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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)

Proposed Adoption of the Employee Stock Ownership Scheme for 2025

On 26 May 2025, the Board resolved to propose the adoption of the Employee Stock Ownership Scheme for 2025. The implementation of the Employee Stock Ownership Scheme will be subject to the consideration and approval of the Shareholders at the EGM. Prior to the convention of the EGM for approving the Employee Stock Ownership Scheme, the Company may make amendments to the Employee Stock Ownership Scheme upon the requests of the regulatory authorities in the PRC and/or Hong Kong.

Implications under the Listing Rules

The Employee Stock Ownership Scheme does not involve the Company (or any of its subsidiaries) granting new Shares or options for new Shares, nor does it involve issuing of Shares. Since the Employee Stock Ownership Scheme involves existing Shares, it constitutes a share scheme under Chapter 17 of the Listing Rules and is subject to the applicable disclosure requirements under Rule 17.12 of the Listing Rules. According to the Listing Rules, the adoption of the Employee Stock Ownership Scheme is not subject to Shareholder's approval. Nevertheless, pursuant to the PRC laws and regulations, the Employee Stock Ownership Scheme is subject to the consideration and approval of the Shareholders at the Shareholders' meeting.

As the Holders of the Employee Stock Ownership Scheme involve the executive Directors and Shen Shaoyang and Wang Chun, directors of the Significant Subsidiaries of the Company, the participations of the abovementioned persons in the Employee Stock Ownership Scheme constitute Connected Transactions under Chapter 14A of the Listing Rules, and the relevant applicable percentage ratios (as defined in the Listing Rules) on an individual basis are less than 0.1%, thus they are fully exempt from Shareholders' approval, annual review and all disclosure requirements. Save for the above fully exempt Connected Transactions, the participations of other Holders in the Employee Stock Ownership Scheme do not constitute Connected Transactions under Chapter 14A of the Listing Rules. In case of reallocation of any units of the Employee Stock Ownership Scheme to any Connected Persons and such reallocation constitutes a Connected Transaction under Chapter 14A of the Listing Rules, the Company will comply with the

relevant requirements under Chapter 14A of the Listing Rules.

Chen Jinghe, Zou Laichang, Lin Hongfu, Lin Hongying, Xie Xionghui and Wu Jianhui, the Directors who are the Target Holders of the Employee Stock Ownership Scheme, are considered to have material interests in the Employee Stock Ownership Scheme, and accordingly each of them abstained from voting in respect of the relevant resolutions to approve the proposed adoption of the Employee Stock Ownership Scheme at the Board meeting. All remaining Directors (including all independent non-executive Directors) who are entitled to vote unanimously approved the relevant resolutions. The format and procedure for passing the resolutions were in compliance with the Companies Law and the Articles of Association. Save for the above, no other Directors have or are deemed to have material interests in the above transaction. In addition, no other Directors abstained from voting on the relevant resolutions at the abovementioned Board meeting.

The EGM

The EGM will be convened and held for the purpose of, inter alia, considering and approving, by the Shareholders, the proposed adoption of the Employee Stock Ownership Scheme and related matters. Votes for all resolutions at the EGM shall be taken by way of poll.

Pursuant to Rule 2.15 of the Listing Rules, any Shareholders who have a material interest in the Employee Stock Ownership Scheme shall abstain from voting on the resolutions to approve the adoption of the Employee Stock Ownership Scheme at the EGM. As at the date of this announcement, to the best of the knowledge of the Directors after making all reasonable enquiries, Chen Jinghe, Zou Laichang, Lin Hongfu, Lin Hongying, Xie Xionghui and Wu Jianhui, the executive Directors, and Shen Shaoyang and Wang Chun, the directors of the Significant Subsidiaries, and other Target Holders and their respective Associates have material interests in the resolutions relating to the adoption of the Employee Stock Ownership Scheme to be proposed at the EGM. Accordingly, the Target Holders and their Associates shall abstain from voting on the resolutions relating to the adoption of the Employee Stock Ownership Scheme at the EGM.

Save as disclosed above, no other Shareholders have to abstain from voting on the relevant resolutions to be proposed at the EGM.

A circular containing further details of the proposed adoption of the Employee Stock Ownership Scheme will be issued by the Company and dispatched to the H Shareholders in due course.

On 26 May 2025, the Board resolved to propose the adoption of the Employee Stock Ownership Scheme for 2025. The implementation of the Employee Stock Ownership Scheme will be subject to the consideration and approval of the Shareholders at the EGM. Prior to the convention of the EGM for approving the Employee Stock Ownership Scheme, the Company may make amendments to the Employee Stock Ownership Scheme upon the requests of the regulatory authorities in the PRC and/or Hong Kong.

The principal terms of the Employee Stock Ownership Scheme are set out below:

Purposes of the Employee Stock Ownership Scheme

Pursuant to the provisions of relevant laws, regulations, regulatory documents including the Companies Law, Securities Law, Guiding Opinions, Guidelines No. 1 as well as the Articles of Association, the Company formulated the Employee Stock Ownership Scheme for 2025 (Draft) of Zijin Mining Group Co., Ltd.*, and sought the employees' opinion through the workers' representatives meetings. Certain Directors, senior management and employees of the Company who satisfy the conditions can participate in the Employee Stock Ownership Scheme in a voluntary, lawful and compliant manner and hold the Shares of the Company, which is for the following purposes:

- (I) establishing and improving the risk and benefit sharing mechanism between the employees, the Shareholders, the Company and other stakeholders;
- (II) further improving the corporate governance structure, advocating the concept of common sustainable development for the Company and individuals, and effectively motivating the enthusiasm of the management and employees of the Company; and
- (III) attracting and retaining outstanding management talents and key business personnel, balancing the long-term and near-term interests of the Company, attracting various kinds of talents in a more flexible way so as to better promote the long-term, sustainable and healthy development of the Company.

Holders of the Employee Stock Ownership Scheme

I. Basis for determination of the Holders

The Company has determined the list of Target Holders of the Employee Stock Ownership Scheme in accordance with the relevant provisions of the Companies Law, Securities Law, Guiding Opinions, Guidelines No. 1 and other relevant laws, regulations, regulatory documents and the Articles of Association, and taking into account the actual situation.

The Target Holders of the Employee Stock Ownership Scheme shall be the employees who have entered into a formal labour contract or an appointment contract with the Company or its subsidiaries under the scope of consolidated financial statements (including branches, wholly and non-wholly owned subsidiaries). Among which, Shareholders holding 5% or more of the Company's Shares and the actual controller of the Company shall not participate in the Employee Stock Ownership Scheme.

In the event of any of the following circumstances, employees shall not become the Holders of the Employee Stock Ownership Scheme:

- (1) being publicly condemned or declared as inappropriate candidates by the stock exchanges in the PRC within the most recent 3 years;
- (2) being imposed with administrative penalties by the CSRC due to material breach of laws and regulations within the most recent 3 years;
- (3) causing severe impairment to the Company's interests, reputation and image due to leakage of national or corporate secrets, corruption, theft, misappropriation, bribe accepting, bribe offering, negligence of duty, malfeasance or other acts in violation of national laws and regulations, or violating public order, professional morals and ethics within the most recent 3 years;
- (4) being deemed by the Board as employees who shall not become the Holders of the Employee Stock Ownership Scheme; or
- (5) any other circumstances as stipulated in relevant laws, regulations or regulatory documents that such employees shall not become the Holders of the Employee Stock Ownership Scheme.

II. Scope of the Holders

(I) The Holders of the Employee Stock Ownership Scheme shall be:

- (1) the executive Directors and senior management of the Company;
- (2) the core technical personnel and key personnel of the Company;
- (3) the outstanding young talents of the Company; and
- (4) other personnel that the Board considers necessary to be incentivised.

(II) Target Holders and specific details of the units of the Employee Stock Ownership Scheme to be subscribed

The total number of employees participating in the Employee Stock Ownership Scheme shall not exceed 2,500. Among which, the total number of the executive Directors and senior management of the Company proposed to subscribe for the Employee Stock Ownership Scheme is 12, and the proposed total number of units of the Employee Stock Ownership Scheme to be subscribed by them shall not exceed 129.5910 million, accounting for 18.50% of the total units of the Employee Stock Ownership Scheme. The total number of other employees proposed to subscribe for the Employee Stock Ownership Scheme shall not exceed 2,488, and the proposed total number of units of the Employee Stock Ownership Scheme to be subscribed by them shall not exceed 570.8102 million, accounting for 81.50% of the total units of the Employee Stock Ownership

Scheme. The number of Shares corresponding to the units of the Employee Stock Ownership Scheme of any individual Holders shall not exceed 1.50 million, representing approximately 0.006% of the total share capital of the Company as at the date of this announcement.

The list of Holders of the Employee Stock Ownership Scheme and allocation of the units are set out in the table below:

Name	Position	Maximum number of units to be subscribed and held (million)	Proportion to the total number of units of the Employee Stock Ownership Scheme
Chen Jinghe	Executive Director and chairman	16.3350	2.33%
Zou Laichang	Executive Director, vice-chairman and president	16.3350	2.33%
Lin Hongfu	Executive Director and standing vice-president	10.3455	1.48%
Lin Hongying	Executive Director and vice-president	10.3455	1.48%
Xie Xionghui	Executive Director and vice-president	10.3455	1.48%
Wu Jianhui	Executive Director, vice-president and chief engineer (concurrent)	10.3455	1.48%
Shen Shaoyang	Vice-president	9.2565	1.32%
Long Yi	Vice-president	9.2565	1.32%
Wu Honghui	Chief financial officer	9.2565	1.32%
Zheng Youcheng	Secretary to the Board	9.2565	1.32%
Wang Chun	Vice-president	9.2565	1.32%
Liao Yuanhang	Vice-president	9.2565	1.32%
Other senior and middle-level management, core and key employees, outstanding young talents, etc. (not exceeding 2,488 persons)		570.8102	81.50%
Total		700.4012	100.00%

The Board of the Company can adjust the list of Target Holders and their units of subscription based on the actual subscription situation of the employees. The final Holders of the Employee Stock Ownership Scheme and the number of units held by them shall be subject to the number of units corresponding to the actual subscription amount paid by the employees.

Source of funds of the Employee Stock Ownership Scheme

The total amount of funds proposed to be raised under the Employee Stock Ownership Scheme shall not exceed RMB700.4012 million. Each RMB1 is equivalent to one unit. The source of funds for the Company's employees to participate in the Employee Stock Ownership Scheme shall be derived from their lawful salary, as well as their self-financing funds and other means permitted by laws and regulations, excluding derivative embedded structured products. The Company shall not grant any Shares to the Holders without consideration, or provide any kinds of financial assistance to the Holders including payment on behalf, provision of guarantees and loans. The Holders shall not accept any loans or financial assistance from other enterprises which have a business relationship with the Company's production and operation.

The Holders shall pay the subscription amount based on the number of units to be subscribed for in full before the Underlying Shares are transferred to the Employee Stock Ownership Scheme. If the Holders fail to pay their subscription amount on time and in full, it shall be deemed as voluntary give-up of their respective subscription rights. The Board of the Company can adjust the list of Target Holders and their units of subscription based on the actual subscription situation of employees. The final number and list of the Target Holders and the number of units of the Employee Stock Ownership Scheme to be subscribed for shall be determined based on the actual subscription situation of the employees.

Source of Shares of the Employee Stock Ownership Scheme

The source of Shares for the Employee Stock Ownership Scheme shall be the repurchased ordinary A Shares placed in the specific securities account for repurchase of the Company.

On 7 April 2025, the Company convened the sixth extraordinary meeting in 2025 of the eighth term of the Board, at which the proposal in relation to the repurchase plan of the Company's A Shares through centralised price bidding was considered and approved. It was agreed that the Company can use its self-owned funds to repurchase A Shares through centralised price bidding. The implementation period of the repurchase is within 12 months from the date on which the repurchase plan was considered and approved at the Board meeting. As at 10 April 2025, the Company had cumulatively repurchased 64.3160 million A Shares through centralised price bidding, representing 0.24% of the Company's total share capital (including the abovementioned repurchased 64.3160 million A Shares, same hereafter) as at the date of this announcement. The maximum and minimum repurchase prices were RMB16.70 per A Share and RMB15.20 per A Share, respectively. The average repurchase price was RMB15.55 per A Share. As at the date of the announcement of the Draft of the Employee Stock Ownership Scheme, the abovementioned repurchase plan had been fully implemented.

During the period from the date of Board resolutions announcement to the transfer date of the repurchased A Shares to the Employee Stock Ownership Scheme through non-trading transfer or other means permitted by laws and regulations, in case of any conversion of capital reserve into share capital, bonus issue, profit distribution and other ex-right and ex-dividend events of the Company, corresponding adjustments shall be made to the number and price of the Underlying Shares.

The number of Underlying Shares involved in the Employee Stock Ownership Scheme shall not exceed 64.3160 million, accounting for approximately 0.24% of the Company's total share capital as at the date of this announcement. After implementation of the Employee Stock Ownership Scheme, the total number of Shares which may be held by all effective employee stock ownership schemes of the Company shall not exceed 10% of the total share capital of the Company. The total cumulative number of the Shares corresponding to all equity interests obtained by all employee stock ownership schemes of the Company held by any individual employees during the duration period shall not exceed 1% of the total share capital of the Company. The total number of the Shares held by the Employee Stock Ownership Scheme does not include the Shares acquired by the employees before the initial public offering of the Company, purchased in the secondary market on their own and obtained from share incentive schemes.

Purchase price and basis for price determination

Upon consideration and approval of the Employee Stock Ownership Scheme at the Shareholders' meeting, the Employee Stock Ownership Scheme shall obtain and hold the Company's Shares held in the specific securities account for repurchase of the Company through non-trading transfer or other means permitted by laws and regulations. The transfer price under the Employee Stock Ownership Scheme is 70% of the average trading price of the repurchased Shares of the Company, which is RMB10.89 per A Share.

To implement the relevant system of the Company's market value management and based on the management's confidence in the Company's future development, the executive Directors and senior management of the Company committed to giving up part of their incentive salaries for the year ended 31 December 2025. The amount of giving up = the Shares transferred under the Employee Stock Ownership Scheme to individuals x (average repurchase price (RMB15.55 per A Share) - transfer price (RMB10.89 per A Share)).

Duration period, lock-up period of and appraisal setting under the Employee Stock Ownership Scheme

I. Duration period of the Employee Stock Ownership Scheme

The duration period of the Employee Stock Ownership Scheme shall be 60 months, commencing from the date on which the Employee Stock Ownership Scheme is considered and approved at the Shareholders' meeting and the date on which the Company announces that the Underlying Shares have been transferred to the Employee Stock Ownership Scheme. If the sale of the Underlying Shares is restricted due to relevant laws, administrative regulations, departmental rules and regulatory documents, or there is an insufficient market liquidity for the Company's Shares which results in the failure of full realisation of the Underlying Shares before the expiry of the duration period, the duration period of the Employee Stock Ownership Scheme can be extended accordingly, as agreed by the Holders holding more than two-thirds of the total units present at the Holders' Meeting, and as considered and approved by the Board.

II. Lock-up period of the Employee Stock Ownership Scheme

The lock-up period of the Underlying Shares obtained by the Employee Stock Ownership Scheme shall be 24 months, commencing from the date on which the Employee Stock Ownership Scheme is considered and approved at the Shareholders' meeting and the date on which the Company announces that the Underlying Shares have been transferred to the Employee Stock Ownership Scheme. Upon the expiry of the lock-up period, the Management Committee shall distribute the units determined in accordance with the annual performance indicators of the Company and the individual performance appraisal results within the lock-up period to the Holders.

The Underlying Shares obtained by the Employee Stock Ownership Scheme and the Shares derived from distribution of bonus issue, conversion of capital reserve into share capital, etc. shall also comply with the abovementioned lock-up arrangement of the Shares. However, the cash dividend obtained from holding the Company's Shares shall not be subject to the abovementioned lock-up period restriction.

III. Appraisal requirements under the Employee Stock Ownership Scheme

The actual number of the Shares under the Employee Stock Ownership Scheme which can be unlocked by the Holders shall be linked to annual performance indicators of the Company and the individual performance appraisal results within the lock-up period. The appraisal requirements and the corresponding proportion to be unlocked are as follows:

Appraisal requirements	(1) Average return on net assets ratio of the Company for 2025 and 2026 shall not be lower than 12%; (2) performance appraisal results of the Holders for both 2025 and 2026 shall be grade B or above.	
Individual performance appraisal results	Pass	Fail
Proportion to be unlocked	100%	0%

If the performance appraisal indicators of the Employee Stock Ownership Scheme at the company level have not been satisfied, the interests in the Underlying Shares corresponding to the Holders shall not be unlocked and shall be retrieved by the Management Committee. The Shares corresponding to the relevant units shall be sold within the duration period after the unlock period in due course. The lower of the subscription amount and the sale amount shall be returned to the Holders after sale in due course. If there are profits after returning the amount to the Holders, such part of profits shall belong to the Company.

If the interests in the Underlying Shares, which are planned to be unlocked by the Holders, cannot be unlocked due to reason of individual performance appraisal, the Management Committee shall retrieve such units. The Management Committee can allocate the retrieved units to other employees who are eligible to participate in the Employee Stock Ownership Scheme; if there are no suitable candidates, the Underlying Shares corresponding to the relevant units shall be sold after the expiry of the unlock period in due course. The lower of the subscription amount and the sale amount shall be returned to the Holders after sale in due course. If there are profits after returning the amount to the Holders, such part of profits shall belong to the Company.

Management model for the Employee Stock Ownership Scheme

The Employee Stock Ownership Scheme shall be self-managed by the Company. The highest internal management authority of the Employee Stock Ownership Scheme shall be the Holders' Meeting. The Holders' Meeting shall be constituted by the entirety of the Holders of the Employee Stock Ownership Scheme. The Holders' Meeting shall elect the Management Committee, and shall authorise the Management Committee as the management and execution body of the Employee Stock Ownership Scheme to be responsible for the day-to-day management affairs of the Employee Stock Ownership Scheme (including but not limited to reducing the number of the Company's Shares held by the Employee Stock Ownership Scheme after the expiry of the lock-up period and distribution of income and cash assets to the Holders on behalf of the Employee Stock Ownership Scheme), exercising shareholder rights on behalf of the Employee Stock Ownership Scheme, etc. The Board shall be responsible for compiling and amending the Draft of the Employee Stock Ownership Scheme and shall handle other relevant matters regarding the Employee Stock Ownership Scheme within the scope authorised at the Shareholders' meeting.

Implications under the Listing Rules

The Employee Stock Ownership Scheme does not involve the Company (or any of its subsidiaries) granting new Shares or options for new Shares, nor does it involve issuing of Shares. Since the Employee Stock Ownership Scheme involves existing Shares, it constitutes a share scheme under Chapter 17 of the Listing Rules and is subject to the applicable disclosure requirements under Rule 17.12 of the Listing Rules. According to the Listing Rules, the adoption of the Employee Stock Ownership Scheme is not subject to Shareholder's approval. Nevertheless, pursuant to the PRC laws and regulations, the Employee Stock Ownership Scheme is subject to the consideration and approval of the Shareholders at the Shareholders' meeting.

As the Holders of the Employee Stock Ownership Scheme involve the executive Directors and Shen Shaoyang and Wang Chun, directors of the Significant Subsidiaries of the Company, the participations of the abovementioned persons in the Employee Stock Ownership Scheme constitute Connected Transactions under Chapter 14A of the Listing Rules, and the relevant applicable percentage ratios (as defined in the Listing Rules) on an individual basis are less than 0.1%, thus they are fully exempt from Shareholders' approval, annual review and all disclosure requirements. Save for the above fully exempt Connected Transactions, the participations of other Holders in the Employee Stock Ownership Scheme do not constitute Connected Transactions under Chapter 14A of the Listing Rules. In case of reallocation of any units of the Employee Stock Ownership Scheme to any Connected Persons and such reallocation constitutes a Connected Transaction under Chapter 14A of the Listing Rules, the Company will comply with the relevant requirements under Chapter 14A of the Listing Rules.

Chen Jinghe, Zou Laichang, Lin Hongfu, Lin Hongying, Xie Xionghui and Wu Jianhui, the Directors who are the Target Holders of the Employee Stock Ownership Scheme, are considered to have material interests in the Employee Stock Ownership Scheme, and accordingly each of them abstained from voting in respect of the relevant resolutions to approve the proposed adoption of the Employee Stock Ownership Scheme at the Board meeting. All remaining Directors (including all independent non-executive Directors) who are entitled to vote unanimously approved the relevant resolutions. The format and procedure for passing the resolutions were in compliance with the Companies Law and the Articles of Association. Save for the above, no other Directors have or are deemed to have material interests in the above transaction. In addition, no other Directors abstained from voting on the relevant resolutions at the abovementioned Board meeting.

The EGM

The EGM will be convened and held for the purpose of, inter alia, considering and approving, by the Shareholders, the proposed adoption of the Employee Stock Ownership Scheme and related matters, respectively. Votes for all resolutions at the EGM shall be taken by way of poll.

Pursuant to Rule 2.15 of the Listing Rules, any Shareholders who have a material interest in the Employee Stock Ownership Scheme shall abstain from voting on the resolutions to approve the adoption of the Employee Stock Ownership Scheme at the EGM. As at the date of this announcement, to the best of the knowledge of the Directors after making all reasonable enquiries, Chen Jinghe, Zou Laichang, Lin Hongfu, Lin Hongying, Xie Xionghui and Wu Jianhui, the executive Directors, and Shen Shaoyang and Wang Chun, the directors of the Significant Subsidiaries, and other Target Holders and their respective Associates have material interests in the resolutions relating to the adoption of the Employee Stock Ownership Scheme to be proposed at the EGM. Accordingly, the Target Holders and their Associates shall abstain from voting on the resolutions relating to the adoption of the Employee Stock Ownership Scheme at the EGM.

Save as disclosed above, no other Shareholders have to abstain from voting on the relevant resolutions to be proposed at the EGM.

A circular containing further details of the proposed adoption of the Employee Stock Ownership Scheme will be issued by the Company and dispatched to the H Shareholders in due course.

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

Definitions

In this announcement, unless otherwise indicated in the context, the following expressions have the meanings set out below:

“A Share(s)”	the domestic share(s) issued by the Company to domestic investors with a nominal value of RMB0.10 each, which are listed on the Shanghai Stock Exchange
“A Shareholder(s)”	holder(s) of A Share(s)
“Articles of Association”	the articles of association of the Company, as amended, modified or otherwise supplemented from time to time
“Associate(s)”	has the meaning ascribed thereto under the Listing Rules
“Board” or “Board of Directors”	the board of Directors of the Company
“Company”	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 PRC with limited liability
“Companies Law”	the Companies Law of the PRC
“Connected Participant(s)”	the Target Holder(s) who is/are Connected Person(s) of the Group
“Connected Person(s)”	has the meaning ascribed thereto under the Listing Rules
“Connected Transaction(s)”	has the meaning ascribed thereto under the Listing Rules
“CSRC”	China Securities Regulatory Commission
“Director(s)”	the director(s) of the Company
“Draft of the Employee Stock Ownership Scheme”	the Employee Stock Ownership Scheme for 2025 (Draft) of Zijin Mining Group Co., Ltd.*
“EGM”	the extraordinary general meeting proposed to be convened by the Company to consider and, if thought fit, approve, among other things, adoption of the Employee Stock Ownership Scheme and the related matters

“Employee Stock Ownership Scheme”	the Employee Stock Ownership Scheme for 2025 of Zijin Mining Group Co., Ltd.*
“Group”	the Company and its subsidiaries
“Guidelines No. 1”	Guidelines No. 1 of the Shanghai Stock Exchange for Self-regulation of Listed Companies - Standard Operation
“Guiding Opinions”	Guiding Opinions on the Implementation of Employee Stock Ownership Scheme by Listed Companies on a Pilot Basis
“H Share(s)”	the overseas-listed foreign invested share(s) in the Company’s share capital, with a nominal value of RMB0.10 each, which are listed on the Hong Kong Stock Exchange
“H Shareholder(s)”	holder(s) of H Share(s)
“Holders’ Meeting(s)”	the Holders’ meeting(s) of the Employee Stock Ownership Scheme for 2025 of the Company
“Hong Kong”	the Hong Kong Special Administrative Region of the People’s Republic of China
“Hong Kong Stock Exchange”	The Stock Exchange of Hong Kong Limited
“Listing Rules”	the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited
“Management Committee”	the management committee of the Employee Stock Ownership Scheme for 2025 of the Company
“PRC”	the People’s Republic of China
“RMB”	Renminbi, the lawful currency of the PRC
“Securities Law”	the Securities Law of the PRC
“senior management”	the president, vice-presidents, chief financial officer, secretary to the Board and chief engineer of the Company
“Shanghai Stock Exchange”	Shanghai Stock Exchange of the PRC
“Share(s)”	ordinary share(s) with a nominal value of RMB0.10 each in the share capital of the Company, including A Share(s) and H Share(s)
“Shareholder(s)”	the shareholder(s) of the Company including A Shareholder(s) and H Shareholder(s)
“Significant Subsidiaries”	all subsidiaries of the Company excluding any insignificant subsidiaries (as defined under the Listing Rules)
“Target Holder(s)” or “Holder(s)”	target participant(s) who participate(s) in the subscription of the Employee Stock Ownership Scheme
“Underlying Share(s)”	the ordinary A Share(s) of the Company proposed to be granted under the Employee Stock Ownership Scheme
“%”	per cent

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

26 May 2025, Fujian, the PRC

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