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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 on the Amendments to the Zijin Culture and Philosophy System**

In order to keep pace with the globalisation and leaping development of Zijin Mining Group Co., Ltd.\* (the “Company”) and gain cultural soft power for global competitiveness, the Amendment Plan to the Zijin Culture and Philosophy System was considered and approved at the fourth extraordinary meeting in 2023 of the eighth term of the board of directors (the “Board”) convened by the Company on 30 January 2023. On the basis of preserving and passing on the outstanding Zijin cultural values, the Company has made further systematical amendments to the Zijin culture and philosophy system.

### **I. Evolution of the Zijin culture and philosophy system**

Zijin culture was originated in 1982 during the exploration period of Zijinshan, which has withstood different challenges over the past 40 years. It is a form of mining culture created by the combination of traditional Chinese culture, modern enterprise management ideas and the actual development of the enterprise. It was originated from practice experiences and can be applied in different practical situations. With its relatively strong adaptability and topicality, Zijin culture is an invaluable spiritual treasure of the Company.

Zijin culture has evolved through five stages, corresponding to the five major transformations of the Company, namely the Discovery Stage (cultural creation stage) from 1982 to 1992, during which the Zijinshan Gold and Copper Mine was discovered; the Initial Development Stage (cultural formation stage) from 1993 to 2000, during which the Company mainly focused on the development of the Zijinshan Gold and Copper Mine; the Development Stage (cultural development stage) from 2001 to 2010, during which the Company went beyond Zijinshan to develop across the country; the International Development Stage (cultural maturity stage) from 2011 to 2020, during which the Company went global; and the Global Competitiveness Developing Stage since 2021, during which the Company catches up to its leading global peers.

### **II. Essence of the Zijin culture and philosophy system after the amendments**

Zijin Mining’s culture system consists of mind identity system (MI), behaviour identity system (BI) and visual identity system (VI). The major concept which is considered and approved at the Board meeting is the

core concept of MI, consisting of central layer, strength layer and outside layer.

### **(I) Central layer of Zijin culture**

The Company has set “mining for a better society” as the mission, “supplying low-carbon minerals for the beautiful life of humanity” as the goal, “to become an important producer of green minerals in the world and be respected by the international community” as the vision, “to be a green, high-tech, leading global mining company” as the strategic objective, “value creation and development for all” as the values, and “stay enterprising, stay innovative” as the company motto.

### **(II) Strength layer of Zijin culture**

The Company has set the innovation philosophy of “innovation is a company’s core competitiveness; innovation is about appropriately applying scientific principles in objective reality; the best innovation is the one that suits you the most; innovation is a process of constantly reinventing oneself” as the driving force; the Company and employee credo of “integrity, diligence, collaboration and fraternity” as the cohesion; the competitiveness of “synergy from a system for responsible ESG management; management expertise underpinned by the ‘Five-Pronged Mining Engineering Model’, and deep cultural integration and effective team execution” as the sustainability; and “putting value creators first” as people approach to develop the Company’s organisational strength.

### **(III) Outside layer of Zijin culture**

The cultural brand of the Company is the “Gold Mine Culture”, which reveals “the pioneering cultural character, innovative cultural features, persistent cultural spirit, and virtuous cultural sentiment”.

The Board is of the view that in the face of the unprecedented changes of the century and the wave of new energy revolution, during the critical period of developing global competitiveness, the Company shall fully absorb the essence of Zijin culture which has been proven through practice for a long time. The Company shall integrate international thoughts and awareness. The cultivation of a corporate culture that is adaptable to globalisation development is an important topic that the Company has to face at the current stage.

The Board requested that on the basis of the amendments to the Zijin core culture and philosophy system, the Company’s management shall further amend and improve specific cultures and characteristic cultures such as safety, environmental protection and probity, so as to continuously enrich and improve the Company’s enterprise cultural system in the process of corporate development.

This amendment to the Zijin culture and philosophy system will enable the Company to continue the promotion of the spirit of striving amid hardship in the new era and new journey, and to ease the tension between the increasing globalisation and restrictive domestic thinking and management style as soon as possible, providing important ideological and cultural safeguards for the Company to achieve its strategic

goal of “to be a green, high-tech, leading global mining company” and create new and greater value for the society, shareholders, investors and stakeholders.

**This announcement is made by the Company on a voluntary basis.**

**This announcement is written 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, Mao Jingwen, 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*

30 January 2023, Fujian, the PRC

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