

华勤技术生活工资承诺书

为践行企业社会责任，推动和谐、稳定且有尊严的劳动关系，确保企业长期可持续发展，华勤技术股份有限公司郑重承诺在公司范围内全面推行生活工资(Living Wage)，承诺依据国际劳工组织(ILO)相关工资政策与生活工资估算方法，结合运营地实际数据，促进联合国可持续发展目标(UN SDGs)与可持续经营与风险控制的落地实施。

一、核心承诺

1. 覆盖基本生活成本：在国家法律法规规定的标准工作时间内，确保正式员工的劳动所得能够覆盖本人及其家庭的基本生活成本，薪酬水平明确高于当地法定最低工资，并符合本地的生活保障标准。
2. 透明与可核验的机制：建立透明、可核验的生活工资计算与调整机制，确保过程公开、公正、可追溯，提升公司合规性与社会责任履行水平。
3. 纳入国际标准与可持续发展：将 ILO 工资政策与生活成本分析方法纳入薪酬治理框架，支持并推动 UN SDGs，特别是目标 8 “体面的工作与经济成长”，以保障员工基本生活尊严、促进可持续经营和风险控制。

二、机制承诺

我们承诺，建立一套透明、可核验、基于社会对话的生活工资计算、审议与动态调整机制：

1. 科学计算

采用 ILO 相关原则与生活工资估算方法，构建本地化模型，纳入核心要素如当地食品价格、家庭规模、恩格尔系数、教育与医疗支出、住房与交通成本等。

2. 民主审议

成立由公司管理层、员工代表(工会)及利益相关方代表共同组成的“生活工资小组”，负责审议年度测算方案、数据来源及调整结果，确保程序的公正性与公信力。

3. 定期调整

生活工资标准至少每年复审一次；结合当地官方生活成本指数、市场物价变动及社会经济因素进行动态调整，并向全体员工公开调整依据与结果。

三、 治理与战略承诺

我们承诺，将生活工资原则深度融入公司的薪酬治理与长期发展战略：

1. 融入治理框架：

将生活工资的承诺、计算机制和实施情况，明确纳入公司可持续发展管理和披露议程，由董事会作为最高管理者进行审议、目标进程检讨和信息披露。薪酬管理制度和董事会/管理层的可持续发展报告议程，作为公司合规管理与可持续发展履行的指标。

2. 对接全球标准：

积极响应并支持国际劳工组织的“体面劳动议程”及联合国的“可持续发展目标”（SDGs），特别是目标 8（体面工作和经济增长），将保障员工基本生活尊严作为企业运营的基石。

3. 风险与可持续性：

保障员工获得生活工资是维持员工队伍稳定、提升生产力与创新能力、降低运营风险、赢得社会声誉和消费者信任的关键投资，是企业可持续经营的重要保障。

四、 执行与沟通承诺

我们承诺，将采取切实行动履行以上承诺：

1. 制定实施方案：

在本承诺书发布之日起，制定并公布详细的《生活工资管理程序》，确保生活工资得以落实。

2. 公开透明沟通：

我们将通过公司官网、年报、可持续发展报告等渠道，定期、公开地披露生活工资标准的计算方式、实施进展及影响评估，接受社会监督。

华勤技术股份有限公司

2025 年 12 月 23 日

Huqin Technology Co., Ltd.**Living Wage Commitment Statement**

To fulfill our corporate social responsibility, promote harmonious, stable, and dignified labor relations, and ensure the company's long-term sustainable development, Huqin Technology Co., Ltd. commits to fully implementing a Living Wage throughout the company. Our approach will follow living wage policies and living wage estimation methods from the International Labour Organization (ILO), incorporate local operational data, and contribute to the United Nations Sustainable Development Goals (UN SDGs) through sustainable operations and effective risk management.

I. Core Commitments

1. Cover basic living costs: Within standard working hours defined by national law, we ensure formal employees' compensation covers their own and their families' basic living costs. Wages will exceed local statutory minimums and align with local living standards.
2. Transparent and verifiable mechanism: We establish a transparent, verifiable process for calculating and adjusting the living wage, ensuring openness, fairness, and traceability, and enhancing compliance and social responsibility.
3. Incorporate international standards and sustainability: We integrate ILO wage policies and cost-of-living analysis into our remuneration governance framework to support the UN SDGs, especially Goal 8, "Decent Work and Economic Growth," safeguarding employees' dignity and promoting sustainable operations and risk management.

II. Mechanism Commitments

We will establish a transparent, verifiable, and socially dialogue-based mechanism for calculating, reviewing, and dynamically adjusting the living wage:

1. Scientific calculation: We apply ILO principles and living wage methods to build localized models, incorporating factors such as local food prices, household size, Engel's coefficient, education and medical costs, and housing and transportation.
2. Democratic review: We form a "Living Wage Team" comprising management, employee representatives (unions), and stakeholder representatives to review annual calculation plans, data sources, and adjustment results, ensuring fairness and credibility.
3. Regular adjustments: We review the living wage at least annually; adjust dynamically based on local cost-of-living indices, price changes, and socio-economic factors, and publicly disclose the basis and results to all employees.

III. Governance and Strategic Commitments

We commit to deeply integrating living wage principles into the company's remuneration governance and long-term development strategy:

1. Integrate into governance framework: We explicitly include the living wage commitments, calculation mechanisms, and implementation status in sustainability management and disclosure, with the board of directors overseeing targets, progress, and information disclosure. The remuneration management system and board/management sustainability reporting will serve as indicators of compliance and performance.
2. Align with global standards: We actively support the ILO Decent Work Agenda and the UN SDGs, especially Goal 8, placing employees' basic living dignity at the core of operations.
3. Risks and sustainability: Paying a living wage is essential for maintaining a stable workforce, boosting productivity and innovation, reducing operational risks, enhancing reputation and trust, and ensuring sustainable business operations.

IV. Execution and Communication Commitments

We commit to taking concrete actions to fulfill the above commitments:

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1. Develop an implementation plan: Starting from the date of this statement, we will develop and publish detailed Living Wage Management Procedures to ensure effective implementation.
 2. Open and transparent communication: We regularly disclose the calculation method, implementation progress, and impact assessments of the living wage through the company website, annual reports, sustainability reports, and other channels, inviting public oversight.

Huqin Technology Co., Ltd.

December 23, 2025