

**Laopu Gold Co., Ltd.\***  
**老鋪黃金股份有限公司**

*(A joint stock company incorporated in the People's Republic of China with limited liability)*

**(Stock Code: 6181)**

**Board Diversity Policy**

\* For identification purpose only

**Laopu Gold Co., Ltd.**  
**老鋪黃金股份有限公司**  
(the “Company”)

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**Board Diversity Policy**

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**1. Purpose**

This board diversity policy (this “**Policy**”) aims to set out the approach to achieve diversity on the board (the “**Board**”) of directors (the “**Directors**”) of the Company.

**2. Vision**

The Company recognizes and embraces the benefits of having a diverse Board to enhance the quality of its performance.

**3. Policy Statement**

A truly diverse Board will include and make good use of differences in the skills, regional and industry experience, background, race, gender and other qualities of Directors. These differences will be taken into account in determining the optimum composition of the Board. All Board appointments will be based on merit and the contribution which the selected candidates will bring to our Board, while taking into account diversity (including gender diversity).

The Company aims to build and maintain a Board with a diversity of Directors. The nomination committee of the Board (the “**Nomination Committee**”) will review at least annually the structure, size and composition of the Board and, where appropriate, make recommendations on any proposed changes to the Board to complement the Company’s corporate strategy. In relation to reviewing and assessing the Board’s composition, the Nomination Committee will consider a number of aspects, including but not limited to skills, professional experience, educational background, knowledge, expertise, culture, independence, age and gender.

**4. Monitoring and Reporting**

The Nomination Committee will report annually, in the corporate governance report contained in the Company’s annual report, on the Board’s composition under diversified perspectives, and monitor the implementation and effectiveness of this Policy.

**5. Review of this Policy**

The Nomination Committee will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Nomination Committee will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.

Adopted on June 11, 2024