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Zijin Mining Group Co., Ltd.*

紫金礦業集團股份有限公司

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

(Stock code: 2899)

Announcement in relation to the Unlocking for the Third Unlocking Period and Listing of the Restricted A Shares under the Reserved Grant of the Restricted A Share Incentive Scheme for 2020

Important notes:

- The type of Shares to be listed this time are Shares from Incentive Scheme; the subscription method for the Shares is offline, the number of Shares to be listed is 754,800 A Shares.

The total number of Shares which will become listed and tradable this time is 754,800 A Shares.

- The date on which the Shares will become listed and tradable this time is 8 December 2025.

References are made to (i) the Announcement in relation to Proposed Adoption of the Restricted A Share Incentive Scheme and the Connected Transaction in relation to Grant of Restricted A Shares to the Connected Participants under the Incentive Scheme dated 17 November 2020; (ii) the Announcement in relation to Amendment to the Restricted A Share Incentive Scheme for 2020 (Draft) and Its Summary dated 11 December 2020; (iii) the announcements in relation to the poll results of the relevant resolutions in respect of the approval of the Restricted A Share Incentive Scheme at the EGM and the Class Meetings dated 29 December 2020 and 11 January 2021, respectively; (iv) the Announcement in relation to the Grant of Restricted A Shares to the Participants of the Incentive Scheme dated 13 January 2021; (v) the Announcement in relation to Results of the Grant under the Restricted A Share Incentive Scheme for 2020 dated 1 February 2021; (vi) the Announcement in relation to the Grant of Reserved Restricted A Shares to the Participants under the Incentive Scheme dated 15 November 2021; (vii) the Announcement in relation to Results of the Grant of the Reserved Portion under the Restricted A Share Incentive Scheme for 2020 dated 9 December 2021; (viii) the Announcement in relation to Satisfaction of the Unlocking Conditions for the First Unlocking Period of the Restricted A Shares under the First Grant of the Restricted A Share Incentive Scheme for 2020 dated 8 January 2023; (ix) the Announcement in relation to Satisfaction of the Unlocking Conditions for the First Unlocking Period of the Restricted A Shares under the Reserved Grant of the Restricted A Share Incentive Scheme for 2020 dated 14 November 2023; (x) the Announcement in relation to Satisfaction of the Unlocking Conditions for the Second Unlocking Period of the Restricted A Shares under the First Grant of the Restricted A Share Incentive Scheme for 2020 dated 12 January 2024; (xi) the Announcement in relation to Satisfaction of the Unlocking Conditions for the Second Unlocking Period of the Restricted A Shares under

the Reserved Grant of the Restricted A Share Incentive Scheme for 2020 dated 17 November 2024; (xii) the Announcement in relation to Satisfaction of the Unlocking Conditions for the Third Unlocking Period of the Restricted A Shares under the First Grant of the Restricted A Share Incentive Scheme for 2020 dated 10 January 2025; (xiii) the Announcement in relation to Satisfaction of the Unlocking Conditions for the Third Unlocking Period of the Restricted A Shares under the Reserved Grant of the Restricted A Share Incentive Scheme for 2020 dated 17 October 2025 (the “Announcements”); and (xiv) the circular dated 11 December 2020 (the “Circular”) of Zijin Mining Group Co., Ltd.* (the “Company”). Unless otherwise indicated, capitalised terms used in this announcement shall have the same meanings as defined in the Announcements and the Circular.

On 17 October 2025, the Company convened the thirteenth meeting of the eighth term of the Board and the thirteenth meeting of the eighth term of the Supervisory Committee, at which the proposal in relation to satisfaction of the Unlocking Conditions for the third Unlocking Period of the Restricted A Shares under the Reserved Grant of the Restricted A Share Incentive Scheme for 2020 was considered and approved. It was agreed that the Company shall handle the matters relating to the unlocking of the Restricted A Shares of 33 Participants under the Incentive Scheme. The total number of the Restricted A Shares to be unlocked this time is 754,800, representing 0.003% of the current total number of Shares of the Company. Explanations on the relevant particulars are as follows:

I. The approval and implementation status of the Restricted A Share Incentive Scheme for 2020

(I) The relevant review and approval procedures implemented

The relevant review and approval procedures for the Restricted A Share Incentive Scheme for 2020 (the “Incentive Scheme”) of the Company were implemented pursuant to the regulations. For details, please refer to the Company’s announcements published on the website of the Shanghai Stock Exchange dated 18 November 2020, 21 November 2020, 12 December 2020, 23 December 2020, 30 December 2020, 12 January 2021, 14 January 2021, 2 February 2021, 16 November 2021, 10 December 2021, 13 January 2022, 22 November 2022, 9 January 2023, 17 January 2023, 20 February 2023, 13 April 2023, 15 November 2023, 13 January 2024, 15 March 2024, 18 November 2024, 3 December 2024, 11 January 2025, 14 January 2025, 22 January 2025, 18 October 2025, 31 October 2025, etc.

(II) Previous grants under the Incentive Scheme

Batch	Grant Date	Date of completion of registration	Grant Price	Number of Shares granted	Number of persons granted
First Grant	13 January 2021	28 January 2021	RMB4.95/A Share	95.9806 million A Shares	686
Reserved Grant	15 November 2021	8 December 2021	RMB4.83/A Share	2.51 million A Shares	39

Note: Due to the implementation of the Company’s profit distribution proposal for the year ended 31 December 2020, pursuant to the relevant stipulations of the Restricted A Share Incentive Scheme for 2020 (Revised Draft) (the “Revised Draft of the Incentive Scheme”), the Grant Price of the Restricted A Shares under the Reserved Grant shall be adjusted accordingly, i.e., the Grant Price of the Restricted A Shares was adjusted from RMB4.95 per A Share to RMB4.83 per A Share.

(III) Previous unlocks under the Incentive Scheme

Batch	Date on which the Shares became listed and tradable	Number of Restricted A Shares unlocked (Share)
First Grant	30 January 2023	30,617,598
	2 February 2024	30,211,698
	5 February 2025	30,902,804
Reserved Grant	8 December 2023	782,100
	9 December 2024	742,500

The unlock this time pertains to the third Unlocking of the Restricted A Shares granted under the Reserved Grant of the Restricted A Share Incentive Scheme for 2020 of the Company.

II. Explanation about the satisfaction of the Unlocking Conditions for the third Unlocking Period of the Restricted A Shares under the Reserved Grant of the Incentive Scheme

Pursuant to the stipulations of the Revised Draft of the Incentive Scheme, the Unlocking Conditions for the third Unlocking Period of the Restricted A Shares under the Reserved Grant of the Incentive Scheme have been satisfied. Specific details are as follows:

(I) The Lock-up Period is about to expire

Pursuant to the stipulations of the Revised Draft of the Incentive Scheme, the third Unlocking Period of the Restricted A Shares under the Reserved Grant of the Incentive Scheme commenced from the first trading day after the expiry of the 48-month period from the date of completion of registration of the Restricted A Shares under the Reserved Grant and will end on the last trading day of the 60-month period from the date of completion of registration of the Restricted A Shares under the Reserved Grant. The proportion of the Restricted A Shares to be unlocked is 34% of the total number of the Restricted A Shares granted.

The registration of the Restricted A Shares under the Reserved Grant of the Incentive Scheme was completed on 8 December 2021. The third Lock-up Period of the Restricted A Shares under the Reserved Grant of the Incentive Scheme will expire on 7 December 2025.

(II) The Unlocking Conditions have been satisfied

Pursuant to the stipulations of the Revised Draft of the Incentive Scheme, during the Unlocking Period, the Restricted A Shares granted to the Participants under the Incentive Scheme can only be unlocked if the following conditions are all satisfied:

Unlocking Conditions	Status of satisfaction
<p>(I) There is no occurrence of any of the following on the part of the Company:</p> <ol style="list-style-type: none"> 1. issuance of an auditors' report with an adverse opinion or a disclaimer of opinion by certified public accountants in respect of the Company's financial accounting report for the most recent accounting year; 2. issuance of an auditors' report with an adverse opinion or a disclaimer of opinion by certified public accountants in respect of the Company's internal control over financial reporting for the most recent accounting year; 3. failure to carry out profit distribution in accordance with the laws and regulations, the Articles of Association or public undertakings during the most recent 36 months after listing; 4. prohibition from implementation of any equity incentives by applicable laws and regulations; and 5. any other circumstances as prescribed by the CSRC. 	<p>There is no occurrence of any of the aforesaid events of the Company. Such Unlocking Conditions are satisfied.</p>
<p>(II) A Participant shall not be a person who:</p> <ol style="list-style-type: none"> 1. has been deemed as an inappropriate candidate by the Stock Exchange in the last 12 months; 2. has been deemed as an inappropriate candidate by the CSRC or any of its dispatch agencies in the last 12 months; 3. has been imposed with administrative penalties or a ban from entry into the securities market by the CSRC or any of its dispatch agencies due to material breach of laws and regulations in the last 12 months; 4. is prohibited from acting as a director or a member of the senior management of a company under the Company Law; 5. is not allowed to participate in any equity incentives of a listed company under laws and regulations; or 6. falls under any other circumstances as prescribed by the CSRC. 	<p>There is no occurrence of any of the aforesaid events of the Participants. Such Unlocking Conditions are satisfied.</p>
<p>(III) Performance appraisal requirements at company and individual level</p>	<p>The performance appraisal targets at company and individual level for the third</p>

<p>The performance appraisal targets for the third Unlocking Period of the Restricted A Shares under the Reserved Grant of the Incentive Scheme:</p> <ol style="list-style-type: none"> 1. On the basis of the operating results for 2019, the compound annual growth rate of net profit for 2023 shall not be lower than 25% as well as the industry average level or the 75th percentile of the benchmarking enterprises; 2. On the basis of the operating results for 2019, the compound annual growth rate of return on net assets for 2023 shall not be lower than 10% as well as the industry average level or the 75th percentile of the benchmarking enterprises; 3. Debt-to-asset ratio as at the end of 2023 shall not be higher than 65%; 4. Performance appraisal of such Participant for 2023 shall be grade B or above. <p>(Note: For the abovementioned indicators, net profit refers to net profit attributable to owners of the parent after deduction of non-recurring profits and losses; return on net assets refers to the weighted average return on net assets after deduction of non-recurring profits and losses. The calculation of the abovementioned appraisal indicators shall exclude the incentive costs incurred by the implementation of the Incentive Scheme. During the validity period of the Incentive Scheme, in case of allotment of Shares, rights issue or other events that would result in a change in the Company's net assets, the changes in net assets and income arising therefrom shall be excluded during the appraisal.)</p>	<p>Unlocking Period of the Restricted A Shares under the Reserved Grant of the Incentive Scheme are satisfied:</p> <ol style="list-style-type: none"> 1. On the basis of the operating results for 2019, the compound annual growth rate of net profit for 2023 was 52.68%, which was higher than 25% as well as the industry average level of 19.02%; 2. On the basis of the operating results for 2019, the compound annual growth rate of return on net assets for 2023 was 20.14%, which was higher than 10% as well as the industry average level of 8.43%; 3. Debt-to-asset ratio as at the end of 2023 was 59.66%, which was lower than the target value of 65%; 4. The performance appraisal for 2023 of the 33 Participants granted the Restricted A Shares under the Reserved Grant were grade B or above. <p>(Note: Companies in the same industry are those under the category of "non-ferrous metal mining and processing industry" as classified by the CSRC.)</p>
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In conclusion, the third Lock-up Period of the Restricted A Shares under the Reserved Grant of the Incentive Scheme is about to expire. The Unlocking Conditions have been satisfied.

III. Status of the Restricted A Shares to be unlocked this time

A total of 33 Participants under the Incentive Scheme satisfied the Unlocking Conditions this time. The number of Restricted A Shares eligible to be unlocked represents 34% of the total number of the Restricted A Shares under the Reserved Grant, i.e., 754,800 A Shares (the actual number to be registered at the China Securities Depository and Clearing Corporation Limited Shanghai Branch shall prevail), representing 0.003% of the total number of Shares of the Company. Details are as follows:

Name	Position	Total number of Restricted A Shares under the Reserved Grant (million A Shares)	Number of Restricted A Shares which can be unlocked this time (million A Shares)	Proportion of the number of Restricted A Shares which can be unlocked this time to the Restricted A Shares granted under the Reserved Grant	Outstanding number of Restricted A Shares yet to be unlocked (million A Shares)
Wu Jianhui	Director, vice-president	0.06	0.0204	34%	0
Other senior and middle-level management, core employees, outstanding youth talents, etc. (32 persons in total)		2.16	0.7344	34%	0
Total		2.22	0.7548	34%	0

Note: 2.51 million Restricted A Shares were granted to 39 Participants under the Reserved Grant of the Incentive Scheme. Due to resignation, certain Participants no longer met the Participant eligibility criteria, the Company repurchased and cancelled the 230,600 Restricted A Shares granted but not yet unlocked held by the 6 Participants.

IV. The arrangement for the listing and trading of the Restricted A Shares to be unlocked this time and the changes in the share capital structure

(I) The date on which the Restricted A Shares to be unlocked this time will become listed and tradable: 8 December 2025

(II) The number of Restricted A Shares to be unlocked this time: 754,800 A Shares

(III) Lock-up and restrictions on transfer of the Restricted A Shares to be unlocked this time held by the Directors and members of senior management of the Company

1. The Shares to be transferred by the Directors and members of senior management of the Company each year during their terms of office shall not exceed 25% of the total number of Shares held; no Shares shall be transferred within 6 months after they have left the office.
2. If a Director or a member of senior management of the Company sells any Shares of the Company purchased in the last 6 months, or purchases Shares of the Company in the 6 months following a disposal, all gains arising therefrom shall belong to the Company and be recovered by the Board.
3. If there are any changes in the provisions of the Company Law, the Securities Law and other relevant laws, regulations and regulatory documents and the Articles of Association regarding the transfer of the Shares held by a Director or a member of senior management of the Company, the Directors and members of senior management of the Company shall comply with the amended provisions.

(IV) Change in the Company's share capital structure after unlocking the Restricted A Shares this time:

(Unit: Share)

Category	Before the change	Change this time	After the change
Shares subject to trading moratorium	765,000	-754,800	10,200
1. A Share	765,000	-754,800	10,200
Shares not subject to trading moratorium	26,576,778,340	+754,800	26,577,533,140
1. A Share	20,587,938,340	+754,800	20,588,693,140
2. H Share	5,988,840,000	-	5,988,840,000
Total number of Shares	26,577,543,340	-	26,577,543,340
1. A Share	20,588,703,340	-	20,588,703,340
2. H Share	5,988,840,000	-	5,988,840,000

V. Conclusion of the legal opinion

The lawyers of the Fujian Zenith Law Firm are of the view that the Company has obtained the necessary approvals and authorisations required at this stage for the unlocking this time. The Unlocking Conditions for the third Unlocking Period of the Restricted A Shares under the Reserved Grant of the Incentive Scheme have been satisfied, it was in compliance with the stipulations of relevant laws, regulations and regulatory documents including the Measures for the Administration of Equity Incentives of Listed Companies, as well as the arrangements under the Revised Draft of the Incentive Scheme. The unlocking matter is still subject to the handling of information disclosure, registration, settlement matters, etc. pursuant to relevant regulations.

This announcement is published in both Chinese and English. In the case of any discrepancies, the Chinese version shall prevail.

Investors and Shareholders are advised by the Board to exercise caution when dealing in the securities of the Company.

As at the date of this announcement, the Board of Directors of the Company comprises Messrs. Chen Jinghe (Chairman), Zou Laichang, Lin Hongfu, Ms. Lin Hongying, Messrs. Xie Xionghui and Wu Jianhui as executive directors, Mister Li Jian as non-executive director, and Messrs. He Fulong, Li Changqing, Suen Man Tak, Bo Shao Chuan and Ms. Wu Xiaomin as independent non-executive directors.

By Order of the Board of Directors
Zijin Mining Group Co., Ltd.*
Chen Jinghe
Chairman

2 December 2025, Fujian, the PRC

**The Company's English name is for identification purpose only*