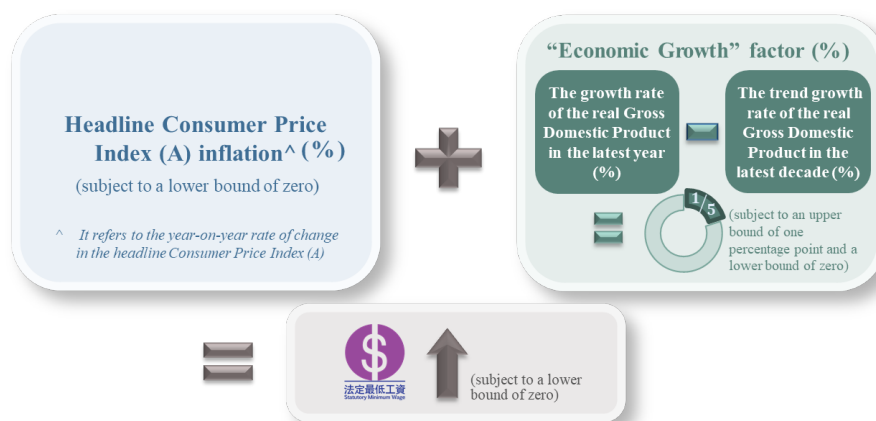


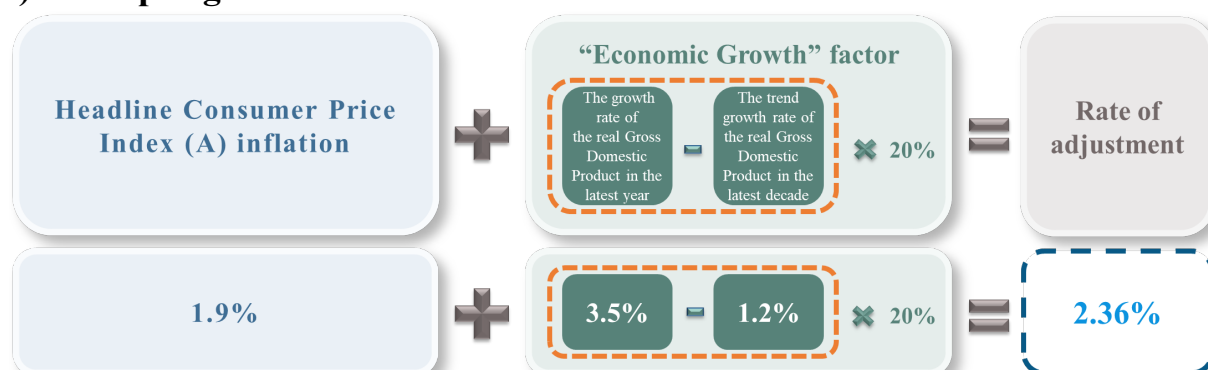
Calculation of the Recommended Statutory Minimum Wage Rate

The Minimum Wage Commission (MWC) adopted the following method for deriving the recommended Statutory Minimum Wage (SMW) rate:

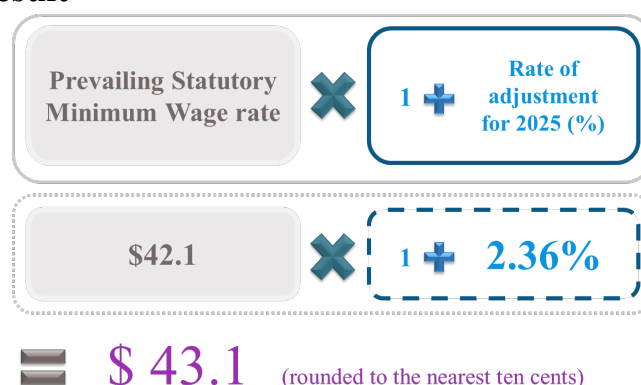
(I) The Formula



(II) Adopting the statistics for 2025



(III) Calculation result



The MWC recommended raising the SMW rate from its prevailing level of \$42.1 per hour to \$43.1, an increase of \$1.0 or 2.38 per cent ^(Note).

(Note: As the recommended SMW rate has been rounded to the nearest ten cents, the actual percentage rate of adjustment may not be exactly the same as the one listed in Diagram (II) above.)