

SILVERCORP METALS INC.

Board Diversity Policy

Silvercorp Metals Inc. ("**Silvercorp**" or the "**Company**") recognizes the importance of diversity in enhancing decision-making, fostering innovation, and promoting long-term sustainability. We are dedicated to creating an inclusive environment starting at the Board level, where diversity is a key consideration in Board nominations. The Board Diversity Policy outlines our commitment to a Board of Directors that reflects the communities we serve and the stakeholders we represent.

For Silvercorp, "**Diversity**" includes a broad range of attributes such as gender, race or ethnicity, nationality, country of origin or cultural background, age, educational background and professional expertise.

The purpose of this policy is to establish a framework for promoting diversity within Silvercorp's Board of Directors, ensuring a broad range of perspectives, experiences, and skills that contribute to effective governance and strategic leadership.

Gender Diversity Targets

- We are committed to achieving and maintaining a Board composition where at least 30% of the members are women.

Racial, Ethnic, and National Diversity

- We support racial, ethnic, and national diversity among Board members to enhance understanding of different cultural backgrounds and market needs, enhancing our global perspective.

Age Diversity

- We value the age diversity of our Board members, ensuring that perspectives from different generations are represented to foster intergenerational communication.

Diversity of Skills and Experience

- We emphasize diversity in skills and experiences among Board members to enhance the overall capability of the Board. In recruiting and evaluating Board members, we prioritize candidates with different professional backgrounds, industry experience, and technical expertise. Board members with expertise in areas such as finance, law, marketing, and technology will help the Company address complex business challenges and seize new opportunities.

Board Training

- We have established a training program for Board members to support their professional development in various fields. The training covers corporate governance, industry trends, and diversity and inclusion, ensuring that Board members can effectively fulfill their responsibilities and adapt to the changing external environment.

Scope of Application

The Board Diversity Policy applies to the Board of Directors of Silvercorp Metals Inc.

This policy was reviewed and approved by the Board of Directors on March 26, 2025, and will be re-evaluated annually.