

REAL GOLD MINING LIMITED

(the “Company”)

(Incorporated in the Cayman Islands with limited liability)

(Stock Code: 246)

DIVERSITY POLICY

1. PURPOSE AND VISION

This diversity policy (“this Policy”) aims to set out the approach to achieve diversity on the Company’s board of directors (the “Board”). The Company continuously seeks to enhance the effectiveness of its Board and maintains the highest standards of corporate governance as well as recognizes and embraces the benefits of diversity in the Board.

2. POLICY STATEMENT

The Company regards diversity as a broad concept and believes that a diversity of perspectives can be achieved through consideration of a number of factors, including but not limited to gender, age, cultural and educational background and professional experience. In performing its perspective on diversity, the Company will also take into account factors based on its own business model and specific needs from time to time.

The Company endeavours to ensure that its Board has the appropriate balance of skills, experience and diversity of perspectives that are required to support the execution of its business strategy and in order for the Board to be effective.

The Company’s nomination and remuneration committee (the “Nomination and Remuneration Committee”) is mainly responsible for identifying qualified candidates to the Board and taking into full consideration of this policy while discharging such responsibility.

In reviewing and accessing the composition of the Board, the Nomination and Remuneration Committee shall take account of the benefits of diversity in all aspects, including but not limited to the abovementioned, with an aim to maintain appropriate diversity and balance of Board members in terms of capabilities, skills, experience and backgrounds.

In recommending qualified candidates to the Board, the Nomination and Remuneration Committee shall adhere to a merit basis by considering candidates based on objective criteria while taking into proper consideration of the benefits of Board diversity.

3. MEASURABLE OBJECTIVES

The selection of candidates shall base on a series of diversity scopes, including but not limited to gender, age, cultural and educational background as well as professional experience. The final decision shall be made according to the merits of candidates and their contribution to the Board.

4. REVIEW, MONITOR AND REPORT

The Nomination and Remuneration Committee shall review this policy when appropriate to ensure its effectiveness. In addition, the Company shall provide the details of the board diversity policy, together with the measurable objectives (if any) for implementation and their progress in the corporate governance report as set out in its annual report.