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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 Election of Employee Director

Reference is made to the circular dated 12 December 2025 (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 Circular.

As the term of the eighth term of the Board of Directors of the Company is about to expire, pursuant to the Companies Law, the Articles of Association after amendments and other relevant regulations, the Company held an employee representatives meeting on 29 December 2025, at which Mr. Xie Xionghui was elected as the employee Director of the ninth term of the Board of Directors of the Company.

Mr. Xie Xionghui shall form the ninth term of the Board of Directors of the Company together with the non-employee Directors to be elected at the second extraordinary general meeting in 2025 (the "EGM") of the Company, subject to the consideration and approval of the proposal in relation to the amendments to the Articles of Association of the Company at the EGM. His term of office will be three years.

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 of Directors 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

29 December 2025, Fujian, the PRC

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

Attachment: Brief biography of the employee Director

Mr. Xie Xionghui (謝雄輝), aged 51, was born in October 1974. He graduated from the Anhui University of Science and Technology majoring in geology and mineral prospecting. He obtained a Ph.D. in energy and environmental protection from the Kunming University of Science and Technology. He is a professorate senior engineer and has the qualifications of lawyer, certified safety engineer, grade-one constructor, geological engineer, registered consulting engineer (investment), etc. He is a member of the environmental, social and governance (ESG) committee of the China Association for Public Companies. He joined the Company in 2001, and has successively served as the deputy general manager of Hunchun Zijin Mining Co., Ltd., general manager of Inner Mongolia Bulongtu Phosphorite Mining Co., Ltd., general manager of Chongli Zijin Mining Co., Ltd., chairman of Longxing Limited Liability Company in Russia, general manager of Zijin Mining Group Northwest Co., Ltd., chairman of Zijin Mining Group Southern Co., Ltd. and general manager of the Mines Operation Department of the Company. He served as a vice-president of the Company from December 2016 to December 2019, and an executive Director and a vice-president of the Company since December 2019. He has been concurrently serving as the chairman of Fujian Longking Co., Ltd. (stock code at the Shanghai Stock Exchange: 600388), a subsidiary of the Company, since November 2025.

Save as disclosed in this announcement and the biographical details above, as at the date of this announcement, Mr. Xie Xionghui has not held any directorship in other public companies listed on any securities markets in the PRC, Hong Kong or overseas in the last three years, does not hold any other positions with the Group and is not related to any Directors, Supervisors, senior management, Substantial Shareholders or Controlling Shareholder of the Company.

As at the date of this announcement, shareholdings in the Company held by Mr. Xie Xionghui are as follows:

Class of Shares		Long position /Short position		Number of Shares	Number of underlying Shares	Approximate percentage of shareholding in the same class of Shares	Approximate percentage of shareholding in the total number of issued Shares
A Share	Beneficial owner	Long position	1,905,571	2,950,000		0.02%	0.02%

Save as disclosed above, as at the date of this announcement, Mr. Xie Xionghui has not held any interest or short position in the Shares of the Company or any of its associated corporations (as defined in the Securities and Futures Ordinance (Cap. 571 of the laws of Hong Kong) (the “SFO”)) within the meaning of Part XV of the SFO.

Save as disclosed above, as at the date of this announcement, Mr. Xie Xionghui or his Associates have not held any interest or short position in the Shares, underlying Shares or debentures of the Company or its associated corporations (as defined in the SFO) which were required to be notified to the Company and the Hong Kong Stock Exchange pursuant to Divisions 7 and 8 of Part XV of the SFO, required to be recorded in the register pursuant to section 352 of the SFO, or as otherwise notified to the Company and the Hong Kong Stock Exchange pursuant to the Model Code for Securities Transactions by Directors of Listed Issuers.

Subject to the consideration and approval of the proposal in relation to the amendments to the Articles of Association of the Company at the EGM, Mr. Xie Xionghui will enter into a new service contract and/or an appointment letter with the Company for a term of three years commencing on the date of the EGM (31 December 2025) and expiring on 30 December 2028. The basis of the remuneration of Mr. Xie Xionghui will be determined in accordance with the remuneration and assessment proposal of Directors and senior management of the ninth term which is subject to consideration and approval at the EGM, as well as the terms and conditions of the said service contract and/or appointment letter having regard to his duties and responsibilities with the Company, the Company's remuneration policy, and the Company's results assessment. His remuneration shall comprise a basic annual salary (with a basic monthly salary ranges from RMB150,000 to RMB250,000, the specific amount to be fixed in the appointment contract) and performance-based remuneration. His actual remuneration, which will be determined by the Board upon recommendation from the Nomination and Remuneration Committee of the Board, will be disclosed in the Company's annual report.

The Board, to the best of its knowledge, is not aware of any other matters in relation to Mr. Xie Xionghui that need to be disclosed pursuant to Rules 13.51(2)(h) to 13.51(2)(v) of the Listing Rules, nor are there any other matters which need to be brought to the attention of the Shareholders.

In the case of any discrepancies, the Chinese version of this attachment shall prevail.