

Employee Rights and Interests Policy

Introduction

NIU Technologies (together with its subsidiaries and consolidated affiliated entities, “NIU”, “We” or the “Company”) recognizes the importance of employee rights and interests as a fundamental aspect of our corporate social responsibility. We respect and protect the rights and interests of all employees, including equal treatment and prohibition against discrimination in accordance with relevant laws, regulations, and international standards. We are committed to creating a diverse and inclusive work environment. We comply with labor laws and regulations, establish a training system to cultivate and retain talents, and provide equal employment opportunities and career development paths. The policy applies to NIU, all of its employees, as well as any organizations and individuals assigned to work for NIU.

Core Principles

- **Equality, Non-Discrimination and Diversity**
 - We are committed to zero tolerance for harassment and discrimination based on race, gender, sexual orientation, religion, age, disability, or any other characteristic. We adhere to the principles of equality, justice, and fairness, and promote a workplace free from harassment and illegal discrimination. We prohibit any form of harassment, abuse, or inhumane treatment of employees, including physical, verbal, and psychological mistreatment. We maintain a respectful and supportive workplace culture.
 - We offer equitable compensation and benefits, and provide equal remuneration for equal work, adhere to applicable minimum wage laws. We regularly review our compensation structures to ensure they remain fair and competitive within the industry.
 - We promote and implement all necessary measures to protect the dignity of employees and encourage respect in the workplace, and create a work environment, free from discrimination, sexual harassment, bullying and disrespectful behavior through implementation of effective procedures to deal with any complaints of such conduct as may arise.
- **Health and Safety**
 - We provide health insurance, social insurance, and other incentives to employees. We conduct a safe and healthy working environment, comply with occupational health and safety regulations, and provide necessary training.
 - NIU and its suppliers shall ensure that employees' working hours comply with applicable laws and regulations in each region where NIU operates.

- We offer paid leave (including annual leave, parental leave, etc.) to employees in full compliance with applicable laws and regulations in each region where NIU operates.
- NIU is committed to promoting employee well-being and work-life balance by responsibly managing working hours and overtime in work arrangements.
- **Privacy**
 - We respect and protect the privacy of employees, prohibiting unauthorized disclosure of personal information. We handle personal data securely and only use it for legitimate business purposes. We also provide transparency about how personal data is collected, stored, and processed.
- **Communication and Whistleblower Protection**
 - We encourage employees to report any violations of this policy through all public channels. Whistleblowers are protected from any form of adverse action or discrimination.
 - We strictly prohibit any form of retaliation against any employee or third party who reports a potential compliance issue in good faith. Therefore, anyone reporting concerns or violations must not fear negative consequences, even if the employee or third party is not absolutely certain about the facts, provided that the report is made based on reasonable belief. Intentionally misusing the Company's reporting system for abusive practice (i.e., filing reports in bad faith) is prohibited and may result in disciplinary measures.

Review and Update

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