

Board Independence Statement and Diversity Policy

Board Independence Statement

NIU Technologies (together with its subsidiaries and consolidated affiliated entities, “NIU”, “We” or the “Company”) adheres to the rules and regulations of the NASDAQ Stock Exchange regarding director independence since the Company's listing, including the requirement that a majority of the board of directors (the “Board”) must be comprised of independent directors, and that all members of the audit committee, compensation committee, and nominating and corporate governance committee must be independent. NIU is committed to maintaining over 50% of independent directors on the board of directors, aligning with NIU's corporate governance objectives.

NIU requires independent directors to diligently fulfill their duties, actively attend relevant meetings convened by the Company, thoroughly deliberate on various proposals, maintain an objective, independent, and impartial stance, and express independent opinions on related matters. NIU requires all independent directors to sign and issue the following statements:

- All independent directors must not have been employed by the Company in an executive capacity within the last year.
- All independent directors must not accept or have a “Family Member who accepts any payments from the Company or any parent or subsidiary of the Company in excess of \$60,000 during the current fiscal year”, other than those permitted by SEC Rule 4200 Definitions, including i) payments arising solely from investments in the Company's securities; or ii) payments under non-discretionary charitable contribution matching programs. Payments that do not meet these two criteria are disallowed.
- All independent directors must not be a “Family Member of an individual who is employed by the Company or by any parent or subsidiary of the Company as an executive officer.”
- All independent directors must not be (and must not be affiliated with a Company that is) an adviser or consultant to the Company or a member of the Company's senior management.
- All independent directors must not be affiliated with a significant customer or supplier of the Company.
- All independent directors must have no personal services contract(s) with the Company or a member of the Company's senior management.

- All independent directors must not be affiliated with a not-for-profit entity that receives significant contributions from the Company.
- All independent directors must not have been a partner or employee of the Company's outside auditor during the past year.
- All independent directors must not have any other conflict of interest that the Board itself determines to mean they cannot be considered independent.

Board Diversity Policy

NIU recognizes the benefits of a Board that possesses a balanced combination of skill sets, experience, expertise and diverse perspectives aligned with the Company's strategies.

NIU adheres to the rules and regulations of the NASDAQ Stock Exchange regarding Board diversity and values various aspects of diversity, including skills, professional experience, cultural and educational background, ethnicity, nationality, tenure, gender, age and other relevant factors, in pursuit of a diversified Board. NIU is committed to maintaining at least one female director on the Board of Directors. The Board will take opportunities to increase the proportion of female members over time when selecting and making recommendation on suitable candidates for Board appointments.

Board appointments are based on merit and attributes candidates bring to complement and expand the Board's competencies, experience and diversity. Considerations include skills, professional experience, cultural and educational background, ethnicity, nationality, tenure, gender, age and other relevant factors.