

Zangge Mining Co., Ltd.

## Board Diversity Policy



January 2024

# **Board Diversity Policy of Zangge Mining Co., Ltd.**

## **Article 1 Purpose**

The purpose of this policy is to specify the guiding principles of Zangge Mining Co., Ltd. (the “Company”) to achieve Board diversity.

## **Article 2 Vision**

The Company understands and acknowledges the benefits of diversity on the Board of Directors of the Company (the “Board”).

## **Article 3 Scope of Application**

This policy applies to the Board of the Company.

## **Article 4 Policy Statement**

1. In order to promote the continuous improvement of corporate governance and governance effectiveness, and achieve sustainable and balanced development, the Company regards the increasing Board diversity as an important factor to support its strategic goals and sustainability.

2. In determining the composition of the Board, the Company takes into account the benefits of diversity in all aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service, and other regulatory requirements.

3. All appointments to the Board are based on the principle of “best person for the job”, candidates are assessed holistically on the basis of objective criteria, and the above objectives and requirements for Board diversity are fully considered.

## **Article 5 Measurable Objectives**

1. The selection of Board members is based on diversity considerations and with reference to the Company’s business model and specific needs, including but not limited to gender, age, cultural and educational background, ethnicity, professional

experience, skills, knowledge and length of service. The composition of the Board shall be disclosed in the Company's annual report.

2. The Board may seek to improve one or more aspects of diversity in due time and do assessments accordingly.

#### **Article 6      Monitoring and Review**

1. The Nomination Committee of the Company shall be responsible for monitoring and ensuring the implementation of this policy, and supervising the progress of achieving measurable objectives.

2. The Nomination Committee of the Company shall review this policy in due course to ensure that it is effective. The Nominating Committee shall discuss any possibly required revisions to this policy and recommend revisions to the Board for consideration and approval.

#### **Article 7      Disclosure**

The summary of this policy, as well as measurable objectives and achievement milestones established to implement this policy, shall be disclosed in the Company's annual report and posted on the Company's website for public access.

#### **Article 8      Supplementary Provisions**

1. This Policy, together with its amendments, shall come into force after being reviewed and approved by the Board of Directors.

2. This Policy shall be interpreted and amended by the Board of Directors of the Company.