



潼關黃金集團有限公司 Tongguan Gold Group Limited

(Incorporated in Bermuda with limited liability)

(Stock Code: 00340)

TONGGUAN GOLD GROUP LIMITED

(the “Company”)

WORKFORCE DIVERSITY POLICY

PURPOSE

The Company and its subsidiaries (the “Group”) value the diversity of its employees (including senior management) and is committed to fostering a diverse, inclusive and equitable workplace.

SCOPE

This policy (the “Policy”) applies to all employees (including senior management) of the Group.

PRINCIPLES

The Group is committed to promoting workforce diversity across all levels, including senior management. Diversity encompasses, but is not limited to, gender, educational background, professional qualifications, skills, industry experience and other relevant attributes. In forming its perspective on diversity, the Group will also take into account factors based on its own business model and specific needs from time to time.

The Group is also committed to fostering gender empowerment, gender equality and gender diversity across its workforce, and providing equal opportunities in relation to recruitment, training and development, compensation and career and promotion opportunities.

The Group prohibits discrimination on the grounds of race, gender, disability, nationality, religious belief, age, sexual orientation, family status or any other factors.

All employment-related decisions of the Group (including recruitment, training and development, promotion and compensation) shall be made based on merit, qualifications and business needs, with due regard for the benefits of diversity of skills, experience and perspectives and free from discrimination or bias.

REVIEW

The board of the directors of the Company will from time to time review the Policy and its implementation and effectiveness to ensure its continued effectiveness.

REPORTING

The Company shall disclose matters relating to the Policy in accordance with the applicable rules and corporate governance codes from time to time.

(Version : December 2025)