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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.

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 tra

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.

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.

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