assessments. During the reporting period, we were certified as Classified Protection Level 3.

2.3.2 Privacy Protection

We have developed a comprehensive Privacy Policy and make it publicly accessible to our customers via our official website and mobile application. The policy covers how information is collected, used, retained, processed, and disclosed to third parties. We have also established unified network security standards and management protocols, including firewalls and network intrusion detection systems, and other technical safeguards, to establish a foundational layer of protection for customer privacy.

Users' Privacy Protection Process

Privacy Risk Management

- Embed privacy protection into our broader risk management framework, with specific data security risk assessments for privacy matters and clearly defined risk monitoring processes.
- Maintain a publicly accessible Privacy Policy that outlines our approach across the entire privacy data lifecycle.
- Maintain a dedicated privacy protection team with well-defined responsibilities spanning risk prevention, incident handling, and issue resolution.
- Provide dedicated channels for privacy-related inquiries to ensure that user data requests and complaints are addressed promptly and effectively.

Information Collection Process

- Personal information is collected in accordance with the principles of lawfulness, fairness, and necessity. We provide users with a "Personal Information Collection List" that sets out the types of data collected, processing purposes, and specific use contexts and frequency.
- Users have the right to access, modify, or delete their personal information and cancel their accounts.
- We regularly review and update the Privacy Policy to reflect changes in applicable laws, regulations, and business operations. We notify users of changes through pop-up notices, announcements, or other appropriate channels to maintain transparency and policy relevance.

Information Security Storage

- To minimize the risk of privacy breaches, we desensitize or anonymize sensitive personal information, such as names, phone numbers, and ID numbers during storage, display, and external transmission in line with industry standards.
- We strictly monitor and control internal access to and use of customer data, ensuring that it is used solely within the scope defined in our publicly available Privacy Policy. This may include the use of collected riding, location, and vehicle performance data for product development, defect identification, feature refinement, and performance enhancement. No customer data is collected or used for any other commercial purpose.

Privacy Breach Management

- Access to privacy data is tightly restricted through a combination of data classification and grading, access controls, operation log retention, and security audits to prevent data breaches and unauthorized access.
- We maintain a zero-tolerance stance toward privacy breaches and regularly evaluate the effectiveness of privacy protection controls through internal and external information system audits.

Third Party Collaboration

- We only disclose customers' personal information to third-party companies, organizations, or individuals with the customer's explicit consent or as required by applicable laws and regulations. Our APP includes a clearly visible "Third-Party Information Sharing List," which specifies the third parties involved, the types of information shared, usage scenarios and purposes, transmission methods (encrypted), and the third parties' own data processing policies.
- We enter into data security agreements with all third-party suppliers and outsourced service providers. These agreements impose strict restrictions on cross-border data transfers, reuse, and redistribution. We also conduct security assessments of their access capabilities and implement access whitelists for external interfaces to prevent unauthorized calls.

2.3.3 Responsible Artificial Intelligence (AI)

We apply the principles of safety, transparency, controllability, and user rights protection across our AI applications. We have also embedded responsible AI requirements into our established governance frameworks for algorithmic safety, cybersecurity, data security, and personal information protection. Our AI application development team operates in line with internal policies and has received AI ethics and safety training covering personal data protection, information security, content safety, intellectual property, and risks associated with third-party large language models (LLMs).

AI Application Boundaries and Content Labeling Obligations

Our electric vehicles are equipped with NIU Lingxi AIOS which supports features such as voice-controlled vehicle operation, riding Q&A, route consultation, and routine interactions. These functions are focused on human-vehicle interaction and are not used for automated decisions that could materially affect users' rights, nor do they involve the collection of sensitive personal data. Should our business extend into those areas in the future, we will conduct prior necessity and risk assessments, strictly define application scenarios and access controls, and complete internal review procedures. We also emphasize transparency for AI-generated content and plan to label such content in the product interfaces of future AI-enabled offerings.

Model Application Security and Human Oversight

We currently rely on third-party LLM services and do not develop or train foundational models ourselves. Service providers are responsible for training and updating the underlying models, while we are accountable for product integration, application scenarios, data handling, output content, and user rights protection. Before any AI feature or major version update to third-party models are implemented, we conduct application-level tests on output quality, service stability, content safety, and potential biases, backed by performance reviews based on anomaly logs and user feedback. If output quality declines, inappropriate content appears, or other anomalies are found, we will adjust application logic, restrict or suspend relevant features, and require service providers to investigate and take corrective action as appropriate.

At present, our AI features primarily support human-vehicle interaction. If users have concerns about AI-generated content or interaction outcomes, they may submit feedback to us through our customer service and complaint channels. Customer service will receive this feedback and escalate it to the relevant departments for review. Where necessary, we will conduct manual reviews to handle and respond to the cases. AI outputs will not serve as the sole basis for dispute resolution.

Environmental and Social Impact of AI

We plan to incorporate data center energy efficiency, renewable energy use, and carbon emissions into our evaluation of third-party LLM providers. We will also reduce resource consumption from redundant or inefficient computation by selecting models suited to specific application scenarios and optimizing request length and call frequency.

3 DELIVERING QUALITY THROUGH INNOVATION

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

3.1 TECHNOLOGICAL INNOVATION

3.1.1 Product Innovation

In 2025, with intelligence as our guiding principle, we advanced high-quality innovation across five key dimensions, reinforcing our leadership in value creation and industry evolution in the smart electric two-wheeler sector.

01 Smart safety technology: Strengthening proactive warning and riding assistance

We continue to enhance our proactive safety capabilities by integrating braking control, environmental perception, and riding assistance technologies across more models to improve rider safety under complex road conditions.

- **Upgraded braking solutions:** Several models are already equipped with dual-channel Anti-lock Braking Systems (ABS), Traction Control Systems (TCS), four-piston radial calipers, and large-diameter disc brakes. Select models additionally feature tire pressure and temperature monitoring to enhance vehicle stability on wet surfaces and during emergency braking.
- **Full environmental perception:** Automotive-grade millimeter-wave radar has been rolled out across our core models, enabling Blind Spot Detection (BSD) and Rear Collision Warning (RCW). Our environmental perception technologies now cover all price levels, extending active safety benefits to a wider user base across diverse riding scenarios.
- **Exploring multi-modal perception:** We have initiated R&D on UWB radar sensing, with a focus on ranging accuracy under complex interference conditions and low-power wake-up performance. Meanwhile, we are advancing a front-mid-rear triple-camera fusion perception architecture to enable more precise and comprehensive active safety capabilities.
- **Riding assistance across models:** A wide range of features – including adaptive hill descent control, auto hold, one-touch reverse, cruise control, rain/snow mode, and repair mode – are now available across our mainstream models, delivering a smoother, safer, and more confident riding experience for our users.

02 Efficient energy management: End-to-end energy synergy of battery, electronic control, and recovery systems

Driven by green technology innovation, we have evolved from a "single energy recovery model" to a "fully coordinated, end-to-end energy efficiency system spanning battery, motor, and electronic control" that enables extended range with lower energy consumption.

- **Systematic energy recovery:** Our full lineup now features an upgraded segmented kinetic energy recovery system, integrated with TCS traction control to deliver smoother and more efficient energy recapture. On flagship models, regeneration efficiency reaches 17%, extending range by 4-12 kilometers per 100 kilometers under urban driving conditions.
- **Intelligent battery management:** The latest BMS algorithms incorporate thermal management and stepped temperature charging strategies to minimize energy loss under extreme temperatures and prolong battery cycle life. Large-format lithium iron phosphate (LFP) cells have been adopted for long-range models, providing accurate residual range estimates and effectively easing range anxiety in demanding usage scenarios.

- **Cell and battery pack innovations:** In 2025, we jointly developed the "micro-blade high-conductivity battery" with Xingheng. By optimizing electrode loading, establishing a three-dimensional fast-charge framework, and integrating composite solid-state electrolytes, we have achieved significant performance gains. Cycle life now exceeds 3,000 cycles, with the battery retaining 85% of its rated capacity even at -20°C.
- **Multi-scenario energy efficiency calibration:** Next-generation FOC vector control enables precise power curve calibration tailored to commuting, climbing, and heavy-load conditions. Motor peak efficiency reaches 92.6%, while overall vehicle energy consumption has been reduced by 12% compared to the previous generation.
- **Vehicle-level efficiency leap:** Through coordinated upgrades across battery, motor, electronic control, and regenerative systems, these energy efficiency technologies have been rolled out across our entire 2025 lineup, delivering a 15%–30% improvement in overall range. Users benefit from significantly enhanced efficiency in high-intensity scenarios, including winter riding, long-distance travel, and heavy-load use.

03 High-performance powertrain system: AI algorithm-driven all-scenario riding experience

We have transitioned from a resource-intensive model to one anchored in technological density, evolving from vector control and permanent magnet synchronous motors to AI-powered intelligent electronic control and all-scenario riding algorithms. This shift delivers integrated enhancements in power output, handling stability, and overall energy efficiency.

- **Powertrain foundation upgraded:** The 12-inch motor now delivers a peak output of 3,000W, with dual enhancements to electromagnetic architecture and thermal management to ensure stable sustained performance.
- **Intelligent power calibration:** The new-generation AI FOC electronic control system enables millisecond-level power adjustments and is equipped with four riding algorithms: ECO, Daily, Sport, and Launch.
- **Coordinated power and handling:** TCS intelligently modulates torque delivery to improve vehicle stability on slippery surfaces and during cornering. Sport mode, ECO mode, and hill descent control are each calibrated to meet the specific demands of acceleration, daily commuting, and controlled downhill riding.

04 Intelligent software platform: From in-vehicle systems to a smart mobility ecosystem

We have built a three-tier intelligent ecosystem encompassing system, interaction, and multi-device connectivity. This enables hardware to deliver an intelligent experience that is evolvable, upgradeable, and seamlessly connected.

- **AI-powered operating system:** We pioneered the NIU Lingxi AIOS, which features a completely redesigned UI, vehicle tuning interface, dashboard App center, and quick-access controls. Flagship models are equipped with a 7-inch full-touch color display integrated with an AI-powered voice assistant.
- **Matured interactive ecosystem:** Smart Start 2.0 enables motion-sensing ignition and one-step side-stand start. The industry-first bidirectional Lingxi handlebar supports reverse operation at zero speed and electronic braking through reverse twisting while riding. Intelligent lighting, customizable sound themes, OTA-updatable animated pets, and real-time traffic light information further enhance the in-vehicle experience.
- **Multi-device collaborative experience:** AI-powered navigation projection streamlines destination search and connection workflows. Group riding, Apple Wallet integration, family accounts, and remote vehicle control together form a comprehensive cross-scenario smart mobility ecosystem.

Case study

Partnering with OpenHarmony to Build a Smart Mobility Ecosystem for Two-Wheelers

We unveiled the NXT2 Ultra - the world's first AI-powered electric two-wheeler equipped with OpenHarmony's full-scenario intelligent capabilities - at the Huawei Developer Conference in 2026. With features such as "one-tap unlock" and "seamless navigation flow across devices," users can enjoy fluid, integrated interactions between their smartphones and the vehicle.

05 Technology inclusion and user co-creation: A two-way cycle of design innovation and user collaboration

We have redefined traditional R&D and value-creation models by placing "design innovation + user co-creation" at the core, enabling user feedback to serve as a critical driver of continuous product evolution.

- **Innovative design language:** Our latest models feature hollowed-out design elements and magnesium-aluminum alloy exterior panels, offering modular customization options for exterior styling. The new product series retains iconic brand cues such as the circular daytime running light while introducing refined body contours and a more dynamic overall silhouette.
- **Deep user co-creation:** We have implemented a full product lifecycle management framework encompassing "demand collection - classification and analysis - evaluation and project initiation - R&D and validation - release and implementation - effect tracking." We gather user input through multiple channels – including App communities, retail stores and after-sales touchpoints, test-ride events, user interviews, and riding data – to conduct targeted scenario-based research. Results in 2025: a 31% reduction in Bluetooth-related complaints following the Smart Start 2.0 optimization delivered via App version 5.13.0.

Product Showcase

We remain firmly committed to our product strategy of "environmentally responsible, socially inclusive, and intelligently governed," and have successively launched representative models across flagship, premium, and entry-level price points.

NXT2 Ultra

The first AI-powered smart electric two-wheeler

Equipped with a 7-inch touchscreen display, automotive-grade millimeter-wave radar, dual-channel valve-type ABS, TCS, tire pressure and temperature monitoring, and the bidirectional Lingxi handlebar, and powered by a 48V30Ah lithium battery and a 15A smart charging system, it runs on the NIU Lingxi AIOS with an integrated AI voice assistant, incorporating many of our cutting-edge technologies in active safety and intelligent interaction.

U3

A value-for-money flagship compliant with the new national standard

Features Boost mode, TCS, BSD, and RCW, along with Bluetooth unlocking, Smart Start, navigation projection, group riding, and customizable settings. The Pro version adds dual-channel valve-type ABS and a dual-battery setup, with each battery providing a theoretical range of 107 kilometers.

FX Wind / NX Wind

Two-wheeled electric superbike

Powered by a 12-inch full-disc motor with a peak output of 3,000W and equipped with Boost mode, TFT color display, Bluetooth speaker, ABS, and TCS, this series is tailored to younger riders seeking dynamic performance.

NX Marathon

A new benchmark for long-range electric motorcycle

Powered by a 72V50Ah large-format lithium iron phosphate (LFP) battery with stepped-temperature charging, it achieves a constant-speed range of 146 kilometers. The vehicle also benefits from an optimized frame structure and refined chassis tuning to enhance stability and comfort over extended journeys.

3.1.2 Intellectual Property Protection

NIU is deeply committed to intellectual property protection and strictly abides by relevant Chinese laws and regulations. These include the Patent Law of the People's Republic of China, the Trademark Law of the People's Republic of China, the Copyright Law of the People's Republic of China, and the Civil Code of the People's Republic of China, as well as relevant patent, trademark, copyright, and trade secret laws in the jurisdictions where we operate. We have established our own intellectual property management framework and adopted the Intangible Assets Management Policy, which sets out clear requirements for the management of patents, trademarks, copyrights, domain names, and non-patented technologies. The Legal Affairs Department oversees the administration of intellectual property, including application, registration, maintenance, and usage.

Relevant employees are required to sign both a Confidentiality and Non-Competition Agreement and an Intellectual Property Assignment Agreement, which define their obligations to safeguard our and our customers' confidential information during and after employment. It also defines ownership arrangements for inventions, designs, and other intellectual achievements developed in the course of their employment. We also monitor intellectual property risks throughout our R&D, technology collaboration, and market-launch processes.

As of December 31, 2025, we held

617 patents

1028 registered trademarks

33 copyrights related to our various business activities

2 registered domain names (including www.niu.com)

Of the 1,028 registered trademarks, 155 are registered in the Chinese Mainland and 873 in other jurisdictions. As of the same date, an additional 137 patent and trademark applications were pending examination in the Chinese Mainland, Europe, and other jurisdictions.

- No intellectual property infringement incidents occurred during the reporting period.

3.1.3 Industry Collaboration

We play an active role in advancing the industry's technical standards and building its ecosystem. We enhance product safety and sustainability through multiple channels, including industry associations, standard-setting initiatives, corporate partnerships, and government initiatives, driving the industry's development and innovation.

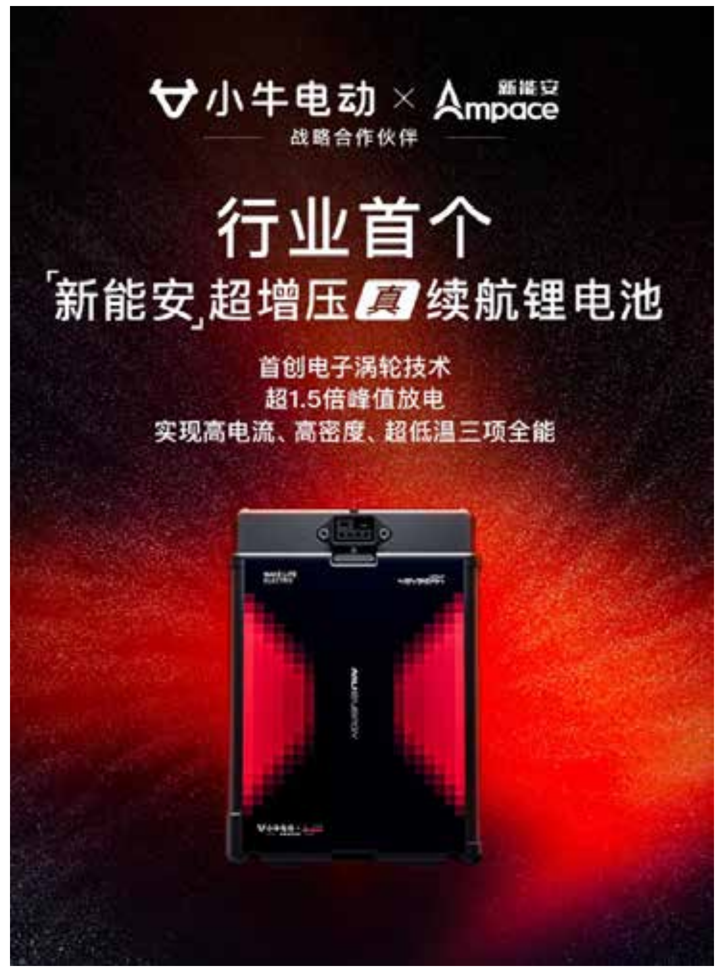
In 2025, we took an active role in technical seminars on electric vehicle battery safety standards. We collaborated with other industry leaders to align lithium battery safety and vehicle quality control requirements to help phase out non-compliant batteries and modified vehicles across the market. During the reporting period, we participated in the drafting of several national and group standards, including:

- **GB/T 36972-2026 Technical Specification for Performance of Lithium-ion Batteries for Electric Bicycles**
- **T/ZJFPA 002–2025 DC Centralized Charging System for Electric Bicycles**
- **T/BBIA 10–2025 Service Guidelines for Electric Bicycle Retail Stores**
- **T/GLAC 32–2026 Onboard BeiDou Satellite Positioning Module for Electric Bicycles**
- **T/CPQS M0020–2026 Safety Assessment Methods for Electric Motorcycles and Electric Bicycles**

Case study

Industry-first "Ampace" ultra-boost true-range lithium battery

We formed a strategic partnership with Ampace, CATL's subsidiary, to pioneer an electronic turbocharging discharge architecture. This innovation boosts energy density by approximately 15%, achieves a low-temperature discharge retention rate of at least 90% at -20°C, delivers virtually imperceptible range loss in winter conditions, and enables charging at temperatures as low as -15°C.



We also engaged with local electric vehicle industry associations and business councils, facilitating cross-industry technical exchange and using our technical expertise to advance sustainable development.

Association	Role
Beijing Bicycle Industry Association	Vice Chairman
Jiangsu Bicycle and Electric Vehicle Association	Vice Chairman
Guangdong Electric Vehicle Association	Vice Chairman
Guangxi Electric Vehicle Industry Association	Vice Chairman
Shenzhen Electric Bicycle Industry Promotion Association	Vice Chairman
Guangzhou Electric Bicycle Industry Association	Honorary Chairman
Jiangxi Bicycle & Electric Vehicle Industry Association	Member
Zhejiang Bicycle & Electric Vehicle Industry Association	Member
Nanjing Electric Bicycle Industry Association	Member
Hainan Electric Bicycle Industry Association	Member
Taizhou Electric Vehicle Industry Association	Member
Xinjiang New Energy Bicycle & Electric Motorcycle Industry Association	Member
Dongguan Electric Bicycle Industry Association	Member
Shenzhen Electric Bicycle Industry Association	Member
Shanghai Bicycle Industry Association	Member

3.2 QUALITY EXCELLENCE

We maintain a strong focus on product quality and strictly comply with all applicable laws, regulations, and industry standards, including the Product Quality Law of the People's Republic of China, the Safety Requirements for Electric Motorcycles and Electric Mopeds (GB 24155-2020), the Safety Technical Specification for Electric Bicycles (GB 17761-2024), the Structure, Performance Requirements and Test Methods for Brake Hoses (GB 16897-2022), the UL 2849 Electric System Standard for Electric Bicycles issued by UL Solutions, and the EN 15194 Electric Bicycles Standard issued by the European Committee for Standardization. We have established robust product quality management policies to ensure full compliance. During the reporting period, no product quality incident related to health or safety was recorded across our product lines.

3.2.1 Quality Lifecycle Management

We have established a holistic quality management strategy encompassing R&D quality management, raw material quality control, production quality control, feedback and improvement, and safety testing and certification. This ensures that our products meet the highest quality and safety standards at every stage of the lifecycle.

- **Changzhou Facility has passed the ISO 9001 Quality Management System certification.**


CQC

QUALITY MANAGEMENT SYSTEM CERTIFICATE

Certificate No. 00124Q34882R2M/3200

We hereby certify that

JIANGSU NIU ELECTRIC TECHNOLOGY CO., LTD

by reason of its

Quality Management System

has been awarded this certificate for compliance with the standard

ISO 9001:2015

The Quality Management System Applies in the following area:

Certified since: June 18, 2015 Valid from: June 13, 2024 Valid until: June 17, 2027

中国质量认证中心

CHINA QUALITY CERTIFICATION CENTRE

Quality Management System

Process: R&D quality management

Key Measures

- We implement quality management and monitoring measures with tests covering CCC certification, safety and reliability, software and hardware function, and battery power performance.
- During the design stage, we conduct dynamic and static CAE strength and rigidity analysis on all our e-scooter frames. The finished frames and vehicles must pass vibration and endurance tests to minimize safety risks.

Process: Raw materials quality control

Key Measures

- In accordance with the *Raw Materials Quality Inspection Manual*, critical components are subject to 100% inspection, while other materials are either fully inspected or sampled according to their classification. For example, 100% of battery packs are inspected using our proprietary intelligent battery inspection system, and inspectors receive regular specialized training to maintain professional competence.
- Supplier Quality Management: We enter into Quality Assurance Agreements with our suppliers. Our *Supplier Code of Conduct* requires suppliers to maintain robust quality management systems comprising comprehensive testing protocols, quality assurance measures, and ongoing employee training to ensure consistent product and service quality. We also encourage suppliers to pursue continuous improvement and innovation to elevate their quality management capabilities and delivery performance.

Process: Production quality management

Key Measures

- We focus on key process controls in the manufacturing and assembly process and use advanced fixed-torque equipment to monitor in real time the critical torque processes. Our Input Process Quality Controllers (IPQC) conduct full-process inspections to ensure the quality of every vehicle.
- Initial inspection > Patrol inspection > End-of-line inspection > Final inspection > Road test > Pre-shipment inspection

Process: Feedback and improvement

Key Measures

- In accordance with the Customer Consultation and Complaint Management Policy, the quality engineer records customer complaints collected from sales and after-sales channels, including online sales platforms, Weibo, customer service hotline, and the NIU App, into the quality management system (QMS), and conducts internal analysis, tracking and rectification to formulate product quality improvement plans.
- We closely monitor the list of customer complaints and feedback on a monthly basis to guide our quality improvement efforts, ensuring continuous improvement of quality.

Process: Safety testing and certification

Key Measures

- Products must undergo a series of rigorous safety tests and certification procedures before they are released to the market to ensure their safety and reliability across various environmental conditions. Tests include battery safety, crash, and long-term durability to ensure compliance with domestic and international standards such as GB24155-2020, GB17761-2024, UL2849, and EN15194.

Process: Quality management evaluation

Key Measures

- We have formulated the Quality Management Evaluation Guidelines and established the Quality System Improvement Promotion Group, led by the Company's CEO and with the Quality Technology Director serving as the executive deputy group leader. Department heads from R&D, manufacturing, procurement, and services conduct joint reviews.
  - Develop a quality improvement project: Define project objectives, implementation pathways, key milestones, and deliverables;
  - Improve the quality management system: Promote the establishment and optimization of documents regarding quality management;
  - Strengthen the quality assessment mechanism: Raise quality awareness among all employees, implement quality accountability, and incorporate it into quarterly/annual performance review.

Quality Management System

Process — **Digital technology enablement**

Key Measures

- We affix a bar code and a QR code to each vehicle during production, which can be scanned via handheld devices to record vehicle-specific production and quality data into the Manufacturing Execution System (MES). This strengthens the traceability link between quality information and individual vehicles while establishing a robust data foundation for product quality tracking.
- We use our QMS to perform centralized data analytics at the quality management level, enhancing our capabilities in data collection, issue identification, responsive action, and traceability. This provides critical data support for quality improvement initiatives and strategic decision-making.

Process — **Quality training**

Key Measures

- During the reporting period, the Quality Technology Department organized 22 training sessions with a total of 103 attendances to cultivate a corporate culture of quality.

Product quality incident management

- Tiered management of product quality incidents: Quality incidents are categorized into four levels – critical, major, general, and minor – based on a comprehensive assessment of factors including scope of impact, sales suspensions, production line stoppages, recall volume, direct economic losses, customer complaints, and recurrence frequency. A tiered response and closed-loop management framework applies to each level, with clearly defined requirements for investigation, corrective action, accountability, and performance evaluation.
- Closed-Loop corrective mechanism: For product quality issues identified through market feedback, after-sales service, or internal inspections, we follow a structured process consisting of "issue identification - risk assessment - temporary containment - root cause analysis - permanent corrective action - effectiveness verification - standardization and recurrence prevention."
  - Promptly document issue characteristics, occurrence conditions, defect rates, and affected models or batches, along with an assessment of potential impact on product safety, regulatory compliance, and customer usage.
  - Deploy interim containment measures, including repairs, comprehensive re-inspection, rework, or process adjustments.
  - Conduct root cause analysis encompassing product design, component dimensions and tolerances, assembly processes, and inspection protocols. Following this, develop corrective actions, which may include structural or mold modifications, assembly process enhancements, and the introduction of additional testing and inspection requirements.
  - Validate effectiveness upon completion of corrective actions through dedicated testing, inventory re-inspection, and market feedback tracking. Proven effective measures are then incorporated into design, process, and inspection standards and rolled out horizontally to similar components or vehicle models.

Key Performance

- **100**% of our manufacturing facilities have obtained ISO 9001 certification
- In 2025, there was no voluntary or mandatory product recall.

Quality Target

- In 2026, zero kilometer defect rate **< 5‰**

3.2.2 Assurance of Riding Safety

In 2025, we established a comprehensive safety assurance framework that covers the entire "three-electric system" of power battery, drive motor and motor controller.

Power battery, motor and motor controller safety

- **Power Battery Safety:** In partnership with Ampace, we have developed high-stability lithium batteries featuring magnesium alloy enclosures and multi-layer flame-retardant structures to enhance crush resistance and contain thermal runaway propagation. The batteries have successfully passed three extreme tests: high-altitude drop, high-intensity crush, and battery pack puncture.
- **Motor Safety:** We have optimized the electromagnetic architecture and thermal management design to boost torque output and operating efficiency. The motor is equipped with high-temperature-resistant vacuum-impregnated winding and automotive-grade sealed bearings with an IP65 ingress protection rating.
- **Motor Controller Safety:** We have upgraded the vector control algorithm to improve operational stability and power delivery smoothness under high-temperature conditions. The controller features a dual-layer heat dissipation structure, a protective conformal-coating design, and multi-stage surge protection to enhance resilience against moisture, corrosion, and transient voltage spikes.
- **Coordinated Protection of the "Three-Electric System":** The battery, motor, and controller operate in synergy to continuously monitor current, temperature, and system status. In the event of motor stall, system overload, or temperature anomalies, the system responds with appropriate protective actions such as power limiting or power cut-off based on the severity of the fault.

Riding assistance safety

- Equipped with Safeway dual-channel ABS and TCS to reduce the risk of wheel slip on wet or slippery surfaces.
- Features such as hill descent control and slope auto-hold help mitigate the risk of vehicle rollback or loss of control on inclined terrain.

Fault monitoring and operational protection

- A tiered fault protection mechanism: Power is restricted for minor faults and fully disengaged for critical faults.
- We continuously refine safety control strategies through over-the-air (OTA) software updates and optimize power-safety thresholds across different riding modes.

Material safety

- Critical areas of the battery pack are constructed with halogen-free flame-retardant and corrosion-resistant materials to enhance thermal insulation in the event of abnormal temperature rise.
- Low-VOC materials are used to reduce health and environmental impacts, while lightweight design also helps to lower carbon emissions throughout the product lifecycle.

3.3 CUSTOMER-CENTRIC SERVICES

We are a customer-centric company committed to continuously improving the customer experience. We strictly abide by relevant laws and regulations, including the Law of the People's Republic of China on the Protection of Consumer Rights and Interests. We have established several systems and processes, including the Products and Services Management Policy and the Customer Consultation and Complaint Management Policy, to ensure that our customers' rights and interests are fully and effectively protected at every touchpoint.

3.3.1 Excellence in Customer Service

We remain committed to a customer-centric approach and continue to refine our service framework across the entire customer journey, from pre-sales to sales and after-sales. We have implemented the Detailed Rules for Managing Customer Inquiries and Complaints, which set clear protocols for customer service representatives to ensure the prompt and effective resolution of customer questions and concerns. This improves service quality, strengthens brand awareness, and enhances our corporate reputation. Customers can access a comprehensive suite of services - including product consultation, purchase and order assistance, maintenance and repair support, parts inquiries, and complaint submission - through multiple touchpoints such as the 400 service hotline, the NIU App, our official website, e-commerce platforms, social media, and offline retail stores. We also deploy intelligent customer service tools to handle routine inquiries, while our dedicated customer service and technical support teams provide expert assistance for more complex cases.

Customer Service & Communication Channels

We provide customers with a broad range of communication and service channels. For customers requiring additional assistance, we also offer flexible support options, including in-store assistance and text- or voice-based communication, to enhance service accessibility and convenience:

Online channels

Customers can submit inquiries, service requests, or complaints through the NIU App, online forms on our official website, the official customer service email, e-commerce platforms, and social media channels.

Customer service hotline

We operate a dedicated hotline (400-6388-666) to provide product information, usage guidance, repair services, and complaint handling.

Offline service channels

Customers can visit authorized NIU stores and service centers for in-person product consultation, vehicle delivery, inspection and repair, and after-sales support.

AI-powered customer service:

We have deployed intelligent chatbots on our official website and the NIU App to deliver automated responses to frequently asked questions on product information, vehicle usage, order status, and after-sales services. Issues beyond the chatbot's scope are promptly escalated to human agents, with service tickets generated and routed through the Voice of the Customer (VoC) system for tracking, workflow management, and closed-loop resolution.

Omnichannel VoC Ticket Management

During the reporting period, we launched the VoC system to centralize and manage customer feedback from all touchpoints. The system generates omnichannel tickets covering pre-sales inquiries, purchase and delivery, and after-sales service. Ticket categories include product inquiries, order and delivery issues, vehicle usage, maintenance and repairs, returns and exchanges, and customer complaints.

Once a customer issue is logged, it is classified by issue type, product category, and urgency - either automatically or by customer service staff - and routed to the appropriate department, including Customer Service, Sales, Quality, R&D, Logistics, or After-Sales. Each ticket is assigned a unique identifier, enabling full visibility into intake, internal assignment, processing status, customer communication, and case closure. This ensures end-to-end traceability across the resolution process.

Complaint reception and acknowledgment

- Upon receiving a customer complaint, we confirm receipt of the complaint, and a corresponding service ticket will be generated.

Complaint classification

- Complaints are classified based on the nature of the issue, its impact, and urgency, and then assigned to the responsible department or personnel.

Notification of processing timeframe

- We inform customers of the expected processing timeframe based on the complaint type and applicable service standards. For general complaints, we aim to provide customers with the verification results within 48 hours. For more complex matters, customer service representatives proactively update customers on the handling progress and expected completion time.

Collaborative handling and escalation

- For issues involving product quality, safety, or recurring problems, a cross-departmental collaboration or escalation mechanism is initiated accordingly.

Outcome feedback and case closure

- Upon resolution of the complaint, we inform the customer of the outcome and close the corresponding service ticket.

Analysis and continuous improvement

- Root cause analysis is conducted for typical complaints, recurring issues, and overdue tickets with corrective and preventive measures identified and tracked through implementation.

We regularly aggregate and analyze VoC tickets, paying particular attention to frequently reported customer issues, recurring faults, service responsiveness, and shifts in customer expectations. We share these insights periodically with cross-functional teams, including Product, R&D, Quality, Sales, Supply Chain, and After-Sales, and, depending on the findings, translate them into targeted product enhancements, quality improvements, or service process refinements. For each initiative, we designate a responsible department, establish a completion timeline, and define tracking protocols. We then assess effectiveness through subsequent ticket data, quality metrics, and ongoing customer feedback.

Case study

Customer satisfaction survey and analysis

We conduct customer satisfaction surveys and analyses regularly across 100% of our operational footprint, assessing key aspects such as product quality, service attitude, responsiveness, and issue-resolution effectiveness. The findings help us pinpoint priority areas of customer concern. We have set a customer satisfaction benchmark (complaint rate < 2‰) and are committed to driving continuous enhancements in both product and service quality to raise overall customer satisfaction.

Customer satisfaction rate

2025	2024	2023	2022
94%	94%	95%	95%

3.3.2 Ethical Marketing

We remain firmly committed to ethical marketing and strictly comply with all applicable laws and regulations, including the Advertising Law of the People's Republic of China, the Law on the Protection of Consumer Rights and Interests of the People's Republic of China, and the Anti-Unfair Competition Law of the People's Republic of China. We adhere to the principles of truthfulness, accuracy, completeness, and objectivity across all advertising, marketing, and sales activities. We are committed to accurately describing product features, intended use, limitations, and safety precautions, and strictly prohibit any false, exaggerated, or misleading claims regarding product or service functionality, user feedback, awards, or environmental and social benefits.

We conduct thorough, multi-dimensional reviews of all marketing materials, focusing on verifying the consistency between product information and actual performance. We also ensure that marketing wording is compliant and accurate, and enforce rigorous controls on marketing content directed at minors. We require our retail staff to avoid exaggerated, distorted, or unfairly comparative advertising that could mislead consumers about our products or those of competitors. We also take proactive steps to protect groups less familiar with marketing practices or product specifics, such as first-time buyers and elderly customers, by ensuring that all consumers receive comprehensive and clear product information to support informed decision-making. For live-streaming marketing, we have established clear guidelines on promotional language. Hosts must truthfully describe product features, scope of application, and limitations while avoiding misleading statements, so that consumers can fully understand the relevant product information.

Case study

Proactively responding to the new national standard for electric bicycles and addressing market concerns

With the full enforcement of the Safety Technical Specification for Electric Bicycles (the new national standard) in December 2025, we responded proactively to national policy requirements and industry association initiatives. We introduced products that comply with the updated requirements and used our official communication channels to convey regulatory changes and product-related information. This enabled us to address consumer inquiries effectively and help consumers make informed decisions about purchasing and using our products.

"Real Track, Real NIU" – performance testing at Shanghai International Circuit

May 2025, we conducted track testing on our high-performance electric motorcycle at Shanghai International Circuit and shared project previews, testing procedures, and results through our social media channels. Themed "Real Track, Real NIU," the project showcased the vehicle's power, handling, and intelligent features in a controlled professional circuit environment. This helped translate technical specifications into practical test scenarios that are easier for users to understand. All performance demonstrations were conducted on closed professional tracks, with a clear distinction between track testing and public-road riding to avoid encouraging high-risk riding on public roads. This reflects our commitment to ethical marketing.

Building Ethical Marketing Capabilities

We provide ongoing, structured training for our sales and after-sales service teams. Relevant personnel must accurately communicate product performance, applicable scenarios, usage limitations, potential risks, and proper usage during product promotion and customer service, while avoiding any false, exaggerated, or misleading statements. We deliver targeted training sessions through our official WeChat public account, covering brand culture, industry policies, product knowledge, and marketing compliance. For newly launched models, we also offer specialized training for regional after-sales service managers and relevant staff on vehicle construction, assembly and disassembly, fault diagnosis, and repair techniques, strengthening the technical expertise of our after-sales service workforce.

For retail stores and dealers, we have established a blended training framework that integrates online and offline formats. Online training is delivered via channels such as our WeChat public account, with regular updates on product knowledge, sales service, operational promotion, and store compliance. Offline training is conducted through dedicated sessions and business exchanges to reinforce practical implementation. In 2025, we organized 62 online and offline training sessions with 14,103 total attendances, enhancing the professionalism and compliance of our stores and dealers in product presentation, customer communication, and after-sales service.

Transparency of Product Labeling

We are committed to providing consumers with truthful, accurate, and easy-to-understand product information. Every product is accompanied by a user manual and a certificate of conformity, and features a nameplate displaying essential identification details and key technical specifications. In the Chinese Mainland, we offer detailed product descriptions and user manuals in Chinese; in overseas markets, we provide localized manuals in accordance with applicable regional requirements. Consumers can also access product usage and after-sales service information through a variety of public channels.

Through product description pages, user manuals, certificates of conformity, and nameplates, we communicate the following information to consumers:

Product Information

Covers model, key technical specifications, intended use scenarios, and relevant limitations, to help consumers gain an accurate understanding of product capabilities.

Safety and Usage Guidance:

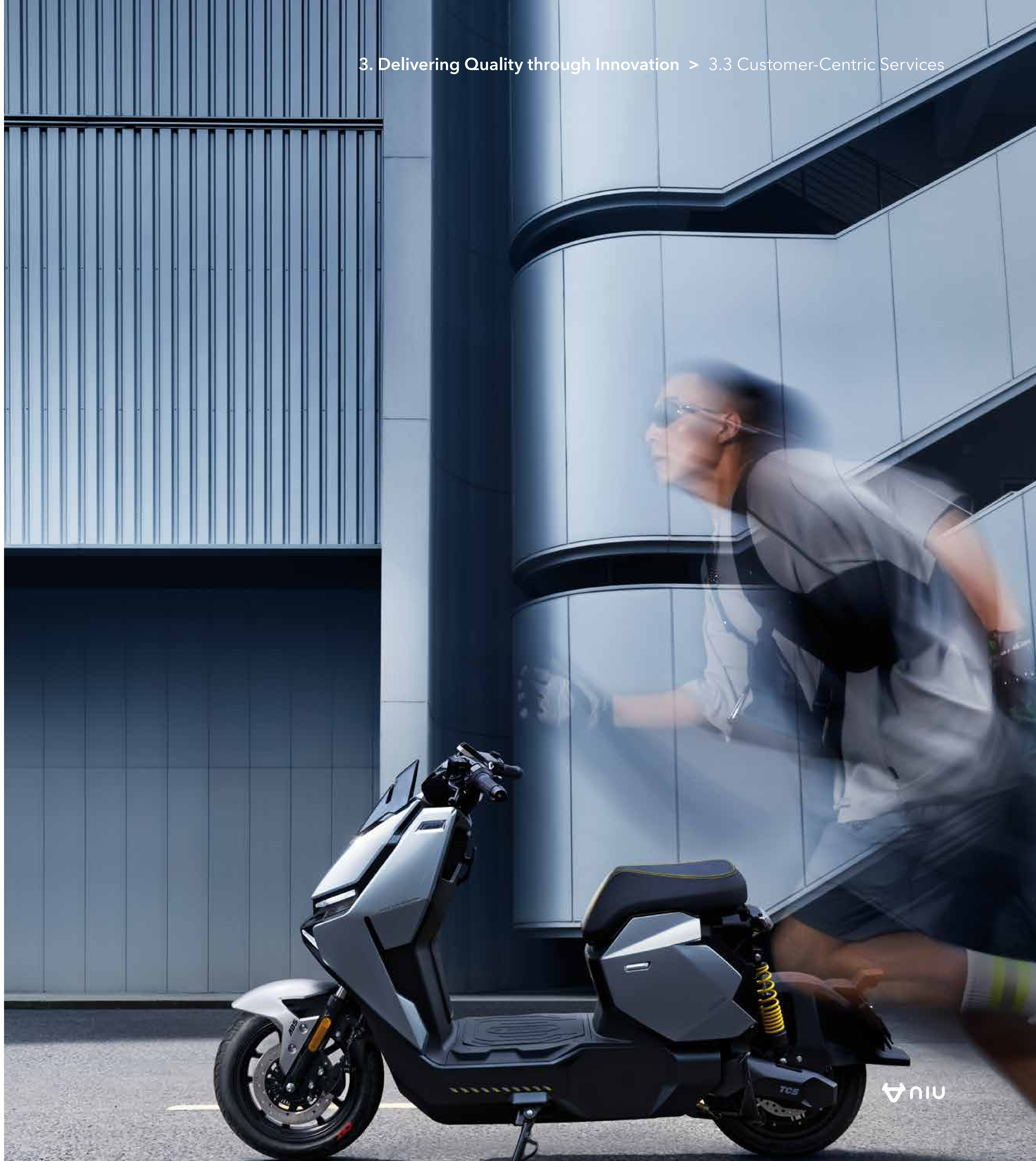
Presents clear instructions on safe riding, battery installation and charging, routine maintenance, and prohibitions against unauthorized modifications, along with warnings about potential risks from improper use.

After-Sales Service Information:

Details warranty terms, maintenance and repair services, parts availability, and customer support and complaint channels, to ensure consumers can easily access assistance when needed.

Environmental Information:

Provides guidance on the proper recycling, storage, and disposal of materials that may have environmental implications, to encourage responsible handling and minimize environmental impact.



4 GREEN TRAVEL FOR A ZERO CARBON FUTURE

4.1 ENVIRONMENTAL GOVERNANCE

4.1.1 Green Operations

We are committed to regulatory compliance and resource conservation, and strictly observe all applicable environmental laws and regulations including the Environmental Protection Law of the People's Republic of China, the Energy Conservation Law of the People's Republic of China, the Water Pollution Prevention and Control Law of the People's Republic of China, and the Law on the Prevention and Control of Solid Waste Pollution of the People's Republic of China. We track evolving environmental regulatory requirements across our operating locations and embed green principles throughout our manufacturing, packaging, logistics, and office operations to minimize the environmental impact of our own activities.

We have established and implemented the Environmental, Health, and Safety Management Policy, which defines environmental responsibilities for relevant departments and operational sites, and integrates environmental considerations into production and daily management. We strengthen our frameworks for environmental target-setting, performance monitoring, risk identification, and corrective action tracking, while promoting environmental protection and energy conservation awareness through employee training and internal communications. In addition, we improve the environmental performance of our partners through supplier management and business collaboration, and engage with external stakeholders - including industry peers and suppliers - to gather input that informs the ongoing enhancement of our environmental policies and practices.


CQC

ENVIRONMENTAL MANAGEMENT SYSTEM CERTIFICATE

Certificate No. 00125E30123R0M/3200

We hereby certify that

Jiangsu Niu Technologies Co., Ltd.

Registered Address: No. 387, Changjing Road, West Taihu Lake Science and Technology Industrial Park, Changzhou, Jiangsu Province, China

Operation Address: No. 387, Changjing Road, West Taihu Lake Science and Technology Industrial Park, Changzhou, Jiangsu Province, China

by reason of its

Environmental Management System

has been awarded this certificate for compliance with the standard

ISO 14001:2015

The Environmental Management System Applies in the following area:

Design, Manufacturing and Sales of Electric Scooters For Export, Electric Two - Wheeled Motorcycles, Electric Two - Wheeled Mopeds and Electric Bicycles Within The Scope of Qualifications, As Well As Their Related Management Activities

Certified since: January 9, 2025 Valid from: January 9, 2025 Valid until: January 8, 2028

IAF CNAS IQNET

中国质量认证中心

CHINA QUALITY CERTIFICATION CENTRE

http://www.cqc.com.cn

- During the reporting period, we fully complied with all applicable laws and regulations concerning greenhouse gas emissions, pollutant discharges, and waste management. We received no penalties for environmental non-compliance.
- 100% of our manufacturing facilities have achieved ISO 14001 environmental management system certification.

Green Packaging

To advance the circular economy, NIU conducts innovative R&D on material use, packaging design, and production processes to promote packaging reduction and recycling.

Case study

Partnering with suppliers to drive packaging circularity

Working with our core suppliers, we have built a packaging circularity system that combines standardized design with reverse logistics to enable packaging materials to be reused repeatedly. Together, we have developed recyclable packaging solutions suitable for a range of product models, replacing conventional packaging and cushioning materials with eco-friendly alternatives that maintain protective performance while supporting reuse. By reducing single-use packaging consumption and minimizing waste disposal requirements, we have significantly lowered carbon emissions and established an efficient closed-loop recycling model.

Green Logistics

Through systematic data transmission, precise system-based inventory verification, real-time warehouse data updates, and the integration of multi-channel online communication, we have made our logistics operations more efficient and accurate, reduced our reliance on paper documentation, and strengthened our commitment to green operations. Moreover, by streamlining the shipping process and improving on-time order delivery rates, we have achieved a notable increase in customer satisfaction.

Case study

Synergistic effect of green packaging and green logistics

We have improved the outer box dimensions for scooter products in view of the trend towards smaller product sizes, resulting in increased loading capacity per container. Approximately 30% more units of new models can now fit in a shipping container compared to earlier models.

When it comes to transportation, we use intelligent planning software to optimize loading schemes for orders with multiple models. Improved space utilization has led to an approximately 20% increase in the loading capacity per container. The "small box packing + intelligent loading" approach reduces transportation frequency, contributing to lower carbon emissions.

Green Production

We have implemented green practices throughout our entire manufacturing process to use resources efficiently and minimize environmental impact. We recognize the potential environmental and social risks associated with extracting, producing, and processing metals, plastics, and battery materials, and are progressively integrating sustainability criteria into material selection, product design, and supplier management. We are committed to reducing the environmental footprint of our raw material procurement and usage, steadily increasing the share of renewable materials, and avoiding sourcing from regions of globally or nationally recognized biodiversity significance. In collaboration with suppliers, industry organizations, and other external stakeholders, we promote the research, adoption, and application of best practices in sustainable materials management. Meanwhile, we provide ongoing sustainability training for procurement, production, and related personnel so they consistently apply these requirements across supplier management, material selection, and production processes.

Lean production

- Utilize Just-in-Time production methods to reduce inventory and waste and achieve efficient production
- Implement automated production techniques to reduce human errors, thereby improving production efficiency and resource utilization

Digital systems

- Optimize supply chain management through RMS, OMS and ERP systems
- Implement digital systems to realize accurate deployment and utilization of resources and reduce waste

Automation and smartization

- Fully automated assembly lines and testing lines reduce human intervention and improve product quality and productivity
- Autonomous diagnosis and data analysis of core modules increase equipment utilization and reduce downtime and energy waste
- Automated loading and distribution of parts and vehicles improves logistics efficiency and reduces carbon emissions

Clean production

- Reduce consumption of water, chemicals, and raw materials through measures such as precise dosing of treatment agents
- Install waste treatment facilities in the electrophoretic coating workshop to mitigate the environmental impact of production activities

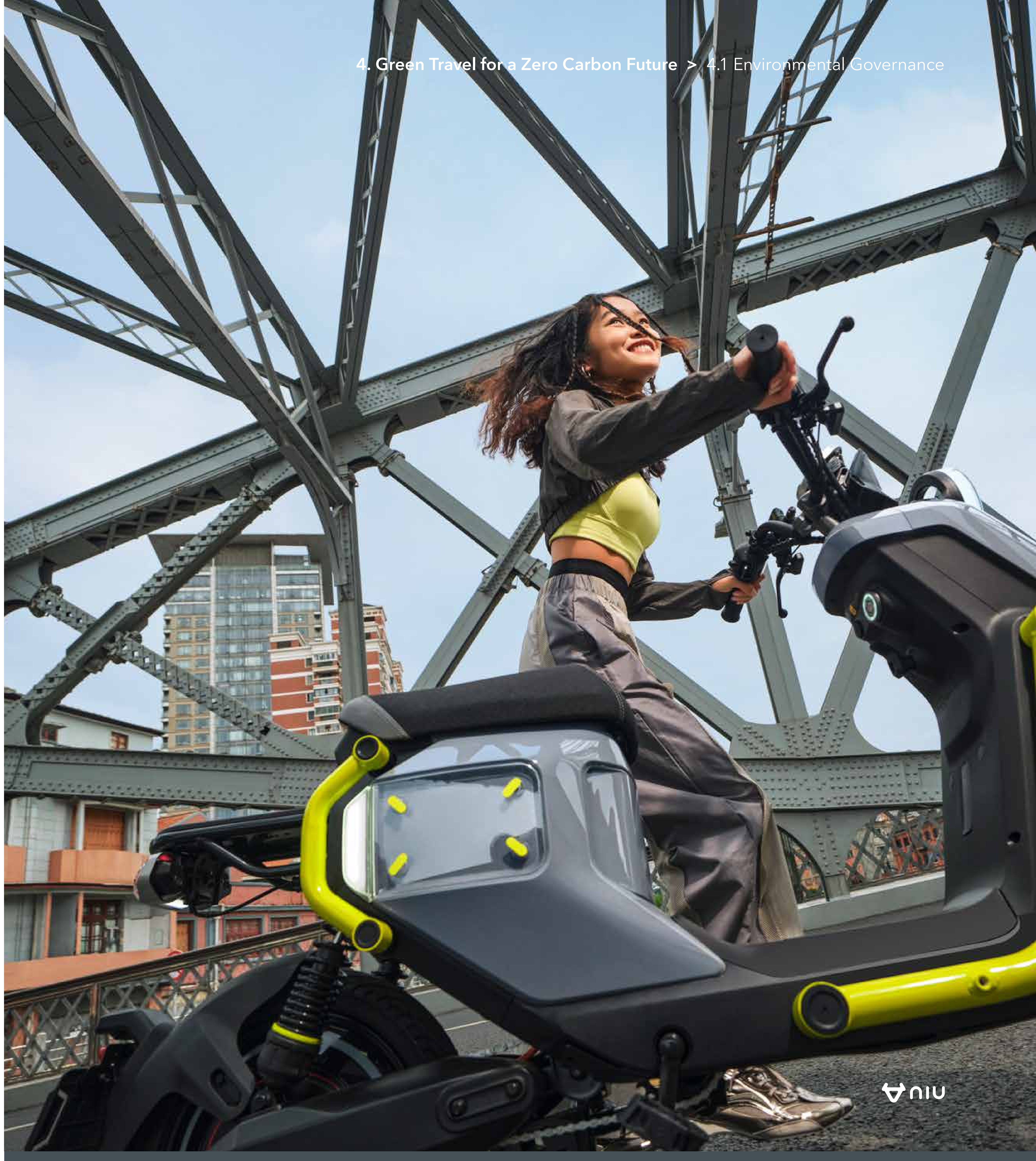
Sustainable raw materials

- Select materials that comply with hazardous substance restriction requirements
- Provide sustainability training on raw materials for procurement and production personnel

Green Workplace

In our daily office activities, we encourage employees to adopt environmentally friendly practices through measures such as conserving energy and resources, promoting digital work and eco-friendly commuting, and ensuring waste sorting, with a view to boosting environmental awareness and enhancing green practices in the workplace.

Green workplace	Specific measures
Energy conservation	• Maintain office air conditioning at energy-efficient levels, with a recommended minimum setting of 26°C during the summer • Encourage employees to switch off lighting, air conditioning, computers, and other electrical devices when leaving their workstations or office areas
Paperless office	• Encourage the use of electronic documents, digital approvals, email communications, and online meetings to reduce paper consumption • Go for double-sided and black-and-white printing first whenever possible
Water conservation	• Remind employees to turn off taps after use, and conduct timely inspections to identify and address leaks, drips, or other water waste issues in office facilities.
Eco-commuting	• Encourage employees to prioritize low-carbon commuting options including public transit, walking, and electric two-wheelers. • Designate parking areas and install charging facilities for two-wheelers at applicable office and production sites.
Waste sorting	• Install segregated collection facilities in office areas to promote the proper sorting and disposal of recyclables, general waste, and kitchen waste.
Training on environmental protection	• Popularize knowledge of energy conservation, water efficiency, plastic reduction, and resource circularity through internal communications, themed initiatives, and employee training programs while encouraging employees to integrate green principles into their daily work and personal lives.



4.1.2 Green Products

We have embedded product environmental performance into our R&D and management processes to ensure that high safety, performance, and user experience standards are achieved with equal attention to energy consumption, material selection, durability, and recyclability. By using lifecycle assessment and carbon footprint accounting, we evaluate the environmental impact of our products at each stage of their life cycle to inform product design and management decisions.

Sustainable Products and Lifecycle Assessment

We have established a sustainable product management mechanism that covers product planning, R&D and design, procurement, production, sales, usage, and end-of-life recovery. In 2025, revenue from our sustainable products[2] reached RMB3.896 billion, accounting for 90.5% of total operating revenue. We continue to invest in product R&D, environmental evaluation, and production capacity development. In 2025, we invested RMB166 million in R&D efforts focused on materials research, energy efficiency improvement, electric drive systems, lightweight design, and product durability while optimizing production resource allocation to balance capacity and resource efficiency.

Case Study

Micro-blade high-conductivity battery — compact Size, high capacity

In partnership with Xingheng, we co-developed the micro-blade high-conductivity battery pack, with optimizations spanning cell chemistry, electrode architecture, conductive systems, and battery management. The cell delivers an energy density of 174 Wh/kg and a cycle life exceeding 3,000 cycles. The integrated intelligent BMS continuously monitors battery status through high-precision voltage and current sensing, extending overall battery lifespan by more than 10%.

[2] We have established internal criteria for identifying sustainable products by aligning them with the technical screening criteria of the EU Sustainable Finance Taxonomy and based on product category, propulsion type, and direct emissions during the use phase. Under this framework, pure electric two-wheelers (E-scooters) that meet the relevant vehicle classification requirements and produce zero tailpipe CO_2 emissions are classified as sustainable products.

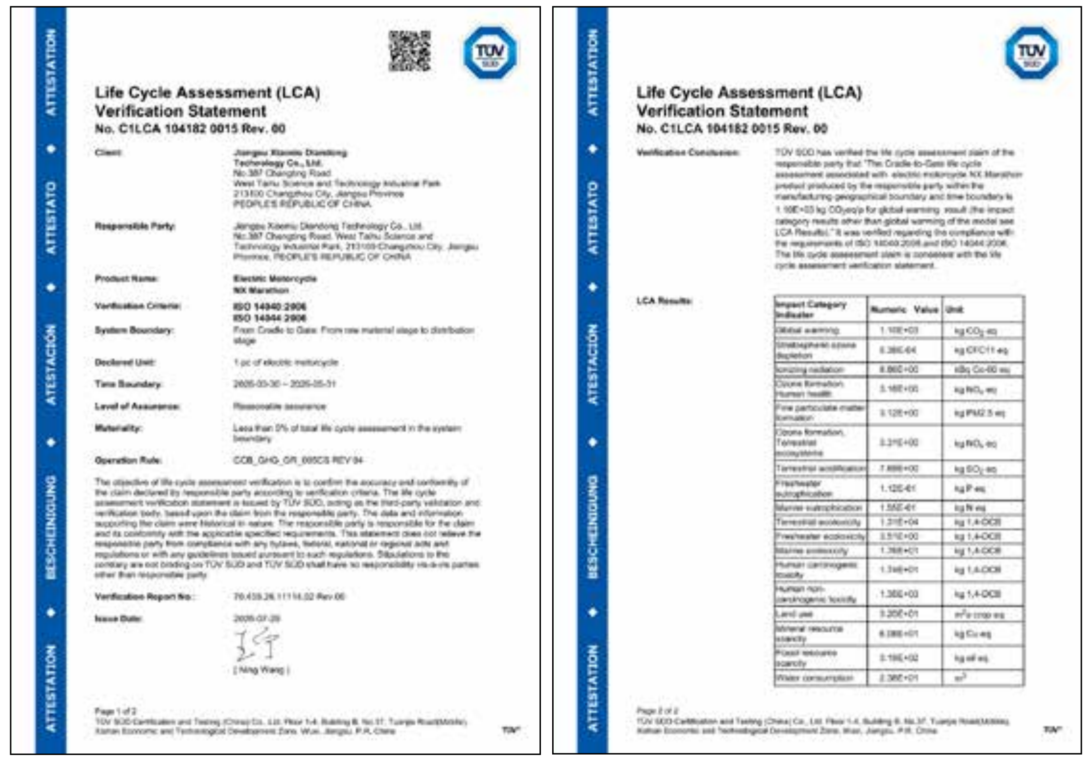
We trained our procurement and quality management teams on lifecycle thinking, material properties, durability, and recyclability. In 2025, we held 22 training sessions with 103 attendances. Given that electric two-wheelers form the cornerstone of our sustainable product portfolio, we have integrated product sales performance into the evaluation metrics for our sales teams, thereby reinforcing the market promotion of sustainable products.

KPI	2025	2024	2023	2022
Sustainable product revenue (RMB)	3.896 billion	2.961 billion	2.359 billion	2.854 billion
Sustainable product revenue as % of total revenue	90.5%	90%	88.9%	90.1%

To advance our product environmental responsibility, we selected the NX Marathon, a model from our core N Series, for a Lifecycle Assessment (LCA) conducted in accordance with ISO 14040 and ISO 14044 international standards and subject to third-party verification. The assessment spans the full product life cycle from raw material extraction to distribution, quantifying environmental impact indicators including resource use, ecological impact, and human health. The assessment results provide critical insights for identifying environmental hotspots and informing ongoing improvements in product design.

Meanwhile, we conduct product carbon footprint accounting in accordance with ISO 14067 and present the results through carbon labeling. This increases transparency around environmental performance information, helps consumers better understand the greenhouse gas emissions associated with products within the defined accounting boundaries, and supports informed, low-carbon purchasing decisions.

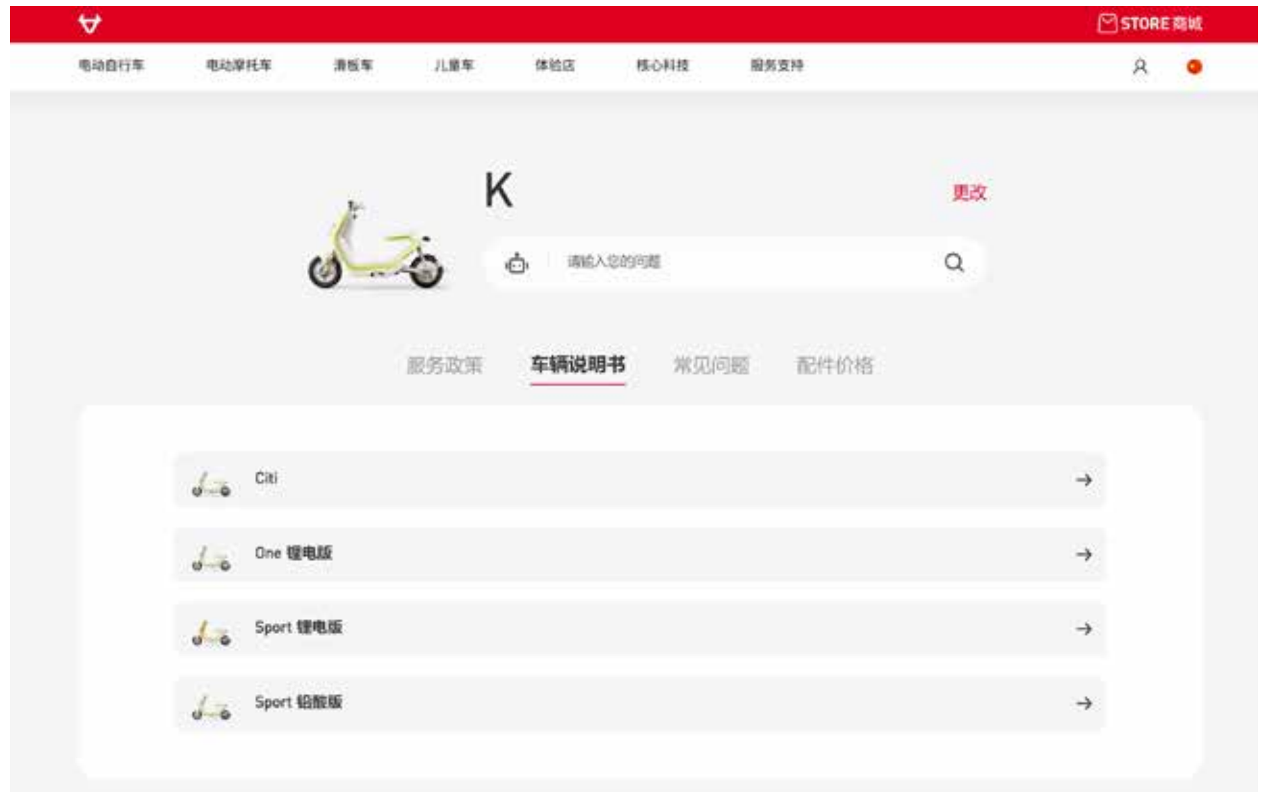
We continue to digitize product manuals, converting traditional paper-based manuals into digital versions that can be viewed online. Users can access product information through the NIU App, NIU's official website, and other channels. Other benefits include reduced paper consumption, less investment in printing, and lower carbon emissions caused by the transportation and storage of paper materials.



LCA verification statement of electric motorcycle

Carbon footprint verification of electric motorcycle

Carbon footprint label of electric motorcycle



Product Hazardous Substance Management

We have integrated hazardous substance compliance into our green product design and quality management frameworks. We have established a comprehensive hazardous substance control system that covers our entire business chain in alignment with regulatory requirements, including the EU Directive on the Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment (RoHS), the EU Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), and California Proposition 65.

During the reporting period, we tested selected complete kick-scooters, scooter battery packs, and electric motorcycle battery packs for restricted substances. Testing covered various categories of substances, including heavy metals, phthalates, persistent organic pollutants (POPs), and substances of very high concern (SVHCs). All samples completed testing against RoHS restricted substances, U.S. PBT substances, and California Proposition 65 requirements, with all results meeting the applicable requirements. In addition, electric motorcycle battery packs completed restricted substance and labeling assessments in accordance with applicable EU regulations.

4.1.3 Energy Management System

We remain firmly committed to green development, advancing energy efficiency management across production planning, equipment operations, energy-saving retrofits, and clean energy adoption. We track energy performance at the Changzhou facility, enhance our energy management system, and implement efficiency improvement projects.

The Changzhou facility has passed ISO 50001 Energy Management System certification.


中经认证

Certificate No.: 04426En00092R001

ENERGY MANAGEMENT SYSTEM CERTIFICATION

Certificate

This is to certify the energy management system of

JIANGSU NIU TECHNOLOGIES CO., LTD

CREDIBILITY CODE: 913204123240070733

REG.ADD: NO. 387, CHANGTING ROAD, WEST TAIHU LAKE SCIENCE AND TECHNOLOGY INDUSTRIAL PARK, CHANGZHOU, JIANGSU PROVINCE, CHINA.

AUDIT ADD: NO.387, CHANGTING ROAD, WEST TAIHU LAKE SCIENCE AND TECHNOLOGY INDUSTRIAL PARK, CHANGZHOU, JIANGSU PROVINCE

is in conformity with

GB/T 23331-2020/ISO 50001:2018

Energy management systems—Requirements with guidance for use

The certificate is valid for the following scope:

ENERGY MANAGEMENT ACTIVITIES OF INVOLVED IN THE RELATED TO THE PRODUCTION OF TWO-WHEELED ELECTRIC VEHICLES ASSOCIATED PROCESSES WITHIN THE SCOPE OF ADMINISTRATIVE LICENSING (ENERGY MANAGEMENT ACTIVITIES INCLUDE: ENERGY PROCUREMENT ACTIVITY, PROCESSING CONVERSION ACTIVITY, TRANSPORT DISTRIBUTION ACTIVITY, SOLAR PHOTOVOLTAIC POWER GENERATION ACTIVITY, FINALLY USING ACTIVITY)

Expiry Date:Jul 15th,2029

Beijing Zhongjing Quality Certification Co., Ltd. Issued by:

WeChat Query

To verify validity of the certificate:
1. Please scan two-dimensional code on the left
2. Access the website www.zjqc.com
3. Access the website of CNAS www.cnca.gov.cn
4. The Certificate is valid ONLY if the organization pass the surveillance audit

CNAS MANAGEMENT SYSTEM CNAS C044-M

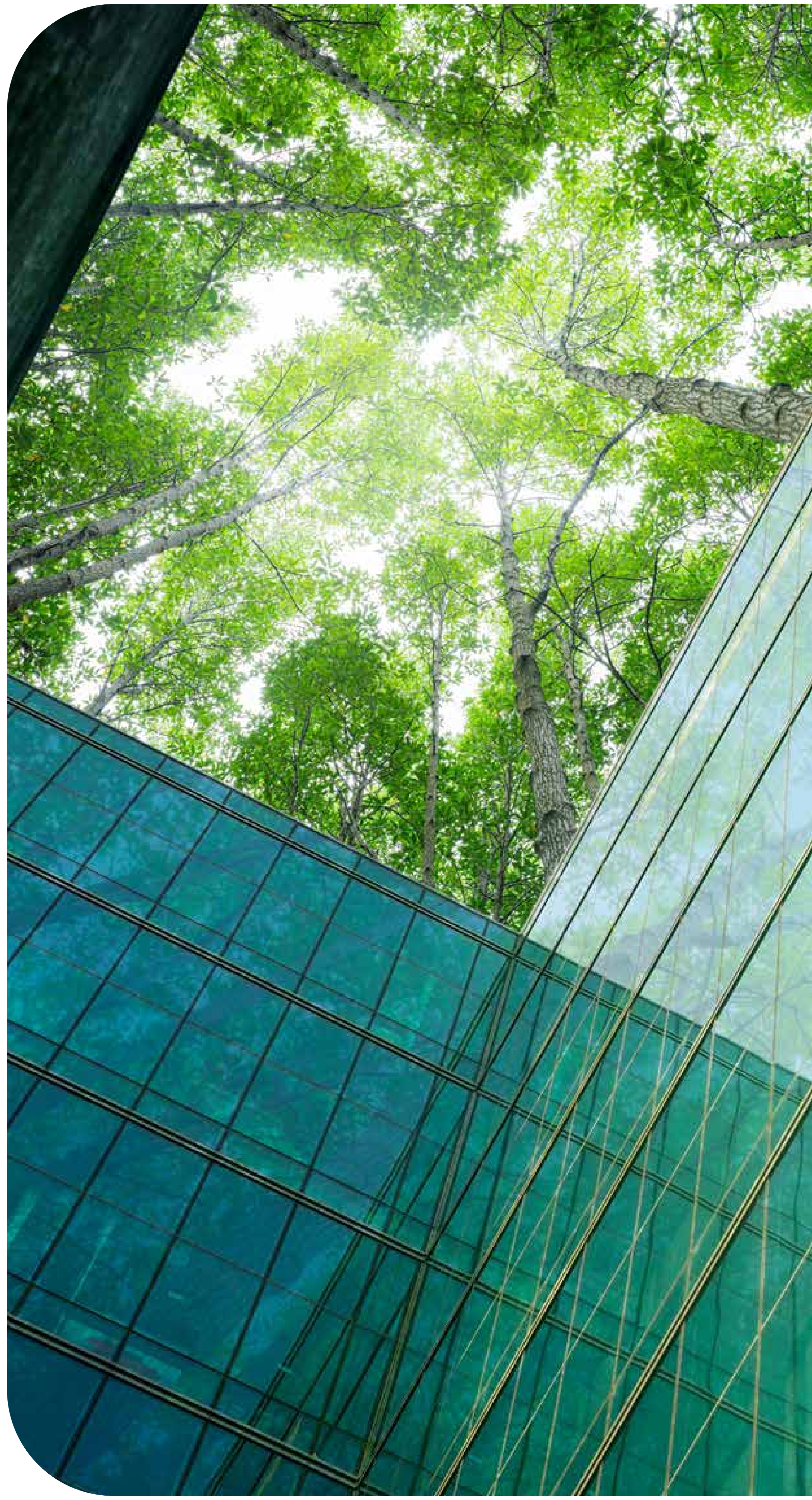
Energy-Saving Improvement Measures

- **Refined energy management:** Using energy consumption data, equipment operating logs, and routine inspections, we identify major energy-consuming processes and assess issues such as pipeline losses, equipment idling, suboptimal pressure settings, and unnecessary lighting. We then develop and implement targeted improvement measures.

- **Optimized production operations:** We refine production scheduling to maintain continuous and stable operations, reducing frequent equipment start-stop cycles and idling. We have established standard operating procedures for key energy-intensive equipment, including air compressors, electrophoretic coating lines, chillers, burners, and chassis dynamometers. Regular inspections and preventive maintenance are carried out as scheduled to minimize energy losses from improper operation or equipment failure.

- **Promoting daily energy conservation:** Production workshops and office areas prioritize natural lighting. Workshop lighting is managed through zoned and brightness controls, with lights turned off in unoccupied areas. LED lighting is used throughout offices and workshops, while motion-sensor lighting is installed in restrooms, stairwells, and corridors. Air conditioning, humidifiers, and dehumidifiers are equipped with adaptive controls for automatic start-stop based on environmental conditions.

- **System optimization and equipment upgrades:** We have improved the operating efficiency of six air compressors through pipeline network optimization, optimized load matching, the application of two-stage screw permanent magnet variable-frequency technology, and adjustments to operating pressure parameters. In the electrophoretic coating workshop, a frame-type conveyor chain has been introduced to reduce electric forklift usage. During the reporting period, the Company upgraded its SCB12 transformer to the SCB14 model. The SCB14 transformer features high-permeability, low-loss silicon steel, delivering lower no-load and load losses, and is expected to save approximately 22,000 kWh of electricity annually – equivalent to reducing CO_2 emissions from purchased electricity by around 13 tons[5].



Clean Energy Use

We use the Changzhou facility's rooftop space to advance distributed solar PV projects. In 2025, photovoltaic electricity consumption reached 1,216 MWh, representing a 9% increase over 2024. Based on the 2023 average CO_2 emission factor for electricity in Jiangsu Province, this solar generation is estimated to have reduced CO_2 emissions from purchased electricity by approximately 709 tons[3]. In addition, the Changzhou facility purchased 870 green electricity certificates (GECs), bringing the combined share of green electricity and GECs to 41% of total electricity consumption[4]. Looking ahead, we will continue to assess opportunities for PV capacity expansion, green power procurement, and other renewable energy applications, progressively increasing the share of clean energy in our operations.

Electricity consumption	Unit	2025
Beijing office	kWh	103,794.00
Shanghai office	kWh	88,351.00
Electricity purchased by Changzhou facility	kWh	3,679,510.00
Photovoltaic electricity consumed by Changzhou facility	kWh	1,216,243.20
Total	**kWh**	**5,087,898.20**
Consumption intensity per capita[5]	kWh/person	7,750.04
Consumption intensity per unit area[6]	kWh/square meter	54.32
Consumption intensity per thousand vehicles	kWh/thousand vehicles	4,268.23
Consumption intensity per unit revenue	kWh/RMB1 million revenue	1,181.07

[3] Emission reductions from the PV project are calculated using the 2023 average CO_2 emission factor for electricity in Jiangsu Province (0.5827 kg CO_2/kWh), and do not account for lifecycle emissions associated with the PV facilities themselves.

[4] The combined green electricity/GEC share is calculated as (green electricity usage + GEC-purchased electricity) / total annual electricity consumption.

[5] To narrow the intensity difference per capita caused by changes in the number of people during the year, all carbon emissions per capita, electricity consumption per capita, and resource consumption per capita in this report are calculated based on the average number of active full-time employees of the Company during the reporting period.

[6] To reduce the intensity difference per unit caused by changes in office area during the year, all emissions, electricity consumption, and resource consumption per unit area in this report are calculated based on the Company's average office area during the reporting period.

4.1.4 Water Resource Management

We are dedicated to establishing systematic water resource management practices that ensure both efficient use and long-term sustainability. Through regular collection and analysis of water consumption data, we can detect and address issues promptly to ensure the efficient allocation of water resources across our operations. In our production and operational process, we have implemented targeted measures to enhance water efficiency, such as adopting advanced water-saving technologies and equipment to reduce overall water usage. Additionally, we conduct regular water conservation awareness campaigns and training initiatives for employees to foster a shared sense of responsibility and advance our company-wide water sustainability goals.

Key Performance

In 2025, total water consumption at the Changzhou facility was 52,932 cubic meters, representing a water intensity of 4.44 cubic meters per 100 electric vehicles produced. This figure is substantially below the industry benchmark of 22 cubic meters per 100 vehicles set for electric bicycle manufacturing in the Jiangsu Province Water Use Quotas, reflecting leading water efficiency within the sector.

Water withdrawal	Unit	2025
Total	**Tons**	**53,495.00**
Consumption intensity per capita	Tons/person	81.49
Consumption intensity per unit area	Tons/square meter	0.57
Consumption intensity per thousand vehicles	Tons/thousand vehicles	44.88
Consumption intensity per unit of revenue	Tons/RMB1 million revenue	12.42

Wastewater Management

The Changzhou facility is equipped with independently operated wastewater treatment facilities. For production processes with higher pollutant discharge risks, such as the electrocoating workshop, industrial wastewater online monitoring equipment has been installed to ensure that wastewater quality complies with relevant requirements, including GB/T 31962-2015 Wastewater quality standards for discharge to municipal sewers.

Water discharge	Unit	2025
Changzhou facility – Electrocoating Workshop	Tons	4,462.00
Total volume of wastewater discharge	**Tons**	**4,462.00**

4.1.5 Waste Management

The waste generated in our operations primarily includes production and processing residues, packaging waste from raw materials and auxiliary supplies, end-of-life products collected through after-sales channels, and general office and household waste. We have implemented a waste management policy that sets out requirements for the segregated collection, temporary storage, transfer, and disposal of different waste streams, and clearly defines the responsibilities of relevant functional departments. Production waste is sorted and recovered centrally, then transferred to qualified third-party treatment facilities. All transfer and disposal records are properly maintained. We provide regular training on waste classification, collection, and disposal for relevant employees to ensure that all waste streams are managed and handled in full compliance with applicable regulations. The main categories of waste recovered during the reporting period, along with their respective weights, are as follows:

General waste recycling	Unit	2025
Iron	Tons	200.54
Cardboard	Tons	164.88
Plastic foam	Tons	10.83
EPE	Tons	7.59
Motors	Tons	15.37
Aluminum and aluminum-plastic mixtures	Tons	6.28
Saddle	Tons	4.01
Plastic (ABS)	Tons	5.15
Plastic (PP)	Tons	31.66
Others	Tons	11.23
Total	**Tons**	**457.54**

We have established dedicated management procedures for end-of-life cells and battery packs generated across our R&D, production, sales, and after-sales operations. We have established the Discarded-Battery Management Policy, which designates lead departments and defines collaborative responsibilities spanning R&D, production, quality assurance, warehousing, logistics, and after-sales functions. A ledger is maintained, and all relevant data are recorded in the system to ensure traceability throughout the generation, temporary storage, transfer, and disposal of end-of-life batteries.

Such batteries are stored in specialized fireproof and explosion-proof containers with clear labeling. Battery storage areas are equipped with infrared alarms, smoke detectors, and automatic fire suppression systems. The batteries are transferred regularly to qualified recyclers, who then carry out cascaded utilization or dismantling and material recovery based on battery condition and applicable regulatory requirements. Additionally, we participate in the development and review of industry standards for lithium battery recycling to advance battery recovery, material regeneration, and the application of lightweight, low-VOC, environmentally friendly materials.

Hazardous waste recycling	Unit	2025
Battery cells and packs	Tons	107.28

4.2 ECOLOGICAL ENVIRONMENT

4.2.1 Biodiversity Governance

We place a strong emphasis on biodiversity conservation and the protection of natural ecosystems, and strictly comply with all applicable national and local laws and regulations. Our biodiversity-related initiatives and progress are subject to Board-level oversight and management review. The Biodiversity and Zero-Deforestation Policy we have adopted sets out the mitigation hierarchy of "avoid, minimize, restore, and offset" to be applied as appropriate, with priority given to avoidance and minimization measures in managing biodiversity impacts. Furthermore, guided by the Kunming-Montreal Global Biodiversity Framework, we will strive to stabilizing our biodiversity impact across the value chain by 2030.

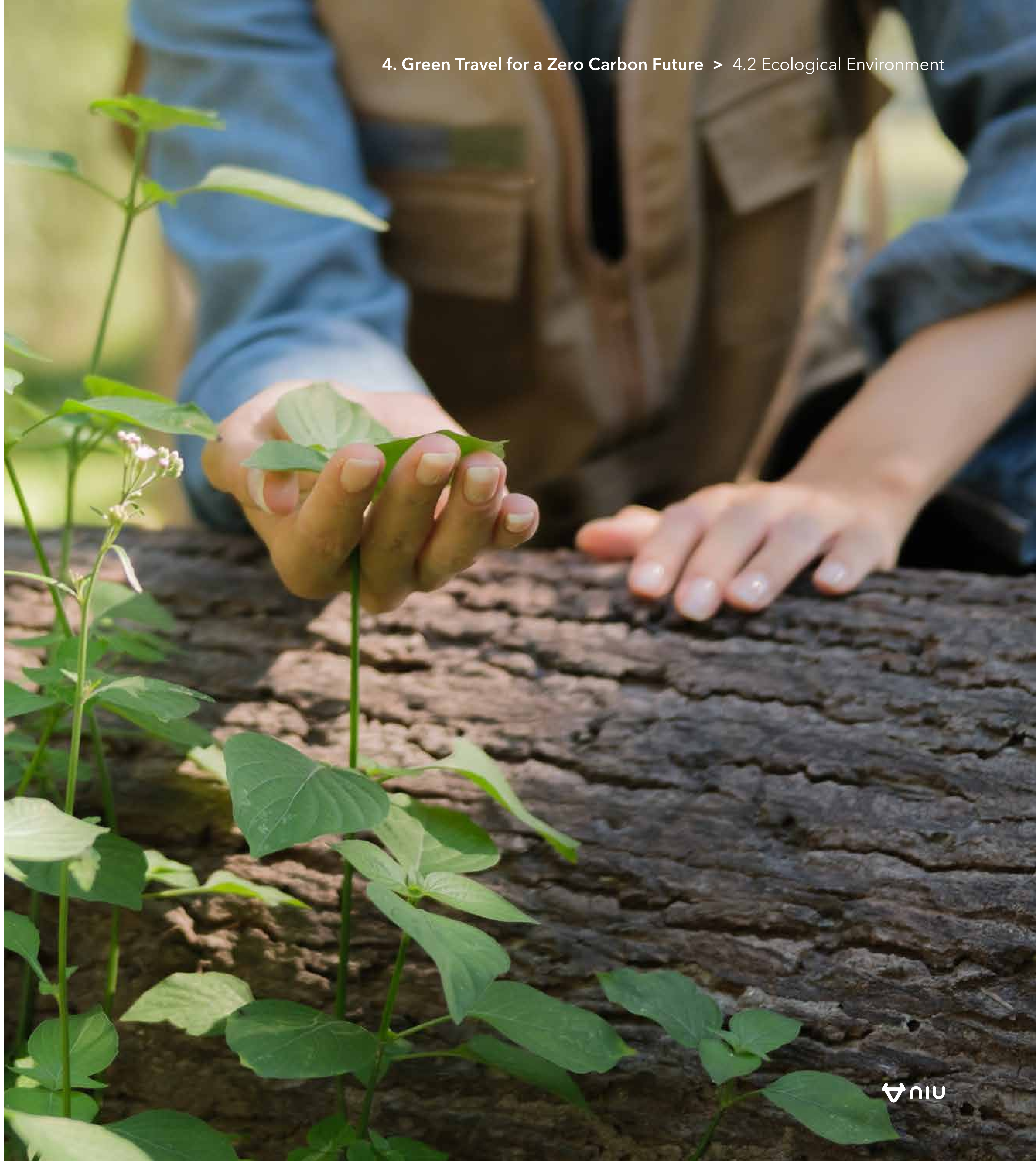
Environmentally Friendly Production Operations

We plan to reduce the environmental impact of our production and operations by optimizing supply chain management and manufacturing processes. Specific measures include:

- Integrating biodiversity conservation into our supplier assessment system.
- Improving resource efficiency and reducing waste and emissions.
- Exploring the use of more recyclable and environmentally friendly materials.
- Increasing green space using local plant species while remaining compliant with safety requirements.

Training

Our Sustainable Development Steering Group engages in training on biodiversity conservation and nature-related risks, deepening our understanding of nature-related opportunities and risks, particularly those concerning biodiversity. We also plan to expand education and training initiatives for both employees and suppliers to strengthen their environmental awareness and practical capabilities in biodiversity conservation. We will regularly consult stakeholders to gather feedback and insights.



4.2.2 Biodiversity Risk Assessment

During the reporting period, we conducted biodiversity risk identification and assessment using the TNFD's LEAP approach to perform an initial screening of nature-related dependencies, impacts, risks, and opportunities at Changzhou facility and its surrounding areas. Additionally, we plan to expand the assessment to include our upstream and downstream value chain activities.

The LEAP assessment process is outlined below:

Locate

- The Changzhou facility is situated in Wujin District, Changzhou, Jiangsu Province, covering an area of 91,368.75 square meters. Using the Integrated Biodiversity Assessment Tool (IBAT) and the Biodiversity Impact Assessment Tool (BIA), we identified sites where our operations interface with nature and designated the Changzhou facility as a priority assessment site, where land use, water consumption, emissions, hazardous waste, and chemical management are pertinent.
- IBAT query results indicate that no nature reserves or Key Biodiversity Areas (KBAs) fall within a 10 km radius.
- BIA query results indicate that no nature reserves or KBAs are located within a 10 km radius; however, the presence of a provincial-level wetland park within this range signals proximity to a biodiversity-important area.

Evaluate

- We used the ENCORE database as recommended by the TNFD to assess the level of nature-related dependencies and impacts associated with transport equipment manufacturing activities. The ENCORE results indicate moderate dependencies on water quality purification, water flow regulation, flood and storm mitigation, as well as moderate impacts from the release of toxic pollutants into water and soil, and disturbances such as noise and light.
- According to the Environmental Impact Report for the Construction Project at the Changzhou facility, the site is not located within any ecologically controlled zones or ecological redline areas. The nearest provincial-level wetland park - Wujin Gehu Wetland Park - is approximately 6.16 km south of the facility. Nearby surface water bodies include the Lihe River, the Biandan River, and the New Beijing-Hangzhou Grand Canal. Production wastewater, after on-site treatment, is discharged along with domestic sewage to the Binhu Wastewater Treatment Plant, with the final effluent released into the New Beijing-Hangzhou Grand Canal.

Assess

- The WWF Biodiversity Risk Filter indicates a flood risk score of 3.62 for the region surrounding the Changzhou facility, classified as high risk. We will evaluate site-level vulnerability and residual risk by reviewing historical flooding records, drainage capacity, rainwater valve systems, containment basins, and emergency response preparedness, and will continue to strengthen prevention and response measures for flooding, pollutant leakage, and ecological risks.
- Drawing on the Environmental Impact Report, IBAT site overview, WWF Biodiversity Risk Filter, and operational data, we assessed biodiversity-related physical risks, transition risks, reputational risks, and associated opportunities.

Biodiversity Risk and Opportunity Analysis

Risk type	Description & potential impact	Impact horizon	Responses
Physical Risk · Acute	**Flooding and extreme weather** Heavy rainfall, flooding, or prolonged high temperatures may lead to water accumulation at the factory site, damage to equipment or inventory, production interruptions, and increased operational pressure on drainage systems and pollution control facilities. High temperatures may also raise energy consumption for cooling and pose health risks to employees.	Short-term Medium-term Long-term	Monitor weather and flood warnings; conduct regular inspections of drainage systems, rainwater valves, and containment basins; carry out flood prevention and spill response drills; and enhance business continuity arrangements for extreme weather conditions.
Physical Risk · Chronic	**Decline in aquatic ecosystem services** A reduction in regional water purification and flow regulation capacity may increase costs related to water intake, wastewater treatment, and compliance management, and could also affect production continuity.	Medium-term Long-term	Continue tracking water consumption and wastewater discharge volumes; promote water conservation measures; strengthen wastewater treatment and discharge monitoring; and conduct periodic assessments of regional water environment changes.
Transition Risk · Policy and Legal	**Pollutant emissions and leakage** Increasingly stringent environmental policies on air pollutant emission limits and wastewater treatment standards, coupled with improper management of wastewater and hazardous waste, may result in water or soil contamination, leading to remediation costs, penalties, production stoppages, and reputational damage.	Short-term Medium-term Long-term	Use ISO 14001 to strengthen end-to-end management of wastewater, chemicals, and hazardous waste; equip high-risk areas such as the electrophoretic coating workshop with industrial wastewater online monitoring systems; improve anti-seepage, leak-prevention, and emergency containment measures; and maintain monitoring records, transfer manifests, and drill documentation.
Transition Risk · Reputational	**Eco-disturbances from noise and light** Nighttime lighting, boundary noise, vehicle transportation, or construction expansion may cause disturbances to nearby residents and the surrounding ecological environment, potentially giving rise to complaints or stakeholder concerns.	Short-term Medium-term	Conduct regular boundary noise monitoring; implement controls on nighttime lighting, transport, and construction schedules; establish a grievance mechanism for environmental complaints; and conduct ecological sensitivity screening prior to new construction or expansion projects.
Resource efficiency-related opportunity	**Water conservation and clean production** Through water conservation, water recycling, wastewater reduction, and pollution treatment, we can lower water intake and wastewater treatment costs, reduce the impact on regional water resources, and enhance operational resilience.	Short-term Medium-term	Keep monitoring water consumption per unit of output; optimize water-intensive processes such as cleaning and painting; explore wastewater recycling and reuse; and strengthen wastewater treatment and discharge monitoring.
Product and service-related opportunity	**Circular design and material recovery** By increasing the proportion of recyclable materials and improving product disassemblability in design, material selection, and end-of-life recovery, we can reduce virgin resource consumption, lower material and waste disposal costs, and improve the lifecycle environmental performance of our products.	Medium-term Long-term	Promote the application of recycled plastics and other circular materials; improve the recovery management of plastics, batteries, and vehicle components; and track the volume of recycled materials used and recovered, and monitor their recycling rates.
Reputation and management-related opportunity	**Nature governance and transparent disclosure** Systematic disclosure of nature-related dependencies, impacts, risks, opportunities, and management measures help enhance trust among investors and customers, improve performance in ESG ratings such as the CSA, and mitigate reputational risks arising from insufficient information.	Short-term Medium-term	Update site-level ecological sensitivity screening regularly; disclose assessment methodologies, findings, and improvement measures; and develop targets for water conservation, pollution prevention, circular materials, and biodiversity management.

Prepare

- We have embedded biodiversity-related risks and opportunities into our risk management framework. Priority focus areas include pollution prevention, water resource management, extreme weather response, and the handling of hazardous chemicals and hazardous waste. We mitigate risks through the operation of pollution control facilities, environmental monitoring, maintenance of emergency response infrastructure, and regular emergency drills. For new construction, expansion, or renovation projects, ecological sensitivity screening is conducted during site selection and project initiation. Future assessments will be extended to include key suppliers and other critical value chain segments. The assessment has also identified nature-related opportunities, including water conservation and recycling, material recovery, native plant landscaping at our facilities, environmental screening of suppliers, and traceability of raw materials associated with forest-risk commodities. Additionally, we apply the mitigation hierarchy framework, guided by the principles of "avoid, minimize, restore, and offset," to advance the development of our "Green Factory" and strengthen our capacity to manage biodiversity-related impacts and risks.

- The Changzhou facility has been recognized as the "Green Factory".

5 DIVERSITY AND INCLUSION

3 GOOD HEALTH AND WELL-BEING
5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

5.1 WELLBEING AT WORKPLACE

5.1.1 Employee Recruitment

We fully comply with the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, and all other applicable labor and employment laws and regulations in the jurisdictions where we operate. This protects employees' legitimate rights and interests. Our policies cover recruitment and hiring, labor contracts, compensation and benefits, working hours, rest and leave, equal pay for equal work, and offboarding procedures, governing labor and human resources practices.

We recruit fairly and openly, selecting candidates based on job requirements and qualifications. We provide equal employment opportunities regardless of gender, age, ethnicity, religious belief, nationality, or physical condition. We enter labor contracts under applicable laws, respect employees' statutory right to terminate employment, and strictly prohibit child labor, forced labor, and any other forms of illegal employment. During the reporting period, no confirmed incident of child labor or forced labor occurred.

Under internal policies such as our Code of Conduct, we prohibit any form of discrimination, harassment, or retaliation, and are committed to fostering an equitable and respectful work environment. Furthermore, we extend our requirements for lawful employment, equal opportunity, and the prohibition of child and forced labor to suppliers and business partners. We monitor compliance through communication, document reviews, and on-site audits.

2025 Employment Performance

Total number of employees: 671

By gender
- Female, 176
- Male, 495

- Ethnic minority employees, 22
- Employees with disabilities, 7
- Foreign employees, 34

Number of new hires: 167

Percentage of open positions filled by internal candidates: 10%

Annual employee turnover rate[7]: 17%

[7] **Annual employee turnover rate** = Number of employees left during the year ÷ (Number of employees left during the year + Number of employees at year-end) x 100%. The turnover rate calculation excludes short-term contract and part-time employees. The data covers 100% of full-time employees.

5.1.2 Employee Compensation and Performance Appraisal

Under our Performance Management Policy, we have established a performance management framework anchored in objective-based management and constructive performance dialogue, with employee evaluations conducted on a quarterly and annual basis. We adopt the Objectives and Key Results (OKR) methodology to cascade company-wide goals down to departmental and individual levels, and guide employees through a structured cycle of goal setting, progress tracking, performance review, and feedback. This helps clarify priorities and foster continuous improvement. Performance evaluations cover all employees and assess not only individual goal attainment but also contributions to shared departmental and team objectives.

Our compensation framework reflects job responsibilities, individual capabilities, performance outcomes, and external market conditions. We uphold equal pay for equal work, ensuring that employees in comparable roles with similar skills and performance levels receive fair and equitable remuneration. Standardized processes and HR data analytics support payroll administration, performance oversight, and talent decisions. We regularly review and adjust base salaries for the cost of living, economic conditions, and market pay levels at our operating locations, consistent with applicable local cost-of-living standards. We also refine performance feedback and salary payment processes while maintaining open communication with employees regarding evaluation outcomes and the rationale behind compensation decisions

Performance Management Process	Key Areas
Goal setting	Employees and their direct supervisors jointly confirm quarterly objectives and performance tasks, aligning individual goals with departmental and team objectives.
Review and evaluation	At the end of each cycle, employees summarize task completion and conduct self-assessments. Supervisors then evaluate their performance based on goal achievement, role fulfillment, and employee self-assessments to determine final results.
Feedback and improvement	Supervisors communicate evaluation results, performance gaps, work-related issues, and areas for improvement to employees. Feedback is incorporated into goal adjustments for the next cycle.
Results application	Performance results are linked to year-end bonuses and considered for employee recognition, promotions, salary adjustments, and other reward or disciplinary actions. Employees rated "exceeding expectations" are eligible for additional incentives.

Employee Evaluation	Unit	2025	2024	2023	2022
Percentage of employees receiving regular performance appraisals	%	100	100	100	100

5.1.3 Employee Rights and Benefits

We respect and protect employee rights, fully recognizing the importance of employee rights and benefits in enhancing employees' sense of belonging, happiness, and team cohesion. We have established an Employee Rights Policy and are committed to providing a comprehensive and motivating mechanism to ensure a genuine commitment to employee well-being that would be felt by all staff. We track employee attendance, working hours, and overtime through our timekeeping system, and manage work schedules in accordance with applicable laws, regulations, and internal policies. Employees are entitled to paid annual leave under statutory requirements and may submit leave requests in line with our attendance procedures.

In addition to statutory social insurance, we provide supplemental medical insurance to expand employees' medical coverage. We also train employees in specialized skills and digital tools to improve job competencies and help them adapt to evolving workflows, technology, and industry trends.

Benefit Category	Description
Social insurance and housing provident fund	In accordance with national regulations, we pay for eligible employees' pension, medical, unemployment, work-related injury, and maternity insurance, as well as the housing fund, each month. • Social insurance coverage: 100%
Supplemental medical insurance	In addition to statutory social insurance, we provide supplemental medical insurance to expand employees' medical coverage. • Commercial medical insurance coverage: 100%
Employees' health check-ups	We offer a free annual health check-up to help employees stay informed about their health. • Health check-up coverage: 100%
Sick leave and annual leave	Employees are entitled to 5 days of fully paid sick leave per calendar year to support rest and recovery during illness. We track employees' use of paid annual leave. We provide reminders and support to help them arrange their leave appropriately.
Holiday and commemorative day benefits	We give gifts to employees during traditional festivals such as the Spring Festival, Dragon Boat Festival, and Mid-Autumn Festival, as well as on their birthdays and work anniversaries with us.
Day-to-day employee care and support	We provide daily afternoon refreshments including beverages, snacks, and fruits for employees.

- **Employee support:** We support employees' health and work-life balance. We provide workplace fitness facilities and, through our labor union, organize sports and cultural activities such as marathons to encourage physical activity. Our canteen provides nutritious, balanced meals and daily refreshments, including afternoon snacks. Flexible work time arrangements allow employees to choose start times, provided that job responsibilities, working hours, and team collaboration requirements are met. We also provide dedicated nursing rooms and nursing breaks for breastfeeding employees to help them balance work, health, and family care responsibilities.

Case study

Employee care on International Women's Day

We organized themed activities for female employees on International Women's Day, presented holiday gifts, and granted a half-day off. These activities expressed our respect and appreciation for them while giving employees opportunities to relax, connect, and communicate better.

- **Employee information security:** Under our information management policies, we maintain and manage employee personal information through a dedicated system to keep identity and HR records accurate. Technical and administrative measures govern the collection, storage, and use of employee data, protecting against breaches, damage, or loss while safeguarding employee privacy rights.

- **Employee communications:** We champion an open and transparent communication culture. At quarterly town hall meetings, management shares our strategic direction and operational performance and listens to feedback across departments. We also hold one-on-one meetings, performance feedback sessions, and cross-functional discussions to understand employees' daily challenges and use their input to improve management and processes.

- **Employee feedback and grievances:** We have a formal employee feedback and grievance mechanism. Full-time employees may submit feedback or grievances through the HR management system, while contract staff may contact relevant departments directly. We have also installed the General Manager Suggestion Box in high-traffic areas, such as the lobby and canteen, so employees can share views and suggestions. We work with relevant departments to address feedback and make improvements. For example, in response to employee feedback on canteen services, we adjusted catering offerings and promptly introduced new vendors to improve the dining environment.

Employee Rights and Benefits

Indicators	By gender	2025	2024	2023	2022
Total number of employees entitled to parental leave[8]	Female	34	39	23	13
	Male	53	57	67	22
Total number of employees that took parental leave	Female	34	39	23	13
	Male	53	57	67	22
Total number of employees that returned to work in the reporting period after parental leave ended	Female	34	39	23	13
	Male	53	57	67	22
Total number of employees who returned to work after parental leave ended that were still employed 12 months after their return to work		66	89	56	23
Return to work rate of employees who took parental leave[9]		100%	100%	100%	100%

[8] Excluding prenatal check-up leave

[9] Return to work rate = Total number of employees that did return to work after parental leave / Total number of employees due to return to work after taking parental leave, excluding non-regular employees

5.1.4 Human Rights Policy and Commitment

As a member of the UN Global Compact, we respect and protect the fundamental rights of our employees and other stakeholders. Our Human Rights Policy aligns with the UN Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights. It also aligns with the UN Global Compact and relevant ILO standards. We comply with all applicable human rights and labor laws and regulations in the jurisdictions where we operate. Our human rights commitments apply to our own operations and extend to our suppliers and business partners. They focus on issues such as human trafficking, forced labor, child labor, freedom of association, collective bargaining rights, non-discrimination and harassment, and occupational health and safety. We reinforce these commitments through regular training, internal reviews, and periodic assessments to improve our human rights performance.

Human Rights Due Diligence

We have integrated human rights due diligence into our risk management and supply chain management processes. We identify actual or potential human rights impacts on affected groups through risk identification, impact assessment, prevention and mitigation, tracking and improvement, and communication and remediation. Based on revenue contribution, our human rights risk assessment covered 100% of our own operations during the reporting period. We have also extended human rights risk identification and management to our tier-1 suppliers. We regularly review assessment outcomes and update evaluation priorities in response to changes in business scope, operating regions, and the external environment.

Risk identification

Identify actual or potential human rights impacts within our own operations and across the value chain, with attention to groups including employees, women, children, migrant workers, third-party staff, and local communities.

Impact assessment

Determine risk levels and management priorities based on factors such as likelihood of occurrence, magnitude of impact, number of people affected, and remediability.

Prevention and mitigation

Reduce potential human rights risks through policy enhancements, employee training, supplier requirements, audit inspections, and corrective actions.

Tracking and improvement

Assign responsible departments and establish remediation timelines, while tracking the implementation and effectiveness of mitigation measures.

Communication and remediation

Receive human rights-related feedback through employee grievance channels, reporting channels, and supplier communication channels. Take corrective actions, disciplinary measures, or other remedial steps in response to verified incidents.

In line with the nature of our operations and value chain, we are particularly focused on human rights issues such as forced labor, human trafficking, child labor, discrimination and harassment, freedom of association, collective bargaining rights, working conditions, occupational health and safety, and personal information protection. We also identify the potential impacts of these risks on our own employees, as well as on women, children, migrant workers, third-party staff, and local communities.

Priority Human Rights Issues	Key Potential Human Rights Risks	Key Affected Groups	Risk Mitigation Measures
Forced Labor and Human Trafficking	Employees or third-party workers may be exposed to coercion, restrictions on personal freedom, or other forms of involuntary labor arrangements.	Own employees, migrant workers, and third-party staff.	Adhere to the principle of voluntary employment, enter legally compliant labor contracts, and prohibit forced labor, human trafficking, and all other forms of exploitation. Employees' statutory right to terminate employment is respected, and feedback and grievance channels are provided.
Protection of Children and Young Workers	Recruitment or supply chain labor practices may involve age non-compliance or inadequate protection of young workers.	Children, young workers, and supplier employees.	Prohibit child labor and comply with the minimum employment age requirements in all operating jurisdictions. Employee identity and age are verified during recruitment, and suppliers are required to adhere to the same standards.
Discrimination and Harassment	Unequal treatment, sexual harassment, or other forms of harassment may occur in recruitment, compensation, promotion, training, or daily work interactions.	Own employees, women, third-party staff, and other vulnerable groups.	Enforce anti-discrimination and anti-harassment policies with zero tolerance for discrimination or harassment. The policies cover age, gender, sexual orientation, appearance, marital or maternity status, ethnicity, race, religion, place of origin, nationality, educational background, physical condition, and any other characteristic protected by law. Training is provided, reporting and grievance channels are established, and verified incidents are subject to corrective or disciplinary action.
Freedom of Association and Collective Bargaining	Employees' rights to join trade unions, express opinions, or participate in discussions on working conditions may be restricted.	Own employees and third-party staff.	Respect employees' statutory rights to join trade unions and participate in collective bargaining. Employee opinions on working conditions and welfare are collected through unions, quarterly communication meetings, suggestion boxes, and other communication channels. In subsidiaries where a union has been established, 100% of employees are union members.
Compensation, Working Hours, and Rest and Leave Entitlements	Excessive working hours, inadequate overtime management, insufficient overtime pay, or failure to ensure rest and leave entitlements may occur.	Own employees, migrant workers, and third-party staff.	Uphold equal pay for equal work and equal remuneration for work of equal value in accordance with applicable laws. Statutory compensation and social security benefits are provided. The timekeeping system records employee working hours and overtime, and we monitor paid annual leave usage.
Occupational Health and Safety	Production equipment, lithium batteries, chemicals, fire hazards, and other operational risks may affect the health and safety of employees and contractors.	Own employees, contractors, and third-party staff.	Operate an occupational health and safety management system, including hazard identification, risk assessment, safety training, equipment inspections, and emergency drills, with appropriate health protection measures provided for relevant positions.
Employee Privacy and Personal Information Protection	Employee information may be subject to unauthorized access, disclosure, damage, or loss.	Own employees and contract staff.	Manage employee personal information under our information management policies, and regulate the collection, storage, and use of such information through the employee information system and associated technical and administrative measures to protect employee privacy.
Labor and Human Rights in the Supply Chain	Suppliers may engage in child labor, forced labor, discrimination, unsafe working conditions, or other improper labor practices.	Supplier employees, migrant workers, third-party staff, and children.	Embed labor and human rights requirements into the Supplier Code of Conduct and supplier management processes, with risks identified and mitigated through assessments, document reviews, on-site audits, and corrective action tracking.
Community Health and Environmental Rights	Emissions, waste, noise, or incidents arising from production operations may affect the health and living environment of surrounding communities.	Local communities and other stakeholders.	Operate environmental and safety management systems, manage emissions and waste in compliance with applicable laws, conduct emergency preparedness and drills, and address community concerns through stakeholder engagement channels.

We prevent and mitigate identified human rights risks through measures such as improving employment management practices, training employees on anti-discrimination, anti-harassment, and human rights, and providing feedback and grievance channels. We also embed human rights requirements in supplier management and track corrective actions.

Employees can raise human rights-related concerns through the HR management system, the General Manager Suggestion Box, or relevant departments. Contract staff may also submit feedback or grievances through designated company channels. Depending on the issue, we investigate and take corrective measures, disciplinary actions, rights restoration, reasonable compensation, or other remedial actions in response to verified incidents while monitoring outcomes. In 2025, no non-compliance involving discrimination, harassment, fraud, or other human rights issues occurred.

5.2 EMPLOYEE DEVELOPMENT

We align talent development with evolving business priorities, offering continuous learning and growth opportunities for employees across different roles and career stages. Multi-tiered training frameworks, on-the-job development, management talent programs, and continuing education help employees improve professional and leadership competencies, broaden career paths, and sustain a talent pipeline that supports our long-term growth and strategic objectives.

5.2.1 Employee Training

We have a multi-tiered training system covering new employee orientation, professional skills enhancement, and management capability development. Training programs are designed based on job responsibilities and career development needs and are open to full-time employees and contract staff within our direct employment scope. We offer a diverse range of learning opportunities through internal courses, on-the-job training, specialized seminars, external programs, and professional certification pathways.

We support employee development through managerial coaching and team-based learning. During quarterly performance reviews, employees and their direct supervisors discuss work objectives and review progress. Supervisors provide one-on-one feedback and guidance on challenges, improvement areas, and future development. We organize executive seminars, leadership boot camps, and cross-functional exchange programs, enabling employees to share experiences and learn from peers about business management, team collaboration, and professional practice, transferring knowledge and practical insights across teams.

- **New employee orientation:** Our orientation program introduces new recruits to our operations and covers corporate culture, design concepts, manufacturing processes, and safety compliance.
- **Operational skill training:** Each department conducts role-specific training based on business needs and job requirements, covering industry trends, specialized knowledge, and technical tools. We support external training and certification programs relevant to employees' roles and include digital tool proficiency in relevant curricula to help employees adapt to digital workflows and business processes.
- **Managerial skill training:** We provide managerial skill training programs, covering OKR-based goal management, team leadership, strategic planning, evidence-based decision-making, and change management. Workshops, leadership boot camps, and management practice exchanges improve managers' ability to fulfill their leadership responsibilities.

Case study

Leadership development training program

In 2025, we launched leadership development programs for mid-level and core management personnel, including OKR goal-setting and performance management workshops, executive-level workshops, and a leadership boot camp. The OKR training covered goal decomposition, progress monitoring, and outcome evaluation, helping managers to effectively align departmental objectives with our strategic priorities. The executive workshop provided a platform for in-depth dialogue on industry dynamics, operational management, cross-functional collaboration, and risk mitigation. The leadership boot camp focused on practical management competencies, including team leadership, talent development, motivational communication, and change management.

5.2.2 Employee Career Development

We have established a comprehensive career development system to provide employees with clear promotion paths and a wide range of development opportunities. Our OKR management system, qualification assessment, and performance review mechanism align employee development with our business goals. We conduct regular performance appraisals for all employees to assess their performance from multiple perspectives. High-performing employees may receive performance-based compensation increases, promotions, and equity-based incentives.

We run a management pipeline program to nurture future leaders by identifying exceptional employees with leadership potential. We also encourage managerial rotation to provide cross-departmental learning opportunities that broaden employees' horizons and skills.

5.3 OCCUPATIONAL HEALTH AND SAFETY


OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM CERTIFICATE

Certificate No. 00125S30108R0M/3200

We hereby certify that

Jiangsu Niu Technologies Co., Ltd.

Registered Address No 387, Changting Road, West Taihu Lake Science and Technology Industrial Park, Changzhou, Jiangsu Province, China

Operation Address: No 387, Changting Road, West Taihu Lake Science and Technology Industrial Park, Changzhou, Jiangsu Province, China

by reason of its

Occupational Health and Safety Management

has been awarded this certificate for compliance with the standard

ISO 45001:2018

The Occupational Health and Safety Management Applies in the following area:

Design, Manufacturing and Sales of Electric Scooters For Export, Electric Two - Wheeled Motorcycles, Electric Two - Wheeled Mopeds and Electric Bicycles Within The Scope of Qualifications, As Well As Their Related Management Activities

Certified since: January 9, 2025 Valid from: January 9, 2025 Valid until: January 8, 2028

Signed by: Xie Zhaoxu

中国质量认证中心

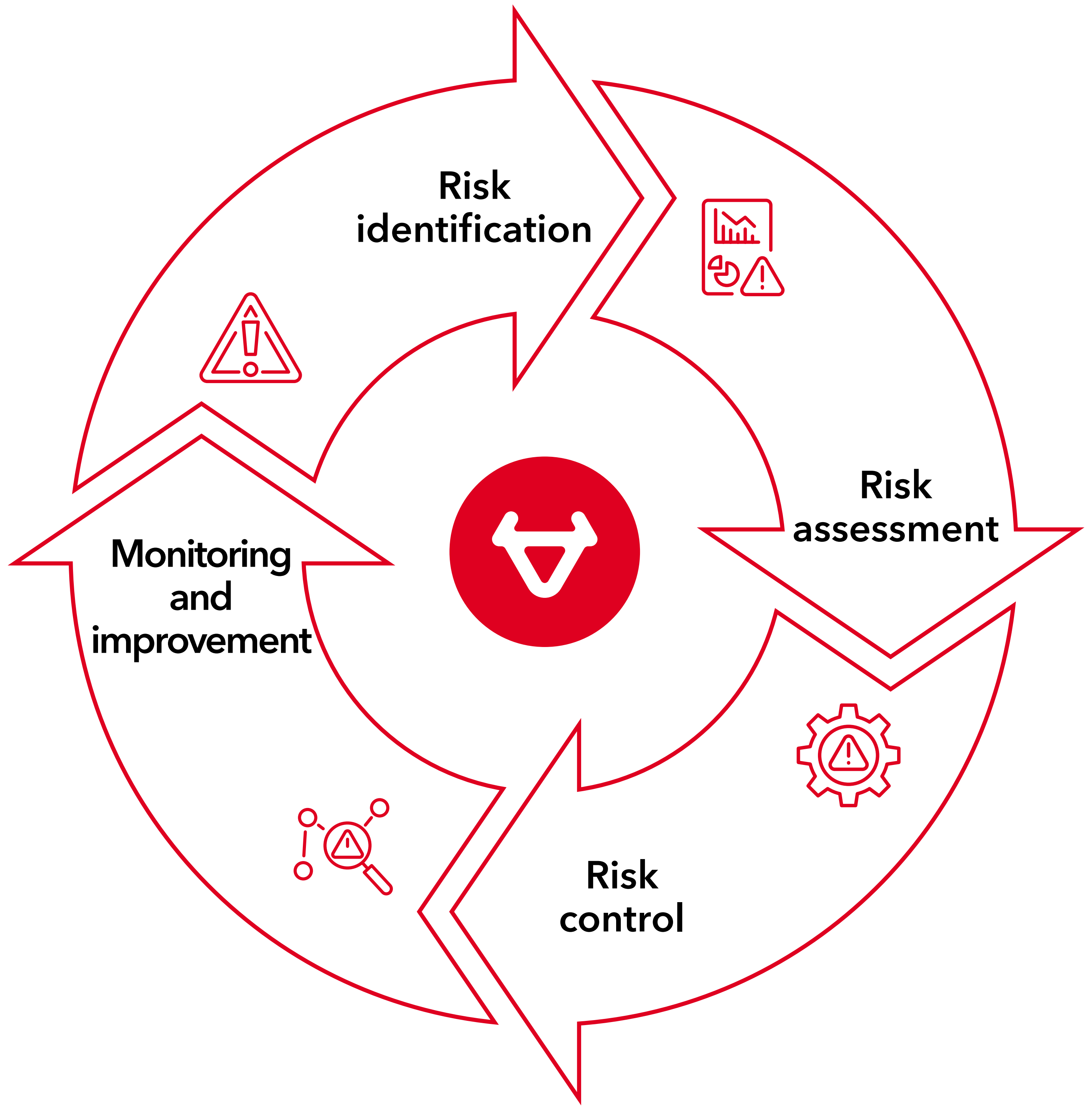
CHINA QUALITY CERTIFICATION CENTRE

Section 9, No. 188, Nansihuan Xilu, Beijing 100070 P.R. China http://www.cqc.com.cn

2024年版

We place the utmost importance on the safety and health of our employees and comply with applicable occupational health and safety laws and regulations. We have established and implemented internal policies, including the Work Safety Management Regulations, the Comprehensive Emergency Response Plan for Production Safety Incidents, and the Environmental, Health, and Safety Management Policy. We improve these policies to maintain a safe, healthy work environment.

100% of our manufacturing facilities have passed ISO 45001 Occupational Health and Safety Management System certification. Guided by the Plan-Do-Check-Act (PDCA) cycle, we systematically identify hazards, assess and control risks, and continuously improve occupational health and safety throughout production and operations. Given the specific characteristics of the electric two-wheeler industry and our manufacturing processes, we focus on lithium battery safety management. Targeted measures reduce the likelihood of safety incidents and safeguard employee well-being and operational continuity.



In accordance with the PDCA cycle and ISO 45001 standards, our occupational health and safety management system sets short-term (2025) and long-term (2026–2030) objectives. They cover accident prevention, personnel safety, and system improvement. We achieved all short-term objectives for 2025, providing a solid basis for advancing the long-term objectives.

Short-term objectives

1. Accident prevention

- **Zero** serious-injury accidents
- **Zero** lithium-ion battery fire accidents
- **Two** fire/leakage drills annually

2. Personnel safety

- **Zero** new cases of occupational diseases
- **100%** of special-operation personnel hold valid certificates

3. System improvement

- Employee safety training coverage rate of **100%**

Long-term objectives

1. Accident prevention

- **Zero** injury accidents
- Use **100%** green flame-retardant materials, reducing fire risks to **zero**

2. Personnel safety

- **Zero** group occupational diseases
- **100%** robotic carriers

3. System improvement

- Maintain ISO 45001 certification

5.3.1 Work Safety Management System

To enhance safety management, we have built a dedicated system that outlines detailed work safety rules, safe operating procedures, and emergency response plans. Role-specific operating procedures are developed to ensure that every employee has a clear understanding of safety requirements. Emergency response plans cover potential emergencies, such as fires and chemical spills, and we conduct emergency drills.

Work Safety Management Structure

Senior Management / Work Safety Leadership Group

Work Safety Office

Business Units and Responsible Personnel

We use the Location, Exposure, Consequence (LEC) risk assessment method to identify hazards, classify risks by severity, and develop control measures. For identified safety hazards, we designate responsible departments, set remediation timelines, and define acceptance criteria. Through routine inspections, special audits, internal reviews, and ISO 45001 external audits, we continuously evaluate the effectiveness of our control measures.

Assessment results guide our risk control measures. For high-risk areas, we add protective equipment and improve process flows. For low- and medium-risk areas, we reduce risks through training and enhanced operating procedures. All risk control measures are regularly evaluated for effectiveness and adjusted according to changing conditions.

We place a strong emphasis on building a culture of workplace safety through regular safety notice board updates, safety knowledge competitions, and recognition of outstanding safety officers. We also encourage employees to contribute to work-safety improvements and have established a reward mechanism for safety suggestions to strengthen safety awareness and participation.

Our contingency plan covers emergency response activation through post-incident response. It sets response procedures for different incident levels, departmental responsibilities, and required emergency resources. We conduct regular emergency drills to ensure swift and effective response, followed by post-drill analysis for further improvement.

Emergency Response Management Process

Emergency response activation

- Collect information and determine the severity level of incidents.
- Activate the appropriate level of emergency response.
- Establish an on-site emergency response command to coordinate emergency resources.

Incident handling and control

- The on-site emergency response command oversees field work.
- Implement necessary measures to manage incidents, including isolation, evacuation and rescue.
- Conduct safety assessments to ensure the safety of rescue personnel.

Information reporting and communication

- Report incidents to relevant authorities and emergency response agencies.
- Provide regular progress reports.
- Disclose information on incidents, ensuring transparency.

Incident investigation and analysis

- Set up an incident investigation team to collect data and analyze causes.
- Compile investigation reports and propose improvement measures.
- Refine preventive measures and contingency plans based on investigation findings.

Post-incident response and recovery

- Thoroughly clean up all incident impacts, including contaminant treatment and site restoration.
- Arrange medical and psychological assistance for affected individuals.
- Restore normal production and operations.

Evaluation and revision

- Evaluate the effectiveness of emergency response and rescue operations.
- Revise contingency plans based on lessons learned to improve the efficiency and effectiveness of future emergency responses.

5.3.2 Occupational Health

We have established the Occupational Health Management Policy, which sets out clear requirements for occupational health management, supervisory inspections, workplace monitoring, and employee health surveillance. Based on job roles and operational activities, we identify occupational hazard factors, including noise, dust, hazardous chemicals, and high temperatures. We use engineering controls, administrative measures, and personal protective equipment to reduce the potential impact on employee health.

For employees exposed to occupational hazards, we maintain health surveillance records documenting work history, exposure levels, and health examination results. In accordance with regulatory requirements and job-specific risks, we organize pre-employment, periodic, exit health examinations, and regularly monitor occupational hazard factors in the workplace. Issues identified through monitoring or examinations are addressed through corrective actions to maintain effective occupational health protection measures.

Case study

Occupational hazard protection facility design at the Changzhou facility

For new construction projects, we conduct dedicated design work for occupational hazard protection facilities and integrate occupational health requirements into project planning and engineering design at the earliest stages. The design process considers production processes, equipment layout, raw and auxiliary materials, and the working environment. We identify potential occupational hazards in production and labor activities, assess employee exposure levels and potential health impacts, and develop design plans for protection facilities. This approach ensures that occupational hazard protection facilities are designed in parallel with the main project and supports ongoing occupational health management.

5.3.3 Health and Safety Training

Health and safety training is a core part of our occupational health and safety management system. In 2025, we pursue the goals of zero serious-injury accidents and zero cases of occupational disease. We established a tiered occupational health and safety training system for different job positions to comply with applicable laws and regulations. These include the Law of the People's Republic of China on Work Safety and the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases. The three-tier system covers company-level, department-level, and team-level training. Training programs reflect job requirements and cover full-time employees and contract staff. Before starting work, all new hires must complete a safety orientation covering safety management policies, job-specific hazards, operating procedures, incident reporting, and emergency response protocols. Department-level training provides targeted safety guidance, and team-level training delivers detailed daily operating instructions.

Tailored training programs are delivered based on the risk profiles of different roles. Production staff receive training on equipment operation, machinery safeguarding, and personal protective equipment. R&D and laboratory personnel receive training on laboratory safety, chemical handling, and occupational hazard protection. Warehouse and logistics staff receive training on forklift operation, manual handling, and fire and explosion prevention. Office-based employees receive training on fire evacuation procedures, electrical safety, and healthy workplace practices. We also offer specialized courses, conduct emergency response drills, and engage external experts to provide targeted instruction, strengthening employee safety awareness and emergency response capabilities. We also offer rewards to encourage employees to participate in external safety training and certification programs, such as specialized safety certification and first aid certification.

Company-Wide Safety Training

The training covers safety regulations, incident reporting, fire evacuation, first aid, personal protective equipment, and occupational stress management, and is delivered to all employees and contract staff.

Role-Specific Safety Training

Production roles: Focused on machinery safety, chemical handling, and noise protection.

R&D roles: Focused on laboratory safety protocols.

Warehousing roles: Focused on forklift operation, manual handling, and fire and explosion prevention.

Office roles: Focused on ergonomics, electrical safety, and emergency evacuation procedures.

2025 Occupational Health and Safety Training Performance at the Changzhou facility

- Total training sessions: **75** (including online and offline)
- Total training hours: **1,340** hours
- Total participant attendances: **2,300** (including repeated participation)
- Employee coverage: **100%** (including full-time employees and contract staffs)

6 BUILDING A SHARED FUTURE FOR A BETTER LIFE

6.1 SUSTAINABLE VALUE CHAIN

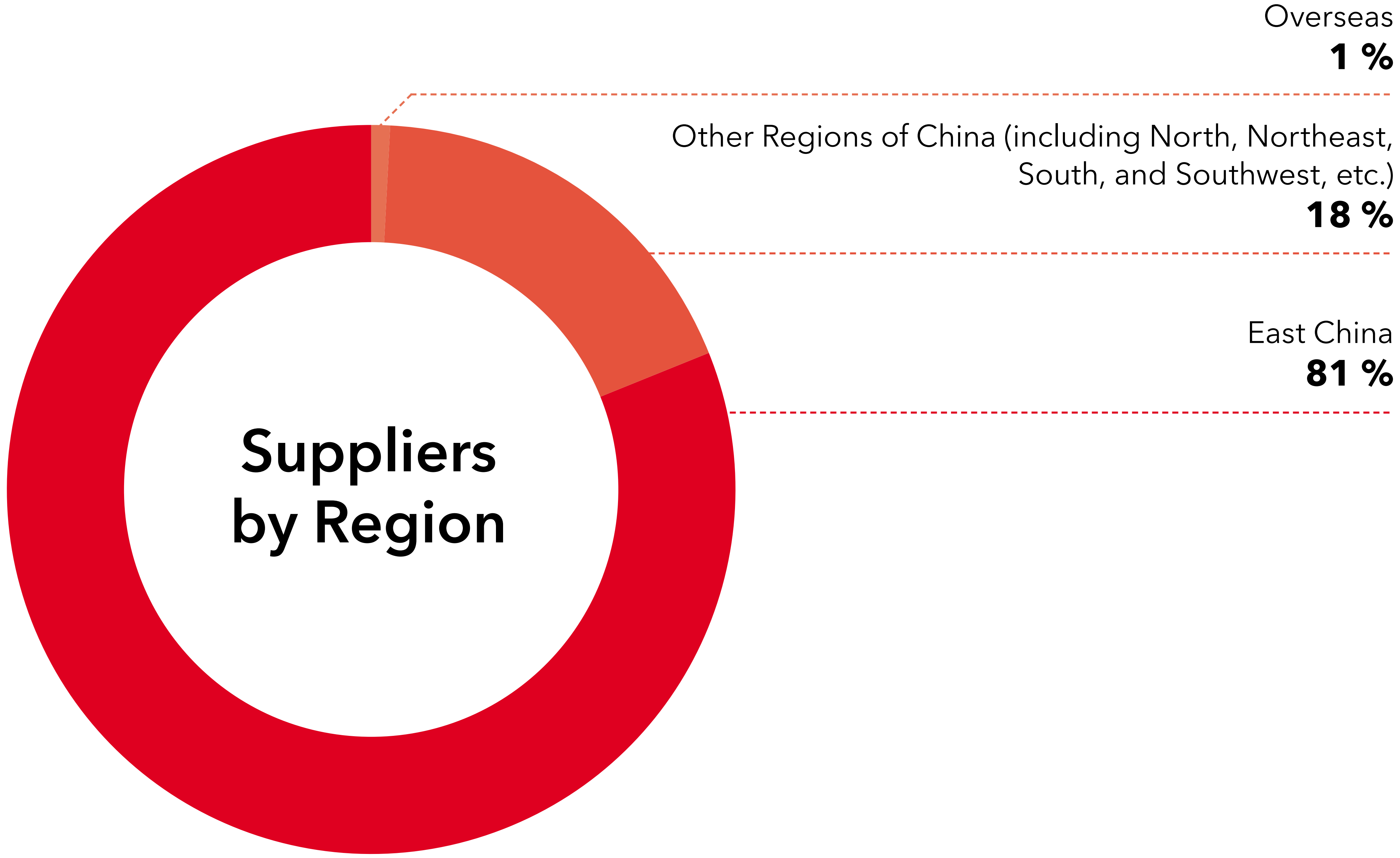
We aim to build a transparent, efficient, and responsible supply chain system. To this effect, we drive green transformation and implement social responsibility practices across our entire value chain.

6.1.1 Supply Chain Management System

NIU Technologies regards sustainable supply chain development as a cornerstone of its ESG strategy. The Company strictly complies with applicable laws and regulations in the jurisdictions where it operates and has formulated the *Supplier Management Policy* to govern supplier sourcing and onboarding, review and assessment, corrective action and improvement, and phase-out and exit. The Company also embeds environmental, social and governance requirements throughout the supplier lifecycle. Through its code of conduct, risk screening, assessments and audits, corrective-action support and performance monitoring, the Company identifies and mitigates material ESG impacts, business disruption risks and reputational risks within its supply chain.

Supplier Overview

As of the end of 2025, we had a total of 365 Tier-1 suppliers. Considering key factors such as climate change, transportation efficiency, geopolitical risks, and supply chain footprint, we prioritize suppliers located in Eastern China where our manufacturing base is located. This approach shortens the procurement cycle, improves logistics efficiency, reduces supply chain risks and other negative environmental impacts associated with long-distance transportation, and ensures timely product delivery. Moreover, we continue to identify ESG-critical suppliers with key considerations including the importance of component categories (batteries, motors, motor controller, etc.), percentage of procurement amount, supply continuity, and the impact of ESG risks, and conduct targeted assessment, verification and ongoing management for them in accordance with the screening results.



Supplier Data	2025	2024	2023	2022
Total number of Tier-1 suppliers	365	245	305	274
Total number of ESG-critical suppliers	203	112	31	/

01 Supply Chain ESG Governance and Procurement Management

- **Governance Responsibilities:** Senior management approves and issues the *Supplier Code of Conduct*, reviews supplier ESG management policies and material risks, and oversees improvement progress. The Procurement Centre, as the department responsible for supplier management, implements the relevant requirements throughout supplier onboarding, assessment, performance evaluation and exit.
- **Prioritising ESG Performance:** The Company strengthens green procurement management during supplier onboarding and gives preference to suppliers that use recyclable or environmentally friendly materials, adopt clean energy in their production processes, or maintain effective carbon management systems. For example, the Company has established long-term partnerships with certain suppliers that use clean energy sources, including hydropower and wind power, in battery cell production, thereby reducing carbon emissions from the raw material sourcing stage onward.
- **Procurement Practices Alignment Review:** The Company regularly reviews whether its procurement practices relating to pricing, quality, delivery lead times and payment terms are aligned with the *Supplier Code of Conduct* and the Company's ESG requirements. This is intended to prevent unreasonable cost, quality or delivery requirements from hindering suppliers' fulfilment of their ESG responsibilities.
- **Conflict Minerals Due Diligence:** The Company encourages Significant Suppliers to conduct conflict minerals due diligence to ensure that the raw materials and components they provide are not associated with conflict minerals.
- **Minimum ESG Requirements and Supplier Exit:** The Company incorporates applicable minimum ESG requirements into supplier onboarding and ongoing management. Suppliers that do not yet meet the requirements but are capable of improvement are given clear corrective-action requirements and completion deadlines. Findings identified during on-site audits are included in the *Supplier On-site Audit Corrective Action Plan*, with reassessment conducted within one month. Suppliers that remain non-compliant after corrective action may be subject to procurement restrictions, suspension of cooperation or phase-out.
- **Internal Training:** The Company provides dedicated supplier ESG training to procurement personnel and other internal employees involved in supplier onboarding, evaluation and contract management. The training clarifies their responsibilities for risk identification, assessment, corrective-action supervision and procurement decision-making, and training records are retained.

02 Supplier Screening and Onboarding

- **Onboarding Review:** Guided by the principles of fairness and impartiality, the Procurement Centre conducts comprehensive assessments of potential suppliers capable of providing the required products and services. Using the *Potential Supplier Survey Form*, the Company reviews product quality, process technologies and commercial standing, and verifies certifications relating to quality, environmental management and occupational health and safety. Following the preliminary review, the Procurement Centre, R&D Department, and Quality and Technology Department conduct a joint assessment. Suppliers that pass the assessment are formally added to the Company's supplier database.
- **Agreement Signing:** The Company enters into a *Long-term Supply Agreement, Business Integrity Agreement and Quality Assurance Agreement* with its suppliers. These agreements require suppliers to restrict the use of toxic and hazardous substances and implement stringent controls to ensure that products supplied to the Company comply with applicable national environmental laws and regulations.
- **Certification and Documentation Verification:** The Company encourages potential and existing suppliers to obtain ESG-related certifications or reports and incorporates these credentials and documents into supplier assessments.
  - **Product Quality:** IATF 16949, ISO 9001 and other relevant certifications;
  - **Environmental Management:** ISO 14001, environmental impact assessment reports, wastewater and air-emissions monitoring reports, among others;
  - **Greenhouse Gas Emissions:** Organisational greenhouse gas verification reports, product carbon footprint reports, among others;
  - **Occupational Health and Safety:** OHSAS 18000, ISO 45001 and other relevant certifications;
  - **Compliance Documentation:** Fire safety reports, China Compulsory Certification certificates and other relevant documents.

Indicators	2025
Number of suppliers with ISO 14001 certifications	69
Number of suppliers with ISO 9001/IATF 16949 certifications	143
Number of suppliers with ISO 45001 certifications	45

03 Supplier Assessment, Corrective Action and Development

- **Ongoing Assessment:** The Company conducts monthly assessments in accordance with the *Detailed Rules for Supplier Rewards and Penalties*. Assessment areas include quality, environmental performance and business ethics. Through its rewards and penalties mechanism, the Company encourages suppliers to continually improve their overall performance. Where a supplier's incoming material defect rate exceeds the prescribed threshold, the same type of defect occurs repeatedly, or serious customer complaints arise, the Supplier Quality Engineer issues a *Supplier Quality Issue Feedback Form* and requires the supplier to complete corrective action within a specified period.
- **Corrective Action and Reassessment:** Findings identified during supplier on-site audits are included in the Supplier *On-site Audit Corrective Action Plan*. Suppliers are required to submit corrective action plans and participate in relevant training, and the Company conducts a reassessment within one month. Suppliers that remain non-compliant following reassessment are phased out.

ESG-critical Supplier Assessment	2025
Total number of ESG-critical suppliers assessed	51
Percentage of ESG-critical suppliers assessed	25%
Number of suppliers assessed with substantial actual/potential negative impacts	27
Number of suppliers assessed with substantial actual/potential negative impacts that have agreed on corrective action plans	27
Percentage of suppliers assessed with substantial actual/potential negative impacts that have agreed on corrective action plans	100%
Number of suppliers with substantial actual/potential negative impacts that were terminated	0
Number of suppliers supported in corrective action plan implementation (remote/on-site)	27

- **Supplier Development:** The Company continually provides suppliers with technical support and training, focusing on product quality improvement, environmental management and social responsibility. Training and development plans are updated based on supplier performance and the Company's needs. The Company also provides remote or on-site corrective-action guidance to suppliers identified as having significant actual or potential adverse impacts.

Supplier Training	2025
Number of sessions of quality training conducted for suppliers	56
Total number of hours of quality training conducted for suppliers	70.5
Number of suppliers covered by quality training	25

6.1.2 Responsible Dealership

Partnering with distributors is an important driver of our business growth. We have established a well-developed distributor management system that outlines specific requirements for the admission, training, review, and evaluation of each distributor.

Distributor Management Strategies	Key Measures
Distributor Onboard and Screening	• To maintain the high standard and professionalism of our distributor network, we have implemented a strict onboarding process to ensure that all distributors meet our eligibility criteria. • We consider potential distributors based on their market reputation, financial stability and operational capability to maintain NIU's brand image and market competitiveness. • 100% of distributors have signed the Integrity Agreement.
Ethical Marketing by Distributors	• We standardize marketing materials used by distributors in compliance with relevant national laws and regulations. Additionally, our Partner Distribution Agreement stipulates that distributors must not make any false or misleading statements about the products or services they distribute, nor make any unauthorized commitments to end-users regarding product features or services beyond the Company's authorization. For more details, please refer to 3.3.2 Ethical Marketing.
Training and support	• We provide training programs to ensure distributors understand the features of products and market strategies. ◦ During the reporting period, a total of 62 training sessions were held, with 14,103 attendances, including: ① 37 online training sessions, with 12,552 attendances; ② 25 in-person training sessions, with 1,551 attendances. • We hold regular workshops and meetings to enhance distributors' sales skills and service levels.
Distributor Assessment and Evaluation	• Implement a systematic evaluation mechanism to assess distributors' sales performance and service quality on a quarterly basis. • Incentivize or correct based on evaluation results to continuously optimize the performance of distributors.
Relationship Maintenance and Development	• Maintain long-term relationships with distributors, and establish communication and feedback mechanisms to address their queries and issues. Integrity supervision email: tousu@niu.com • Foster deeper partnerships with distributors to explore market opportunities together.

6.2 ENGAGING WITH COMMUNITIES

6.2.1 Co-creation of Social Value

Building a sustainable future through green initiatives

We strongly believe that environmental protection is more than a responsibility – it is a lifestyle. We have continued to promote the concept of low-carbon and sustainable development through product design and branding campaigns. Sustainability has become a prominent subject of discussion among NIU riders on social media, showing that NIU's green brand image has taken hold. During the Reporting period, NIU further advanced its ESG public-welfare initiatives from a younger and more forward-looking perspective.

Case study

Green and Low-Carbon - Beach Cleanup Initiative

Low-carbon development × Beach cleanup × Environmental advocacy

Case study

Giving Waste New Life–Coffee-Ground Aromatherapy

Sustainable Living Programme × Waste Upcycling

Case study

Zero Food Waste Lab

Food Scrap Reuse × Creative Ideas for Everyday Life

6.2.2 Connecting with Users

While we offer a green and convenient urban mobility solution, we also foster a way of life characterized by progress, joy, and independence. We have extended the appeal of smart electric two-wheelers by engaging with users to create a NIU community that shares in the joy of eco-friendly living and grows together. Through this platform, we want to provide:

- **A diverse and inclusive environment:** Participants in the NIU community may be ordinary office workers, independent photographers, long-distance travel enthusiasts, urban trendsetters, or environmental advocates. The NIU community provides them with a platform for self-expression and value creation.

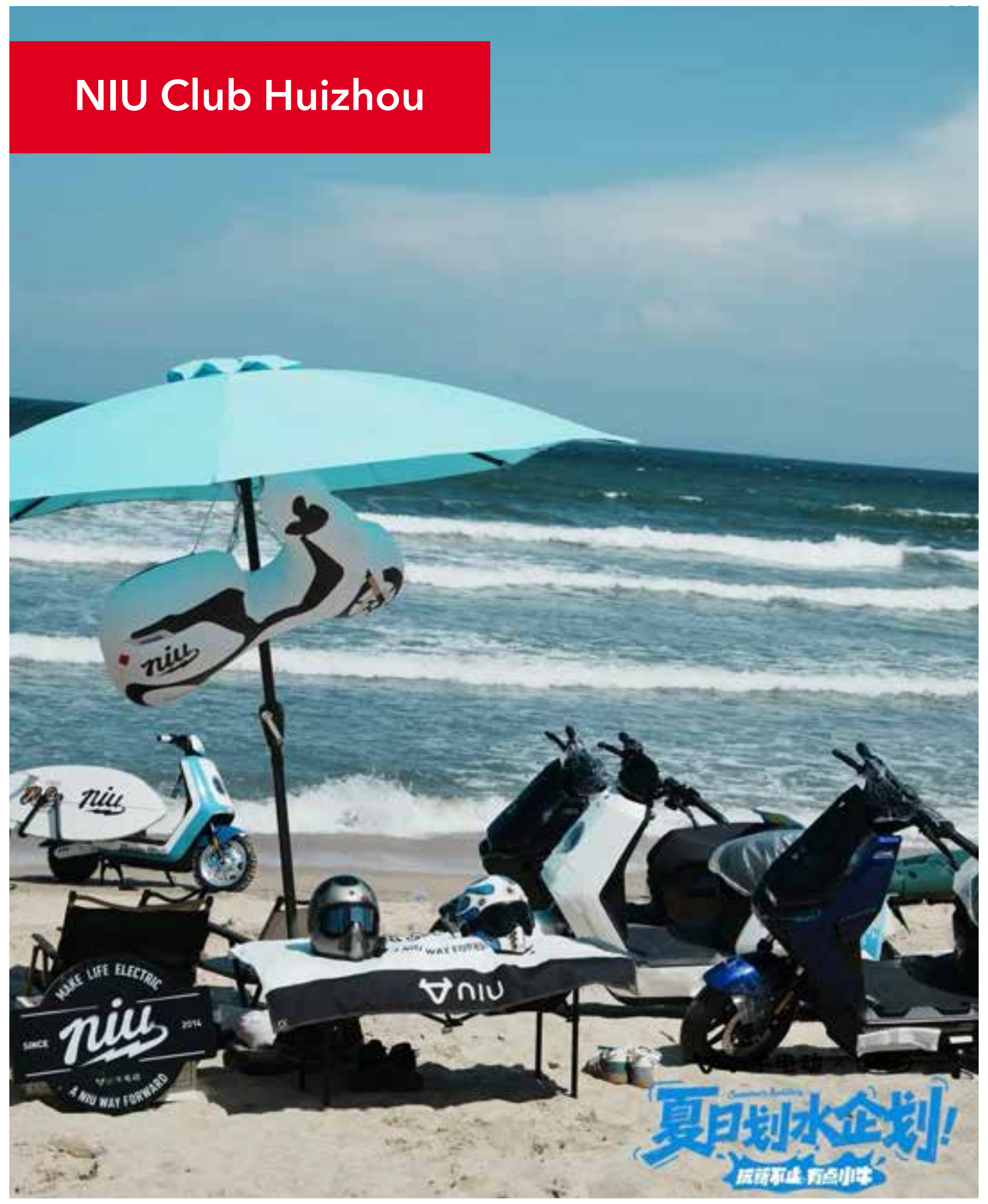
- **Active community engagement:** Through this platform, users share experiences and insights and participate in and organize offline community events. This allows them to experience growth and joy while deepening engagement with other community participants.

- **Sustained value creation:** We are committed to fostering lasting, sustainable values with NIU users, by delivering ongoing innovation and services that instill a sense of belonging and fulfillment among them.

Through the NIU community, users can share their riding stories, capture scenic riding moments, and organize offline community events. Each participant embodies the NIU lifestyle in their daily lives, contributing to a greener future.

Case study

Exploring 100 Possibilities of Life with NIU in 2025


NIU Club Huizhou


NIU Club Shanwei


NIU Club Nanning · 10th Anniversary


NIU Play Festival


NIU Club Guangzhou


NIU Mate Shanghai · 6th Anniversary


NIU Club Huzhou

APPENDIX ESG KEY PERFORMANCE INDICATORS

Item	Unit	2025	2024	2023	2022
1.5 A Climate-Resilient Future					
Greenhouse Gas Emissions					
Scope 1 emissions[10]					
Changzhou facility	tCO2e	2,378.79	67.38	28.47	0
Beijing office	tCO2e	0	0	0	0
Shanghai office	tCO2e	0	0	0	0
Total	**tCO2e**	**2,378.79**	**67.38**	**28.47**	**0**
Scope 2 emissions[11]					
Changzhou facility - Location based	tCO2e	2,144.05	1,349.12	1,150.31	1,652.28
Changzhou facility - Market based	tCO2e	1,712.68	1,321.59	/	/
Beijing office	tCO2e	57.65	49.71	43.95	33.24
Shanghai office	tCO2e	50.69	36.53	65.09	66.55
Total - Location Based	**tCO2e**	**2,252.39**	**1,435.36**	**1,259.35**	**1,752.07**
Total - Market Based	**tCO2e**	**1,821.02**	**1,407.83**	**/**	**/**

Item	Unit	2025	2024	2023	2022
Scope 1 + Scope 2 emissions intensity [10]					
Emission intensity per capita	tCO2e/person	7.05	2.52	2.16	2.61
Emission intensity per unit area	tCO2e/square meter	0.05	0.02	0.01	0.02
Emission intensity per thousand vehicles	tCO2e/thousand vehicles	3.89	1.63	1.81	2.11
Emission intensity per unit of revenue	tCO2e/RMB million of revenue	1.08	0.46	0.49	0.55
Scope 3 emissions [12]					
Category 1: Purchased Goods and Services	tCO2e	715,819.25	/	/	/
Category 4: Upstream Transportation and Distribution	tCO2e	3,372.33	/	/	/
Category 6: Business Travel	tCO2e	384.76	147.79	/	/
Category 7: Employee Commuting	tCO2e	140.59	/	/	/
Category 9: Downstream Transportation and Distribution	tCO2e	12,898.00	/	/	/
Category 11: Use of Sold Products	tCO2e	115,030.85	/	/	/
Total	**tCO2e**	**847,645.78**	**147.79**	/	/
Grand Total - Location Based	**tCO2e**	**852,276.96**	**1,650.53**	**1,287.82**	**1,752.07**
Grand Total - Market Based	**tCO2e**	**851,845.59**	**1,623.00**	**/**	**/**

Item	Unit	2025	2024	2023	2022
Scope 1 + Scope 2 + Scope 3 emissions intensity [10 12]					
Emission intensity per capita	tCO2e/person	1,298.21	2.77	2.16	2.61
Emission intensity per unit area	tCO2e/square meter	9.10	0.02	0.01	0.02
Emission intensity per thousand vehicles	tCO2e/thousand vehicles	714.97	1.79	1.81	2.11
Emission intensity per unit of revenue	tCO2e/RMB million of revenue	197.84	0.50	0.49	0.55
2.3 Information Security and Privacy Protection					
Number of information security vulnerabilities or cybersecurity incidents	Numbers	0	0	0	0
Total fines paid due to information security vulnerabilities or cybersecurity incidents	RMB'0,000	0	0	0	0
Number of complaints regarding customer privacy violations (including complaints from external organizations and regulatory authorities)	Numbers	0	0	0	0
Number of confirmed incidents of customer data breaches, theft, or loss	Numbers	0	0	0	0
3.2 Quality Excellence					
Mandatory recall volume	Units	0	0	0	0
Voluntary recall volume	Units	0	447	0	0
Recall cost	RMB'0,000	0	38.66	0	0
3.3 Customer-Centric Services					
Customer satisfaction rate	%	94	94	95	95
4.1 Environmental Governance					
Number of environmental non-compliance incidents resulting in penalties	Numbers	0	0	0	0

Item	Unit	2025	2024	2023	2022
Sustainable product revenue	RMB'0,000	389,648	296,051	235,866	285,390
Sustainable product revenue as % of total revenue	%	90.5	90.0	88.9	90.1
Electricity Consumption					
Beijing office	kWh	103,794.00	89,093.00	77,070.94	58,277.37
Shanghai office	kWh	88,351.00	62,447.00	114,129.00	116,701.00
Electricity purchased by Changzhou facility	kWh	3,679,510.00	2,256,807.00	2,017,021.00	2,897,212.00
- Purchased electricity covered by Green Electricity Certificates	kWh	870,000.00	/	/	/
Photovoltaic electricity consumed by Changzhou facility	kWh	1,216,243.20	1,112,560.80	749,152.00	0
Total	**kWh**	**5,087,898.20**	**3,520,907.80**	**2,957,372.94**	**3,072,190.37**
Consumption intensity per capita	kWh/person	7,750.04	5,907.56	4,966.20	4,575.12
Consumption intensity per unit area	kWh/square meter	54.32	37.36	31.38	32.62
Consumption intensity per thousand vehicles	kWh/ thousand vehicles	4,268.23	3,809.10	4,166.48	3,694.34
Consumption intensity per unit of revenue	kWh/RMB1 million revenue	1,181.07	1,070.74	1,115.25	969.57
Other Energy Consumption [13]					
Gasoline	kWh	32,491.83	51,966.55	/	/
Diesel	kWh	16,537.38	13,019.40	/	/
Natural gas	kWh	10,763,918.75	0	/	/
Water Withdrawal					

Item	Unit	2025	2024	2023	2022
Beijing office	Tons	403.00	1,441.00	1,154.30	998.79
Shanghai office [14]	Tons	160.00	167.21	168.00	192.00
Changzhou facility	Tons	52,932.00	35,036.00	25,358.00	30,184.00
Total	Tons	53,495.00	36,644.21	26,680.30	31,374.79
Consumption intensity per capita	Tons/person	81.49	61.48	44.80	46.72
Consumption intensity per unit area	Tons/square meter	0.57	0.39	0.28	0.33
Consumption intensity per thousand vehicles	Tons/thousand vehicles	44.88	39.64	37.59	37.73
Consumption intensity per unit of revenue	Tons/RMB1 million revenue	12.42	11.14	10.06	9.90
Water Discharge					
Changzhou facility - Electrocoating workshop [15]	Tons	4,462.00	0	0	0
General Waste Recycling					
Iron	Tons	200.54	133.97	20.67	63.99
Cardboard	Tons	164.88	207.07	111.68	159.75
Plastic foam	Tons	10.83	18.38	10.01	18.90
EPE	Tons	7.59	10.92	6.63	5.65
Motors	Tons	15.37	20.54	3.87	2.76
Aluminum and aluminum-plastic mixtures	Tons	6.28	7.20	0	2.12
Saddle	Tons	4.01	11.58	0.58	0

Item	Unit	2025	2024	2023	2022
ABS	Tons	5.15	7.83	3.81	10.68
Polypropylene	Tons	31.66	23.59	9.86	18.99
Others	Tons	11.23	2.49	0.58	3.01
Total	Tons	457.54	443.57	167.69	285.85
Hazardous Waste Recycling					
Battery cells and packs	Tons	107.28	149.67	100.00	45.00
5.1 Wellbeing at Workplace					
Total Number of Employees	Numbers	671	642	550	641
By gender					
Female	Numbers	176	168	154	182
Male	Numbers	495	474	396	459
By age group					
< 30 years old	Numbers	118	136	133	198
30-50 years old	Numbers	534	490	410	440
> 50 years old	Numbers	19	16	7	3
By region					
North China (Beijing)	Numbers	163	172	152	202
East China (Shanghai/ Changzhou)	Numbers	477	439	379	430

Item	Unit	2025	2024	2023	2022
Overseas (including Hong Kong, Macao and Taiwan)	Numbers	31	31	19	9
By ethnicity					
Ethnic minority employees	Numbers	22	18	14	18
- Manchu	Numbers	7	/	/	/
- Mongolian	Numbers	5	/	/	/
- Hui	Numbers	4	/	/	/
- Dong	Numbers	2	/	/	/
- Other ethnic groups (including Zhuang, Tujia, Shui and Li)	Numbers	4	/	/	/
Foreign employees	Numbers	34	32	20	12
Employees with disabilities	Numbers	7	7	7	7
Female Employees					
Percentage of female employees	%	26	26	28	28
Percentage of women in management positions	%	17	16	19	/
Percentage of women in junior management positions	%	22	20	26	/
Percentage of women in middle management positions	%	7	10	10	/
Percentage of women in senior management positions	%	29	29	29	/
Percentage of women in revenue-generating positions	%	8	22	15	/
Percentage of women in STEM-related positions	%	18	16	19	/

Item	Unit	2025	2024	2023	2022
Number of New Employee Hires	Numbers	167	204	88	203
By gender					
Female	Numbers	32	34	17	42
Male	Numbers	135	170	71	161
By age group					
< 30 years old	Numbers	57	62	25	86
30-50 years old	Numbers	103	135	62	105
> 50 years old	Numbers	7	7	1	12
By region					
North China (Beijing)	Numbers	26	29	19	68
East China (Shanghai/ Changzhou)	Numbers	134	158	59	135
Overseas (including Hong Kong, Macao and Taiwan)	Numbers	7	17	10	0
By employee level					
Staff	Numbers	162	/	/	/
Junior management	Numbers	1	/	/	/
Middle management	Numbers	3	/	/	/
Senior management	Numbers	1	/	/	/
Percentage of open positions filled by internal candidates	%	10	/	/	/

Item	Unit	2025	2024	2023	2022
Annual Employee Turnover Rate	%	17	19	25	27
Voluntary employee turnover rate	%	13	13	17	/
By gender					
Female	%	12	13	23	25
Male	%	19	20	25	28
By age group					
< 30 years old	%	24	20	24	29
30-50 years old	%	15	18	25	26
> 50 years old	%	21	24	0	31
By region					
North China (Beijing)	%	16	14	27	29
East China (Shanghai/ Changzhou)	%	17	21	25	27
Overseas (including Hong Kong, Macao and Taiwan)	%	18	11	5	18
By employee level					
Staff	%	18	/	/	/
Junior management	%	8	/	/	/
Middle management	%	13	/	/	/
Senior management	%	13	/	/	/

Item	Unit	2025	2024	2023	2022
Employee Performance Appraisals					
Percentage of employees receiving regular performance appraisals	%	100	100	100	100
Employee Rights and Benefits					
Total number of employees entitled to parental leave					
Female	Numbers	34	39	23	13
Male	Numbers	53	57	67	22
Total number of employees that took parental leave					
Female	Numbers	34	39	23	13
Male	Numbers	53	57	67	22
Total number of employees that returned to work in the reporting period after parental leave ended					
Female	Numbers	34	39	23	13
Male	Numbers	53	57	67	22
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Numbers	66	89	56	23
Return to work rate of employees that took parental leave	%	100	100	100	100
Percentage of employees participating in trade unions (in the subsidiaries where trade unions have been established)	%	100	100	/	/
Number of confirmed incidents involving discrimination, harassment, fraud or human rights violations	Numbers	0	0	0	0
5.3 Occupational Health and Safety					
Number of training sessions	Sessions	75	86	/	/

Item	Unit	2025	2024	2023	2022
Training hours	Hours	1,340	1,520	/	/
Number of attendances	Attendances	2,300	3,850	/	/
Number of fatalities from production accidents	Numbers	0	0	0	0
Number of recordable workplace injury incidents	Numbers	2	2	0	0
Number of workdays lost due to work-related injuries	Days	2	3	0	0
LTIR (Lost-time incident rate) per 200,000 hours worked - Employees	/	0	0	0	0
LTIR (Lost-time incident rate) per 200,000 hours worked - Contractors	/	0.13	0.15	0	0
6.1 Sustainable Value Chain					
Overview of Our Suppliers					
Total number of Tier-1 suppliers	Numbers	365	245	305	274
Total number of ESG-critical suppliers	Numbers	203	112	31	/
Supplier ESG Management					
Number of suppliers with ISO 14001 certifications	Numbers	69	33	/	/
Number of suppliers with ISO 9001 series/IATF 16949 certifications	Numbers	143	55	/	/
Number of suppliers with ISO 45001 certifications	Numbers	45	20	/	/
ESG-critical Supplier Assessment					
Total number of ESG-critical suppliers assessed	Numbers	51	44	/	/
Percentage of ESG-critical suppliers assessed	%	25	39	/	/
Number of suppliers assessed with substantial actual/potential negative impacts	Numbers	27	20	/	/

Item	Unit	2025	2024	2023	2022
Number of suppliers assessed with substantial actual/potential negative impacts that have agreed on corrective action plans	Numbers	27	20	/	/
Percentage of suppliers assessed with substantial actual/potential negative impacts that have agreed on corrective action plans	%	100	100	/	/
Number of suppliers with substantial actual/potential negative impacts that were terminated	Numbers	0	2	/	/
Number of suppliers supported in corrective action plan implementation (remote/on-site)	Numbers	27	20	/	/
Supplier Training					
Number of sessions of quality training conducted for suppliers	Sessions	56	29	/	/
Total number of hours of quality training conducted for suppliers	Hours	70.5	26	/	/
Number of suppliers covered by quality training	Numbers	25	19	/	/

[10] Scope 1 GHG emissions and emissions intensity increased significantly in 2025, mainly due to the addition of the necessary electrocoating process and the associated use of natural gas. The newly introduced electrocoating process resulted in changes to the Company's production processes and emissions source profile, thereby affecting the year-on-year comparability of its Scope 1 emissions and Scope 1 + Scope 2 emissions intensity in 2025 with those of prior years. Accordingly, the increases should not be directly interpreted as a deterioration in the carbon emissions efficiency of the Company's existing production activities. We will maintain a consistent accounting boundary based on 2025.

[11] The purchase of Green Electricity Certificates (GECs) is included in the market-based calculation of Scope 2 emissions. GEC purchases do not change physical electricity consumption but reduce market-based Scope 2 emissions.

[12] Scope 3 emissions and related emissions intensities increased significantly in 2025, mainly because the calculation boundary for the Changzhou facility was expanded from Business Travel alone to six categories: Purchased Goods and Services, Upstream Transportation and Distribution, Business Travel, Employee Commuting, Downstream Transportation and Distribution, and Use of Sold Products. Accordingly, the Company's Scope 3 emissions, combined Scope 1, Scope 2 and Scope 3 emissions, and related emissions intensity for 2025 are not directly comparable with those of prior years. The changes therefore do not represent year-on-year changes in actual emissions levels or emissions reduction performance. This change does not represent a like-for-like year-on-year increase in actual emissions. We will maintain a consistent accounting boundary based on 2025.

[13] Fuel consumption is converted into kilowatt-hours using the net calorific value method. The default net calorific values for gasoline and diesel are 44.3 MJ/kg and 43.0 MJ/kg, respectively, based on Table 1.2, Chapter 1, Volume 2 of the 2006 IPCC Guidelines for National Greenhouse Gas Inventories. The net calorific value for natural gas is 38.979 MJ/m³, based on GB/T 2589-2020 General Rules for Calculation of the Comprehensive Energy Consumption. Using 1 kWh = 3.6 MJ, the conversion factors for gasoline, diesel and natural gas are 12.3056 kWh/kg, 11.9444 kWh/kg and 10.8275 kWh/m³, respectively. These results represent the net calorific value of the fuels and not the actual electricity generated after equipment conversion. In 2025, the Company expanded its reporting boundary to include company vehicles and retrospectively disclosed gasoline and diesel consumption for prior years. We will maintain this calculation boundary in subsequent years.

[14] Since 2024, water for the Shanghai office is centrally supplied by the office park and cannot be separately metered. For this year, we estimated the Shanghai office's annual water consumption based on the per capita water intensity of the Beijing office, calculated as: annual water consumption of the Beijing office ÷ average number of employees at the Beijing office × average number of employees at the Shanghai office, and retrospectively disclosed 2024 water consumption accordingly. We will maintain this calculation boundary in subsequent years.

[15] The electrocoating workshop commenced formal operations and began generating wastewater in April 2025. Wastewater discharge has been metered since September 2025. Discharge from April to August 2025 was estimated based on actual measurements from September to December 2025.

APPENDIX INDEX OF REPORTING STANDARDS

No.	GRI Disclosures	Nasdaq ESG Reporting Guidelines	Section
GRI 2-1	Organizational details		About NIU Technologies
GRI 2-2	Entities included in the organization's sustainability reporting		About This Report
GRI 2-3	Reporting period, frequency and contact point		About This Report
GRI 2-5	External assurance	G10. External Assurance	Third-party Assurance
GRI 2-6	Activities, value chain, and other business relationships		About NIU Technologies 6.1 Sustainable Value Chain
GRI 2-7	Employees		5.1 Wellbeing at Workplace
GRI 2-8	Workers who are not employees		5.1 Wellbeing at Workplace
GRI 2-9	Governance structure and composition	G1. Board Diversity G2. Board Independence	2.1 Corporate Governance
GRI 2-10	Nomination and selection of the highest governance body	G2. Board Independence	2.1 Corporate Governance
GRI 2-11	Chair of the highest governance body		2.1 Corporate Governance
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	G2. Board Independence	1.2 ESG Governance 2.1 Corporate Governance
GRI 2-13	Delegation of responsibility for managing impacts		2.1 Corporate Governance
GRI 2-14	Role of the highest governance body in sustainability reporting	E8. Climate Oversight / Board	1.2 ESG Governance

No.	GRI Disclosures	Nasdaq ESG Reporting Guidelines	Section
GRI 2-15	Conflicts of interest	G2. Board Independence	2.1 Corporate Governance
GRI 2-16	Communication of critical concerns		1.3 Stakeholder Engagement 1.4 Materiality Assessment 2.1 Corporate Governance
GRI 2-17	Collective knowledge of the highest governance body		1.2 ESG Governance
GRI 2-19	Remuneration policies	G3. Incentivized Pay	2.1 Corporate Governance
GRI 2-20	Process to determine remuneration	G3. Incentivized Pay	2.1 Corporate Governance
GRI 2-22	Statement on sustainable development strategy		1.1 ESG Strategy
GRI 2-23	Policy commitments		2.1 Corporate Governance 5.1 Wellbeing at Workplace
GRI 2-24	Embedding policy commitments		2.1 Corporate Governance
GRI 2-25	Processes to remediate negative impacts		2.1 Corporate Governance 2.2 Risk Management
GRI 2-26	Mechanisms for seeking advice and raising concerns		2.1 Corporate Governance 2.2 Risk Management
GRI 2-27	Compliance with laws and regulations		2.1 Corporate Governance 2.2 Risk Management 2.3 Information Security and Privacy Protection
GRI 2-28	Membership associations		3.1 Technological Innovation

No.	GRI Disclosures	Nasdaq ESG Reporting Guidelines	Section
GRI 2-29	Approach to stakeholder engagement		1.3 Stakeholder Engagement 1.4 Materiality Assessment
GRI 2-30	Collective bargaining agreements	G4. Collective Bargaining	Not applicable
GRI 3-1	Process to determine material topics	G8. ESG Reporting G9. Disclosure Practices	1.4 Materiality Assessment
GRI 3-2	List of material topics		1.4 Materiality Assessment
GRI 3-3	Management of material topics		1.4 Materiality Assessment 1.5 A Climate-Resilient Future
GRI 201-1	Direct economic value generated and distributed		ESG Key Performance Indicators
GRI 201-2	Financial implications and other risks and opportunities due to climate change	E9. Climate Oversight/ Management E10. Climate Risk Mitigation	1.5 A Climate-Resilient Future
GRI 201-3	Defined benefit plan obligations and other retirement plans		5.1 Wellbeing at Workplace
GRI 201-4	Financial assistance received from government		Not applicable
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	S2. Gender Pay Ratio	Not applicable
GRI 202-2	Proportion of senior management hired from the local community		Not applicable
GRI 203-1	Infrastructure investments and services supported		6.2 Engaging with Communities
GRI 205-1	Operations assessed for risks related to corruption	G5. Supplier Code of Conduct G6. Ethics & Anti-Corruption	2.1 Corporate Governance
GRI 205-2	Communication and training about anti-corruption policies and procedures		2.1 Corporate Governance
GRI 205-3	Confirmed incidents of corruption and actions taken		2.1 Corporate Governance

No.	GRI Disclosures	Nasdaq ESG Reporting Guidelines	Section
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		2.1 Corporate Governance
GRI 301-1	Materials used by weight or volume	E7. Environmental Operations	Not applicable
GRI 301-2	Recycled input materials used		4.1 Environmental Governance
GRI 301-3	Reclaimed products and their packaging materials		4.1 Environmental Governance
GRI 302-1	Energy consumption within the organization	E3. Energy Usage	4.1 Environmental Governance
GRI 302-2	Energy consumption outside of the organization		4.1 Environmental Governance
GRI 302-3	Energy intensity	E4. Energy Intensity	4.1 Environmental Governance
GRI 302-4	Reduction of energy consumption	E3. Energy Usage	4.1 Environmental Governance
GRI 302-5	Reductions in energy requirements of products and service		3.1 Technological Innovation 4.1 Environmental Governance
GRI 303-1	Interactions with water as a shared resource	E6. Water Usage	4.1 Environmental Governance
GRI 303-2	Management of water discharge-related impacts		4.1 Environmental Governance
GRI 303-3	Water withdrawal		4.1 Environmental Governance
GRI 303-4	Water discharge		4.1 Environmental Governance
GRI 303-5	Water consumption		4.1 Environmental Governance

No.	GRI Disclosures	Nasdaq ESG Reporting Guidelines	Section
GRI 305-1	Direct (Scope 1) GHG emissions	E1. GhG Emissions	1.5 A Climate-Resilient Future
GRI 305-2	Energy indirect (Scope 2) GHG emissions	E1. GhG Emissions	1.5 A Climate-Resilient Future
GRI 305-3	Other indirect (Scope 3) GHG emissions	E1. GhG Emissions	1.5 A Climate-Resilient Future
GRI 305-4	GHG emissions intensity	E2. Emissions Intensity	1.5 A Climate-Resilient Future
GRI 305-5	Reduction of GHG emissions	E1. GhG Emissions	1.5 A Climate-Resilient Future
GRI 306-1	Waste generation and significant waste related impacts		4.1 Environmental Governance
GRI 306-2	Management of significant waste-related impacts		4.1 Environmental Governance
GRI 306-3	Waste generated		4.1 Environmental Governance
GRI 306-4	Waste diverted from disposal		4.1 Environmental Governance
GRI 306-5	Waste directed to disposal		4.1 Environmental Governance
GRI 308-1	New suppliers that were screened using environmental criteria	G5. Supplier Code of Conduct	6.1 Sustainable Value Chain
GRI 308-2	Negative environmental impacts in the supply chain and actions taken		6.1 Sustainable Value Chain
GRI 401-1	New employee hires and employee turnover		5.1 Wellbeing at Workplace
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part time employees		5.1 Wellbeing at Workplace
GRI 401-3	Parental leave		5.1 Wellbeing at Workplace

No.	GRI Disclosures	Nasdaq ESG Reporting Guidelines	Section
GRI 402-1	Minimum notice periods regarding operational changes		5.1 Wellbeing at Workplace
GRI 403-1	Occupational health and safety management system	S7. Injury Rate S8. Global Health & Safety	5.3 Occupational Health and Safety
GRI 403-2	Hazard identification, risk assessment, and incident investigation		5.3 Occupational Health and Safety
GRI 403-3	Occupational health services		5.3 Occupational Health and Safety
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety		5.3 Occupational Health and Safety
GRI 403-5	Worker training on occupational health and safety		5.3 Occupational Health and Safety
GRI 403-6	Promotion of worker health		5.1 Wellbeing at Workplace 5.3 Occupational Health and Safety
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		5.3 Occupational Health and Safety
GRI 403-8	Workers covered by an occupational health and safety management system		5.3 Occupational Health and Safety
GRI 403-9	Work-related injuries		5.3 Occupational Health and Safety
GRI 403-10	Work-related ill health		5.3 Occupational Health and Safety
GRI 404-1	Average hours of training per year per employee		Not applicable
GRI 404-2	Programs for upgrading employee skills and transition assistance programs		5.2 Employee Development
GRI 404-3	Percentage of employees receiving regular performance and career development reviews		5.1 Wellbeing at Workplace
GRI 405-1	Diversity of governance bodies and employees	S4. Gender Diversity G1. Board Diversity	2.1 Corporate Governance 5.1 Wellbeing at Workplace

No.	GRI Disclosures	Nasdaq ESG Reporting Guidelines	Section
GRI 405-2	Ratio of basic salary and remuneration of women to men	S2. Gender Pay Ratio	5.1 Wellbeing at Workplace
GRI 406-1	Incidents of discrimination and corrective actions taken	S6. Non-Discrimination	5.1 Wellbeing at Workplace
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	G4. Collective Bargaining	Not applicable
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	S9. Child & Forced Labor	Not applicable
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	S10. Human Rights	Not applicable
GRI 414-1	New suppliers that were screened using social criteria	G5. Supplier Code of Conduct	6.1 Sustainable Value Chain
GRI 414-2	Negative social impacts in the supply chain and actions taken		6.1 Sustainable Value Chain
GRI 416-1	Assessment of the health and safety impacts of product and service categories		3.2 Quality Excellence 3.3 Customer-Centric Services
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		No incidents
GRI 417-1	Requirements for product and service information and labeling		3.3 Customer-Centric Services
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling		No incidents
GRI 417-3	Incidents of non-compliance concerning marketing communications		No incidents
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	G7. Data Privacy	No incidents

The Ten Principles of the UNGC

Topic	Principle	Section
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights. Principle 2: make sure that they are not complicit in human rights abuses.	5.1 Wellbeing at Workplace
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. Principle 4: the elimination of all forms of forced and compulsory labour. Principle 5: the effective abolition of child labour. Principle 6: the elimination of discrimination in respect of employment and occupation.	5.1 Wellbeing at Workplace
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges. Principle 8: undertake initiatives to promote greater environmental responsibility. Principle 9: encourage the development and diffusion of environmentally friendly technologies.	1.5 A Climate-Resilient Future 4.1 Environmental Governance 4.2 Ecological Environment
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	2.1 Corporate Governance

APPENDIX

ORGANIZATIONAL GREENHOUSE GAS VERIFICATION STATEMENT

ATTESTATION ◆ ATTESTATO ◆ ATESTACIÓN ◆ BESCHEINIGUNG ◆ ATTESTATION

Organizational Greenhouse Gas Verification Statement

No. C2GHG 104182 0016 Rev. 00

Client:	**Jiangsu Xiaoniu Diandong Technology Co., Ltd.** No.387 Changting Road West Taihu Science and Technology Industrial Park 213100 Changzhou City, Jiangsu Province PEOPLE'S REPUBLIC OF CHINA
Responsible Party:	Jiangsu Xiaoniu Diandong Technology Co., Ltd. No.387 Changting Road, West Taihu Science and Technology Industrial Park, 213100 Changzhou City, Jiangsu Province, PEOPLE'S REPUBLIC OF CHINA
Verification Criteria:	**GHG Protocol Corporate Standard** **ISO 14064-3:2019**
Level of Assurance:	Reasonable assurance level
Materiality:	Less than 5% of total carbon emissions in the organizational boundary
Operation Rule:	CCB_GHG_GR_002CS V06
Verification Conclusion:	The GHG statement verification is based on ISO 14064-3:2019 to verify the claim of the responsible party. It was verified with regard to compliance with the requirement of GHG Protocol Corporate Standard, the data and information of the claim is based on historical facts without significant deviation.

The objective of organizational greenhouse gas verification is to confirm the accuracy and conformity of the claim declared by responsible party according to verification criteria. The organizational greenhouse gas verification statement is issued by TÜV SÜD, acting as the third-party validation and verification body, based upon the claim from the responsible party. The data and information supporting the claim were historical in nature. The responsible party is responsible for the claim and its conformity with the applicable specified requirements. This statement does not relieve the responsible party from compliance with any bylaws, federal, national or regional acts and regulations or with any guidelines issued pursuant to such regulations.

Technical Area Category:	A02 General Manufacturing (A02.1 Machinery and equipment manufacturing)
Verification Report No.:	70.435.26.11114.01 Rev.00
Issue Date:	2026-07-29

(Ning Wang)

Page 1 of 2

TÜV SÜD Certification and Testing (China) Co., Ltd. Floor 1-4, Building B, No.37, Tuanjie Road(Middle), Xishan Economic and Technological Development Zone, Wuxi, Jiangsu, P.R. China

ATTESTATION ◆ ATTESTATO ◆ ATESTACIÓN ◆ BESCHEINIGUNG ◆ ATTESTATION

Organizational Greenhouse Gas Verification Statement

No. C2GHG 104182 0016 Rev. 00

Claim: The total GHG emissions of Jiangsu Xiaoniu Diandong Technology Co., Ltd. at the organizational level in 2025-01-01~2025-12-31 in organizational boundary and operational boundary are 852168.62 tCO_2e (location-based method), 851737.25 tCO_2e (market-based method)

Verification Scope:

Organizational Boundary:	Under the operational control approach, all facilities and activities of the responsible party contributing to GHG emissions and removals
Operation Site Covered by Verification activities:	Jiangsu Xiaoniu Diandong Technology Co., Ltd. No.387 Changting Road, West Taihu Science and Technology Industrial Park, 213100 Changzhou City, Jiangsu Province, PEOPLE'S REPUBLIC OF CHINA
Operational Boundary:	Scope 1, Scope 2, Scope 3 (Category 1, Category 4, Category 6, Category 7, Category 9, Category 11)
Facilities, physical infrastructure, activities, technologies and processes:	The facilities, physical infrastructure, activities, technologies and processes of the responsible party contributing to GHG emissions and removals within the reporting boundary
GHG SSRs:	The SSRs of the responsible party contributing to GHG emissions and removals of facilities, physical infrastructure, activities, technologies and processes above
Types of GHGs:	CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3
Time Boundary:	2025-01-01~2025-12-31

GHG Emissions:

Scope 1: Direct GHG emissions	2378.79 tCO_2e
Scope 2: Electricity indirect GHG emissions (location-based method)	2144.05 tCO_2e
Scope 2: Electricity indirect GHG emissions (market-based method)	1712.68 tCO_2e
Scope 3: Other indirect GHG emissions	
Category 1: Purchased goods and services	715819.25 tCO_2e
Category 4: Upstream transportation and distribution	3372.33 tCO_2e
Category 6: Business travel	384.76 tCO_2e
Category 7: Employee commuting	140.59 tCO_2e
Category 9: Downstream transportation and distribution	12898.00 tCO_2e
Category 11: Use of sold products	115030.85 tCO_2e
Biogenic direct CO_2 emissions	0.00 tCO_2e
Biogenic electricity indirect CO_2 emissions	0.00 tCO_2e
Biogenic indirect CO_2 emissions other than from electricity	0.00 tCO_2e
GHG Total Emissions (location-based method, without biogenic CO_2 emissions):	852168.62 tCO_2e
GHG Total Emissions (market-based method, without biogenic CO_2 emissions):	851737.25 tCO_2e

Page 2 of 2

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APPENDIX
THIRD-PARTY ASSURANCE

The third-party assurance statement regarding the information within the ESG report.

中国质量认证中心
CHINA QUALITY CERTIFICATION CENTRE

Independent Assurance Statement

To: Stakeholders of Niu Technologies

China Quality Certification Centre Co., Ltd.(CQC), commissioned by Niu Technologies (hereinafter referred to as NIU), conducted the independent assurance of Environmental, Social and Governance (ESG) Report 2025 of Niu Technologies (hereinafter referred to as "the ESG report").

NIU was responsible for collecting, summarizing, analyzing, and disclosing the information and data mentioned in the ESG report. CQC implemented report verification within the scope specified in the agreement with NIU.

This statement was based on the assurance activities conducted on the ESG report prepared by NIU with reference to Nasdaq ESG Reporting Guide 2.0, the Global Reporting Initiative's GRI Standards 2021, United Nations Sustainable Development Goals, United Nations Global Compact (UNGC) Ten Principles, and International Financial Reporting Sustainability Disclosure Standard 1 - General Requirements for Sustainability-related Financial Information (IFRS S1) and International Financial Reporting Sustainability Disclosure Standard 2 – Climate-related Disclosures (IFRS S2) released by the International Sustainability Standards Board (ISSB) . NIU is responsible for the authenticity, accuracy, and completeness of the report content.

Scope of Assurance

The selected data and information disclosed in the Environmental, Social and Governance (ESG) Report 2025 of Niu Technologies:

- Double materiality assessment process
- Electricity Consumption- Beijing Office
- Electricity Consumption- Shanghai Office
- Non-renewable energy consumption at the Changzhou Facility (gasoline, diesel, natural gas, and purchased electricity)
- Renewable energy consumption at the Changzhou Facility (photovoltaic power and renewable energy certificates (RECs))
- Water consumption- Beijing Office
- Water consumption- Shanghai Office
- Water consumption- Changzhou Facility
- Wastewater discharge Changzhou facility - Electrocoating
- Waste recycled (general waste, plastic waste, and hazardous waste)
- Greenhouse gas (GHG) emissions (market-based and location-based methods)
- Total Scope 1 and Scope 2 GHG emissions (market-based and location-based methods)
- Scope 1 GHG emissions
- Scope 2 GHG emissions (market-based and location-based methods)
- Scope 3 GHG emissions (Categories 1, 4, 6, 7, 9, and 11)
- Number of fatalities from production accidents
- LTIR (Lost-time incident rate) per 200,000 hours worked - Employees
- LTIR (Lost-time incident rate) per 200,000 hours worked - Contractors
- Total number of Tier-1 suppliers
- Total number of ESG-critical suppliers
- Total number of ESG-critical suppliers assessed
- Percentage of ESG-critical suppliers assessed
- Number of suppliers assessed with substantial actual/potential negative impacts
- Number of suppliers assessed with substantial actual/potential negative impacts that have agreed on corrective action plans
- Percentage of suppliers assessed with substantial actual/potential negative impacts that have agreed on corrective action plans
- Number of suppliers with substantial actual/potential negative impacts that were terminated
- Number of suppliers supported in corrective action plan implementation (remote/on-site)
- Number of sessions of quality training conducted for suppliers
- Total number of hours of quality training conducted for suppliers
- Number of suppliers covered by quality training

Basis for Assurance

In accordance with AA1000 v3, Type 2, Moderate Assurance, and with reference to the Specification for the Assurance of Corporate Sustainability Reports, limited assurance.

Assurance Methods

The methods used in this assurance include but are not limited to:

a) Report review;
b) Interviews；
c) Verification of documents, records, certificates, bills, and other materials;
d) Trusted information source verification;
e) Verification against disclosure basis;
f) Recalculation/estimation; and
g) Confirmation of statistical, calculation/estimation processes.

Limitations

1. This assurance was conducted using sampling methods based on quantitative and qualitative risk analysis and the sampling scope was limited to the data and information selected in the ESG report, not fully tracing or independently recalculating all raw data of NIU.
2. This assurance only covered interviews and/or document review with NIU (the scope of this Report is consistent with that of the Company's annual report), and did not involve external stakeholders.
3. The data and information audited/verified by a third party in the ESG report were not subject to repeated verification during this assurance process.
4. Some of the data and information in the ESG report cannot be compared and verified through independent sources. This assurance only evaluated their reasonableness.
5. Activities outside the scope of information disclosure were not included in this assurance.
6. The statement regarding the position, viewpoints, beliefs, goals, future development directions, and commitments of NIU was not included in this assurance.

Statement on Independence and Verification Capability

China Quality Certification Centre Co., Ltd. (CQC) is a third-party certification body with independent legal status, possessing professional qualifications and experience in providing in this assurance process, and possessing the technical capabilities and industry-specific knowledge required to conduct ESG/ESG report assurance, in compliance with the requirements of AA1000 Assurance Standard v3 for an assurance provider. The assurance team is composed of experienced AA1000 Practicing Certified Sustainability Assurance Practitioners (PCSAP), CCAA (China Certification and Accreditation Association) registered quality, environment, energy, occupational health and safety, compliance, anti-bribery and other management system auditors and APSCA (Association of Professional Social Compliance Auditors) registered auditors.

CQC ensured that there were no conflicts of interest withNIU and its stakeholders during the assurance process of this report. All information in the ESG report was provided byNIU. CQC and the personnel conducting this assurance of the ESG report were not involved in the preparation process of the ESG report.

Assurance Conclusions

The ESG report reflects the ESG performance of NIU in 2025, which meets the requirements of AA1000 v3 and AA1000AP:

Inclusivity: NIU has identified both internal and external stakeholders, including users and consumers, investors, employees, government and regulators, suppliers and distributors, peers and industry associations and society. In the report preparation process, the expectations and needs of stakeholders have been considered.

Materiality: Based on the double materiality assessment principle, NIU has, by combining multidimensional information such as regulatory policies, company development plans, ESG disclosure standards, capital market ESG rating indicators, and peer issue benchmarking, identified material ESG issues to reflect the actual and potential impacts, risks, and opportunities of the company.

Responsiveness: NIU has established a governance structure, management system and processes, as well as a communication mechanism with stakeholders, capable of taking action to respond to the material issues of high importance and impact on NIU and its stakeholders.

Impact: Through quantitative or qualitative methods, NIU has disclosed the main impacts on itself and its stakeholders in terms of environmental, social and governance aspects.

Specific performance information: Based on the process and results of this assurance, we have not found any deficiencies in the reliability and quality of the selected key data and information in the ESG report.

Recommendations

The specific opinions regarding the assurance of this report have been communicated to the management of NIU in written form, and will not be further elaborated in this section.

AA1000
Licensed Report
000-366/V3-TI39O

President of CQC:
August 21, 2026
Beijing, China

Note: In case of any inconsistency or discrepancy, the Chinese version of this assurance statement shall prevail, while the English translation is used for reference only.

FEEDBACK

Your feedback is invaluable to enhancing our ESG management. We cordially invite you to provide your comments and suggestions on this Report and our sustainability performance through the following channels.

Email: ir@niu.com

Address: No. 387 Changting Road, West Taihu Science and Technology Industrial Park, Changzhou City, Jiangsu Province

1. What type of NIU stakeholder are you?

☐ Shareholder ☐ Employee ☐ Supplier ☐ User ☐ Government

☐ Community ☐ Other (please specify)

2. How would you rate this report overall?

☐ Good ☐ Fairly good ☐ Average

3. How would you rate the accuracy, clarity, and completeness of the information and data disclosed in this report?

☐ Good ☐ Fairly good ☐ Average

4. What additional information would you like to see in our ESG report that is currently not included?

5. Do you have any comments or suggestions regarding the Company's ESG initiatives and the preparation of this report?