ZiJin

SSE: 601899.SH HKEX: 2899.HK

2025

SUSTAINABILITY REPORT

Providing the materials that improve standards of living in a low carbon future

Zijin Mining Group Co., Ltd. *

www.zijinmining.com

* For identification purpose only

CONTENTS

FOREWORD

A Message from the Chairman 01
2025 Highlights 02
About Us 04
Sustainable Development Goals and Progress 08
Sustainable Development History 10
Stakeholder Engagement 11
Materiality Analysis 13

APPENDICES

About This Report 165
Independent Verification Statement 166
Zijin Mining 2025 ESG Performance Data 169
Indexes 178
List of Enterprise Abbreviations 192
RGMPs Annual Implementation Report 193
Reader's Feedback Form 209

01

Governance

Corporate Governance 17
Investor Relations and Shareholder Rights 26
ESG Risk Management 29
Human Rights 34
Compliance and Business Ethics 44
Grievance Mechanism 50

02

Environment

Environmental Management System 54
Climate Change 59
Water Resource Management 76
Land Use 83
Biodiversity Conservation 88
Waste Management and Circular Economy 98
Tailings Management 106

03

Social

Employee Development 112
Occupational Health and Safety 125
Community 137
Responsible Supply Chain 152
Product Responsibility 159
Information Security 161
Technological Innovation 163

A Message from the Chairman

Zou Laichang

Chairman, Chief Officer of the Strategic and Sustainable Development (ESG) Committee of Zijin Mining Group Co., Ltd.*

In today's world, geopolitical competition continues to intensify, triggering profound changes in the global mining landscape. The energy revolution is accelerating the green transformation of the mining industry, while upgraded ESG standards pose greater challenges to mining companies' comprehensive operational capabilities. However, under the visionary strategic guidance and dedicated leadership of Mr. Chen Jinghe, the Company's founder, Zijin Mining remains committed to its mission of "Providing the Materials that Improve Standards of Living in a Low Carbon Future," steadily advancing on the path of sustainable development and demonstrating its responsibility and leadership as a major international mining group through concrete action.

Main business in mineral products drives growth and empowers sustainable development of the global mining industry. Mineral resources are a crucial material foundation for economic and social development. With a global expansion strategy, we have established a world-class portfolio of diversified mineral resources—including copper, gold, and lithium—through a dual approach of strategic acquisitions and independent exploration. In 2025, the Company contributed 1.09 million tonnes of mined copper, 90 tonnes of mined gold, 400,000 tonnes of mined zinc (lead), 439 tonnes of mined silver, and 25,500 tonnes of lithium carbonate equivalent to the global market. Mined copper output has exceeded one million tonnes for three consecutive years. Meanwhile, the orderly development and progressive output from the "Two Lakes and Two Mines" lithium projects both domestically and overseas are providing stable incremental supply of critical metals for the global energy transition.As a responsible multinational mining group, Zijin Mining not only demonstrates strong production capacity on the supply side of mineral resources but also plays a pivotal role in driving the industry's green transformation, emerging as an indispensable and vital force in the global journey toward sustainable mining development.

ESG has become a crucial safeguard for enterprises to achieve high-quality development. Zijin Mining has integrated ESG into its key corporate agenda from top to bottom, making ESG a vital metric for sustainable development. The Company continues to strengthen and refine its ESG governance mechanisms, optimising and improving strategic implementation, safety and environmental protection, supply chain management, labour and human rights, and other key initiatives, continuously building a resilient and responsible supply chain system. Under the new governance framework, the Company has adapted and enhanced its supervision and oversight mechanisms, reinforcing accountability and driving anti-corruption efforts in resource- and capital-intensive areas. Through diverse formats and channels, the Company actively listens to stakeholders' concerns, fully integrating labour and human rights, anti-racial and gender discrimination, respect for women, and indigenous peoples' rights into its practices. Together with over 100,000 employees and collaborators across 70+ countries and regions, the Company fosters strong human rights protections, dignified career development, and meaningful well-being care initiatives.Zijin Mining's innovative ESG practices have been widely recognised by globally authoritative rating agencies. The Company has been included in the 2025 Fortune China ESG Influence List and honoured as a Forbes China" Sustainable Development Industrial Enterprise." We are accelerating the construction of a global operations system that is lean, structured and efficient, aligned with international norms yet distinctly tailored to Zijin's unique strengths. This effort is focused on enhancing the global governance capabilities of a multinational mining group.

"Life above all" safeguards the enterprise on its journey toward long-term stability and success. We prioritise the safety of our employees and contractors as our foremost responsibility, and we are committed to advancing fundamental improvements in workplace safety through sustained efforts. We are fully implementing a three-year action plan for safety system enhancement, building a comprehensive ecosystem for safety development, improving the effectiveness of employee safety training, promoting the application of advanced equipment, driving innovation in mining and mineral processing technologies, and advancing smart mine construction to enhance intrinsic safety levels. We have partnered with International SOS to establish a safety and health protection network, providing employees worldwide with medical, safety, and psychological counseling assistance services. Together, we are building a truly "integrated safety capability", achieving "one system, one standard, one requirement, one assessment" across the board. We will elevate safety management through higher standards, stricter requirements, and more robust measures, making every effort into a decisive turnaround in safety production and striving to achieve the goal of "zero fatalities.

Green and low-carbon development serve as key principles for construction and operations. The Company adheres to the development concept of "lucid waters and lush mountains are invaluable assets", maintaining a high degree of harmony and unity between mining development and ecological environmental protection. The "Zijin Model", which promotes harmonious coexistence between humans and nature during mining development, is being promoted and implemented in projects worldwide, and ecological environmental protection has become a defining feature of Zijin's development. Breaking away from the traditional approach of "develop first, rehabilitate later" or "reclaim only after mine closure", the Company insists on carrying out ecological restoration from the project construction phase, achieving that "each area is developed, rehabilitated, and optimised simultaneously". We have proactively installed online water quality monitoring systems downstream of our mines and entrusted local governments or qualified third parties to conduct real-time supervision. The majority of our projects now operate with closed-loop production water systems. To date, the Company owns 13 national-level green mines and 10 national-level green factories. Projects like Qinghai West Copper and Xizang Julong Copper have been recognised as national models for mine ecological restoration, while the Zijinshan Green Mine project was featured in a UNESCO publication. Having achieved its original 2025 carbon emission reduction target one year ahead of schedule, the Company is now accelerating the adoption of highly compatible electrification retrofits and the application of clean energy sources, including solar, wind, and hydropower. It is actively fostering new low-carbon growth drivers in renewable energy and advanced materials. To date, 1,719 vehicles have been converted from fuel to electric power, the share of renewable energy has exceeded 28.62%, and the total installed capacity of clean energy has reached 1,103.76 MW.

Building a solid foundation for global development in accordance with laws and regulations. Adhering to laws and regulations is by no means a shackle that restricts enterprise development, but rather a "ballast stone" that ensures our steady and long-term progress. We elevate compliance to a strategic level, strengthen research on international prevailing rules and the legal policies of host countries, reinforce global management systems in legal affairs, finance, trade, logistics, etc., enabling us to proactively address the risks and challenges posed by an increasingly complex global landscape and ensuring the safe and reliable operation of our assets. At the same time, we adhere to resolving disputes and problems within the legal framework, using legal tools to safeguard the Company's legitimate rights and interests.

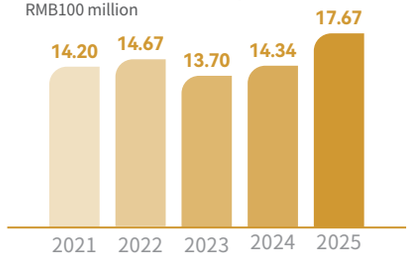
"Development for all" fosters a win-win ecosystem for all parties involved. Zijin Mining earnestly adheres to the mission of "Mining for a Better Society" and the corporate values of "Value Creation and Development for All". We collaborate with more partners to build a "Community with a Shared Future" in mining development, striving to enable more people to benefit from the existence and development of Zijin Mining. In 2025, the Company's cumulative global economic contribution exceeded RMB351.21 billion. Through various forms such as community cooperation and material procurement, we have established friendly ties with the surrounding communities of our projects, making positive contributions to the improvement of local livelihoods. From coffee planting and beekeeping projects tailored to local conditions in Colombia to highly effective agricultural support and skills training programmes in Serbia, Zijin distinctive "teach-to-fish" community development model, centred on industry-driven assistance, is flourishing under the "one location, one approach" strategy. This approach is injecting sustainable economic momentum and vitality into the regions where we operate.The Company is accelerating the development of a global mining talent hub. Of our more than 60,000 employees worldwide, 95.88% are recruited locally. We continue to promote cultural exchange and mutual understanding, embracing inclusivity and openness, and we warmly welcome talented individuals from around the world to join Zijin.

As a responsible global mining citizen, Zijin Mining has always taken the promotion of sustainable development in the global mining industry as its mission. It is not only an advocate of the concept, but also a firm practitioner. The Company is anchored in its new Three-Year (2026-2028) Major Mineral Products Production Volume Plan and Outline of Long-range Objective Through 2035, adhering to the master work directive of "improve quality, increase production, control costs, and boost profitability". It firmly practices the Zijin-characteristic ESG system, works together with global partners, builds consensus through cooperation, leads development through innovation, and creates the future with responsibility. It strives to fully establish a "Green, High-tech, Leading Global Mining Company" by 2035, contributing "Zijin power" to global sustainable development!

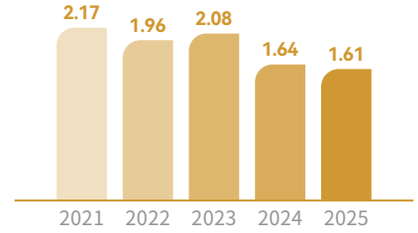
2025 Highlights

Environmental

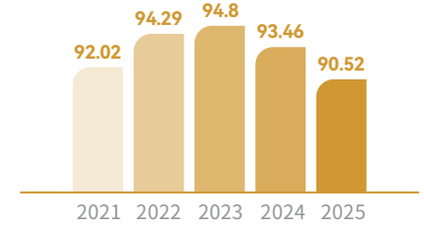
- Investment in environmental protection RMB100 million



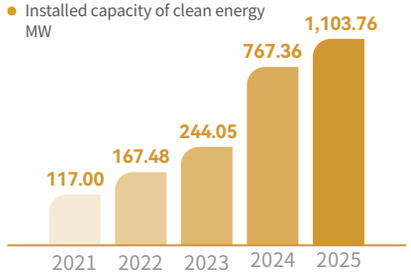
- GHG emissions intensity by industrial added value tCO_2e per RMB10,000 of industrial added value



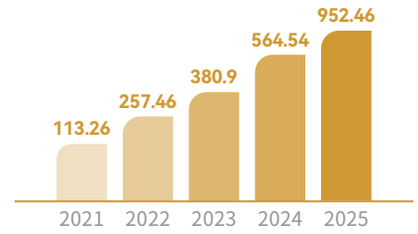
- Water re-use rate %



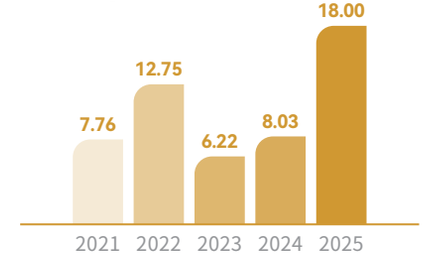
- Installed capacity of clean energy MW



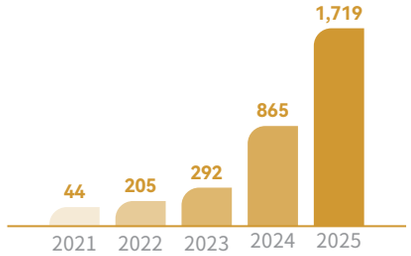
- Clean electricity generated GWh



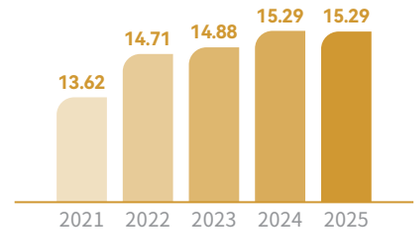
- Area of vegetation restored Million m^2



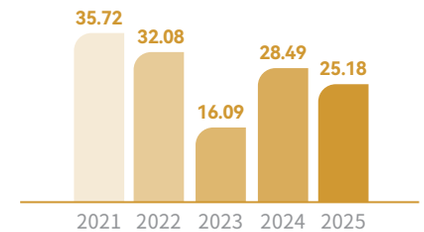
- Number of electric vehicles



- Non-hazardous waste comprehensive utilisation rate %

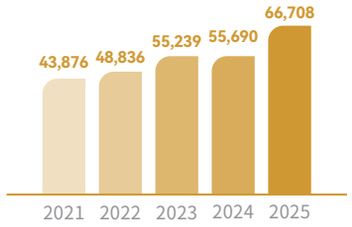


- Hazardous waste generation 10,000 tonnes

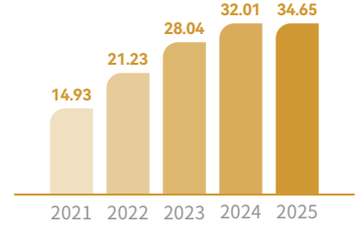


Society

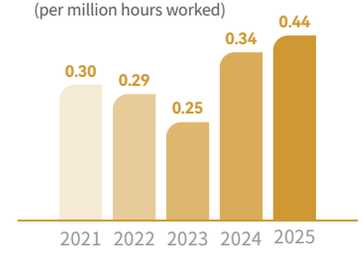
- Total number of employees



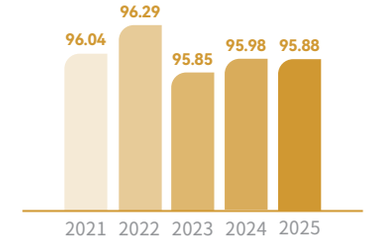
- Investment in production safety
RMB100 million



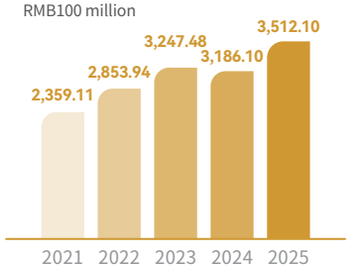
- Lost time injury rate (LTIR)
(per million hours worked)



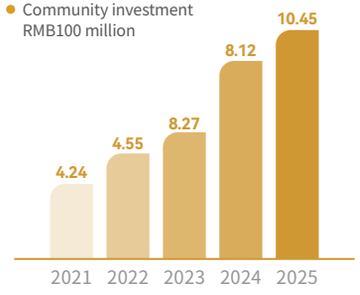
- Local employment rate %



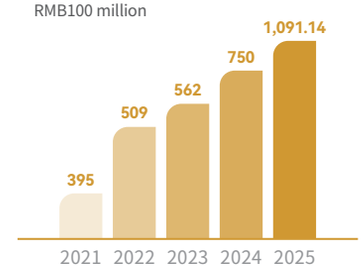
- Direct economic contribution
RMB100 million



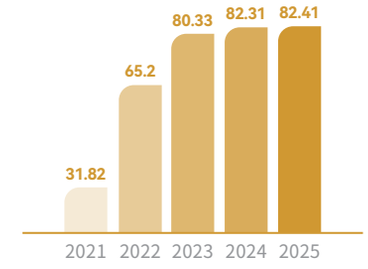
- Community investment
RMB100 million



- Social contribution value
RMB100 million



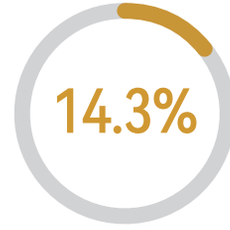
- Local procurement rate %



Governance

- Proportion of non-executive and independent Directors

- Proportion of female Directors



- Proportion of ESG-related proposals reviewed by the Board of Directors

- Proportion of ESG factors in remuneration and assessment of executive Directors and senior management

About Us

Business at a glance

Zijin Mining is a large multinational mining group listed on both the A-share and H-share markets, primarily engaged in the exploration and development of metal mineral resources such as copper, gold, lithium, zinc, silver, and molybdenum on a global scale. The Company has a portfolio of world-class mining projects involving copper, gold, zinc (lead), lithium, and other minerals. The Company firmly believes in innovation, particularly technological innovation, as a core strength, and has extensive practical experience in geological exploration, hydrometallurgy, comprehensive recycling and utilisation of low-grade refractory resources, and large-scale development projects. The Company has innovatively created the " Five-Pronged Mining Engineering Model" management model, and established the "State Key Laboratory of Comprehensive Utilisation of Low-grade Refractory Gold Ores", forming independent technical and engineering capabilities across all links, and building global competitive strength for green and sustainable development in the mining industry. Adhering to the common development philosophy of "Mining for a Better Society", Zijin Mining is dedicated to "Providing the Materials that Improve Standards of Living in a Low Carbon Future". The Company is accelerating its overarching strategic goal of building a "Green, High-Tech, Leading Global Mining Company", fully advancing the development of best-in-class sustainable mines, and striving to bring greater benefits to more people through Zijin Mining.

Position

Forbes

NO.251

- Forbes Global 2000
- No. 1 of Gold Companies
- No. 4 of Global Metal & Mining Companies

FORTUNE 500

NO.365

- Fortune Global 500

NO.89

- Fortune China 500

Membership

WORLD GOLD COUNCIL

International Copper Association
Copper Alliance

中国矿业联合会 CHINA MINING ASSOCIATION

中国五矿化工进出口商会
China Chamber of Commerce of Metals, Minerals & Chemicals Importers & Exporters

中国黄金协会 China Gold Association

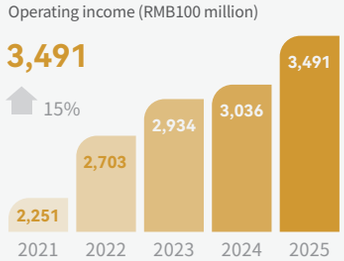
中国有色金属工业协会 China Nonferrous Metals Industry Association

ACBASR 中国在非企业社会责任联盟

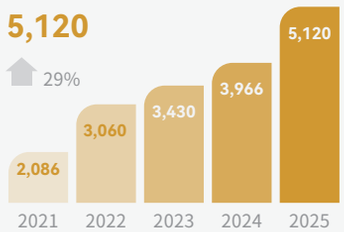
中国职业安全健康协会
CHINA OCCUPATIONAL SAFETY AND HEALTH ASSOCIATION

Operating Results

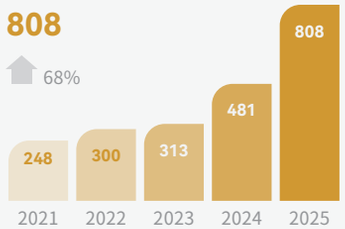
Operating income (RMB100 million)



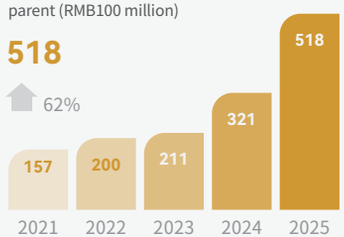
Total assets (RMB100 million)



Profit before tax(RMB100 million)



Net profit attributable to owners of the parent (RMB100 million)



Zijin in the world

Zijin Mining has over 30 large and ultra-large mineral resource development bases in 18 countries around the world.

Cu

The Company owns three world-class copper assets including the Kamoa Copper Mine in the DR Congo, the Čukaru Peki Copper and Gold Mine and the Bor Copper Mine in Serbia, and the Julong Copper Mine in Xizang, as well as mainstay copper mines such as the La Arena Copper-Gold Mine in Peru, the Kolwezi Copper Mine in the DR Congo, the Duobaoshan Copper in Heilongjiang, the Zijinshan Gold-Copper Mine in Fujian, and the Ashele Copper in Xinjiang.

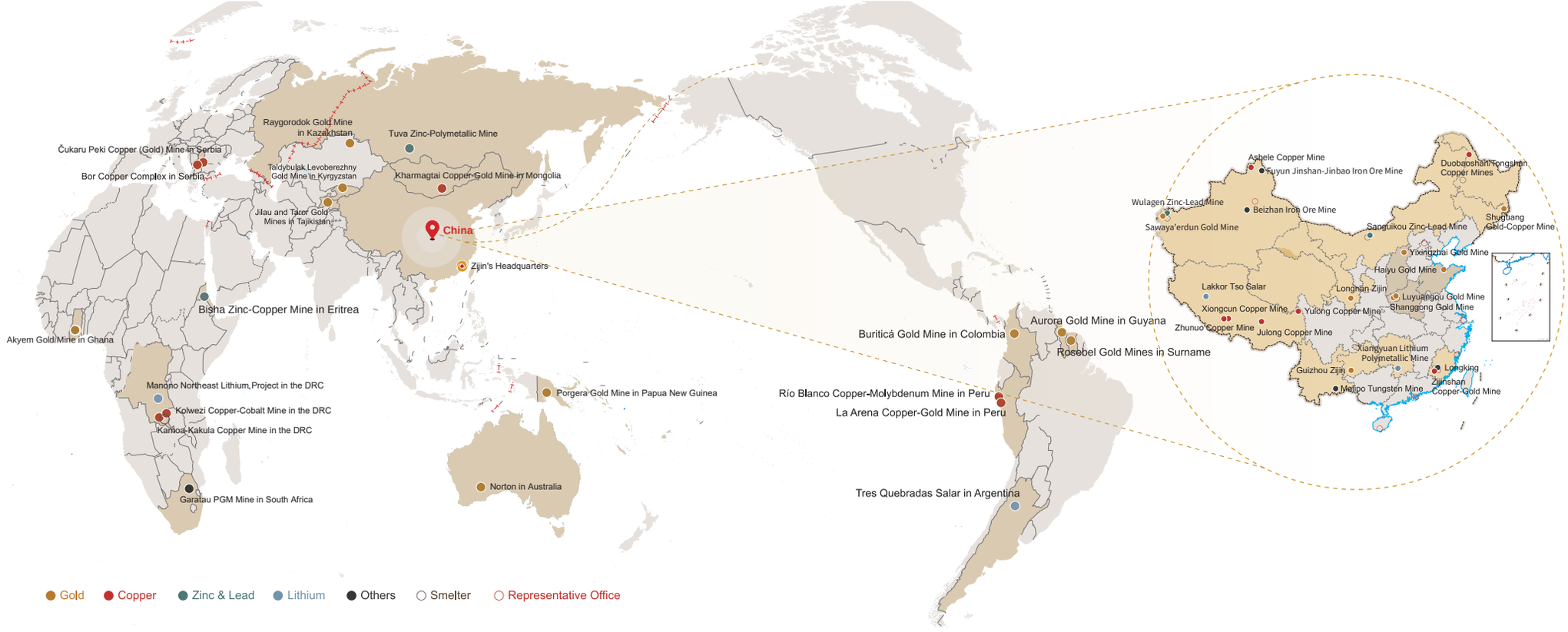
Au

The Company owns world-class gold assets such as the Buriticá Gold Mine in Colombia and the Rosebel Gold Mine in Suriname. It also owns major gold mines like the Zeravshan Gold Mine in Tajikistan, the Altynken Gold Mine in Kyrgyzstan, Shanxi Zijin, Guizhou Zijin, Longnan Zijin. During the reporting period, the Company completed the acquisition of the Akyem Gold Mine in Ghana and the Raygorodok Gold Mine in Kazakhstan.

Li

The Company owns lithium assets, including the Tres Quebradas Salar Mine in Argentina, the Lakkor Tso Salar Mine in Xizang, and the Xiangyuan Hard Rock Lithium Polymetallic Mine in Daoxian, Hunan. Zijin Mining has also been invited to lead the development of Manono Northeast Lithium Project in the DR Congo.In the next five years, we will strive to become one of the most important lithium producers globally.

As of the end of the reporting period, the Company's measured, indicated, and inferred total resources were 109.68 million tonnes of copper, 4,610 tonnes of gold, 12.56 million tonnes of zinc (lead), 31,940 tonnes of silver, 18.83 million tonnes of lithium (LCE), and 4.99 million tonnes of molybdenum. During the reporting period, the Company produced 1.09 million tonnes of mined copper, 90 tonnes of mined gold, 400,000 tonnes of mined zinc (lead), and 439 tonnes of mined silver.



Strategy

FUNDAMENTAL BUSINESSES

Sustainable Resources

Insist on giving equal weight to prospecting, exploration and merger and acquisition of resources, and cultivate mineral resource advantage with low costs and high efficiency in a global context.

Geological Exploration

Rely on the industry-leading technologies and capabilities in geological exploration, strategically position itself in crucial metallogenic belts to achieve breakthrough in geological exploration.

Merger and Acquisition of Resources

Leverage system engineering, concept of economic mining and professional analysis and decision-making capabilities, implement mergers and acquisitions of high-quality medium and large mining assets in a timely manner.

AUXILIARY BUSINESSES

Extension along the industry chains

Rely on the main business of mine development, extend optimally into the auxiliary industries in smelting, refining and processing, generating synergies between the upstream and downstream in industry chains to obtain value-added income.

Clean Energy and Ecological Environmental Protection

Install and construct clean energy generating facilities such as solar energy, wind energy and hydropower at mining and refining enterprises; invest in the material industries related to clean energy storage such as "hydrogen energy"; strengthen the ecological and environmental protection business capabilities of mining and refining enterprises; attach importance to the construction of ecological projects such as closure of mines and tailings storage facilities in order to comprehensively improve the sustainable development capabilities.

SUPPORTING BUSINESSES

Soft Power of Zijin Culture

Form the core Zijin culture and philosophy system and the "Gold Mine Culture" brand, strive to gain high international recognition of the Company's overall strength, professional ability, brand reputation and sustainable development capabilities, and to become a respectable globalised enterprise.

Mining-related Trading and Finance

Support trading and logistics businesses which are related to mine development, build a responsible global supply chain and sales team; form a financial platform for capital investment and capital pooling; form a "Zijin series" listing platform through investment in subsidiaries and associates.

Mine Construction and Information Technology

Establish a self-operated, automated and intelligent construction team for mine design, construction and supervision, form a fast-responding and highly integrated mine development team to build mining projects with high quality and speed.

Awards and Ratings

ESG Awards

- Shanghai Stock Exchange — Twenty Years of ESG Practice: Key Cases
- Red Cross Society of China — China Red Cross Humanitarian Medal
- China Association for Public Companies — Best Practice Case for Sustainable Development
- China Nonferrous Metals Industry Association — Outstanding ESG Practice Cases
- Fortune magazine — China ESG Influence List
- Forbes China — Sustainable Development of industrial enterprises
- CCTV Finance — Pioneer 100 of China's ESG Listed State-owned Enterprises
- New Financial Management magazine — Demonstration Unit of ESG Practice for Chinese Enterprises
- Wind — Top 100 Best ESG Practices among Chinese Listed Companies

Country	Awarded	Awarding Institution	Award Received
Serbia	Serbia Zijin Copper	Serbian Trade Union	Outstanding Corporate Social Responsibility Award
Kyrgyzstan	Altynken	Ministry of Labour, Social Security and Migration of the Kyrgyz Republic	2025 Outstanding Social Contribution Award
The DR Congo	CARRILU	Mining Bureau of the Democratic Republic of the Congo	Award for Contributions to Environmental Protection, Workers' Social Security, and Workplace Health and Safety
Tajikistan	Zeravshan	The State Service for Supervision of Industrial Safety and Mining Operations	Significant Contribution Award
Colombia	Continental Gold	2025 Titikaka Mining Exhibition	Comprehensive Recognition for Enterprise Strengthening, Women's Participation in the Gold Value Chain, and Environmental Emission Reduction
Argentina	Liex	Catamarca Province	ESG Excellence Unit
China	Julong Copper	Ministry of Natural Resources	Selected as a Typical Case in the Second Batch of National Ecological Restoration Cases for Mining Areas
Peru	La Arena	National Society of Mining, Petroleum and Energy (Peru)	2025 National Sustainability Award

2025 Subsidiaries' Awards

ESG Ratings

Rated MORNINGSTAR | SUSTAINALYTICS — Sustainalytics 26

LSEG — LSEG ESG 3.5

CDP DISCLOSURE INSIGHT ACTION — CDP Water Security B Climate B

Hang Seng Corporate Sustainability Index Series Member 2025-2026 — Hang Seng A

中证指数 CHINA SECURITIES INDEX — CSI ESG RATING BBB

Win.d — Wind ESG AAA

Sustainable Development Goals and Progress

	Long-term Goals/Indicators	Status	2025 Progress	Page
Governance				
ESG Risk Management	2025: Conduct internal ESG risk assessment	✓	Completed the annual ESG risk assessment and generated a risk map	P29-31
Human Rights	2025: No major human rights violations	✓	No identifiable major human rights violations were found	P41
	2025: The subsidiary company Serbia Zijin Mining conducts third-party human rights audit	✓	The third-party human rights audit of Serbia Zijin Mining has been completed	P42-43
	2025: Provide online and offline training on human rights-related topics	✓	Promoted the iLearning online human rights training programme across the entire group and organised offline human rights training sessions for "headquarters-to-project" management personnel	P40
Business Ethics	2025: Implement 100% business ethics and anti-corruption policies and procedures for all employees, suppliers, and contractors	✓	Achieve 100% coverage of business ethics and anti-corruption policies and procedures for all employees, suppliers, and contractors	P49
Environment				
Climate Change	2029: Carbon peak 2050: Carbon neutrality	−	The GHG emissions intensity by industrial added value was 1.61 tCO2e /RMB10,000, a decrease of 36% from the baseline value of 2020	P74
	2030: The proportion of renewable energy consumed will exceed 30%	−	The proportion of renewable energy use reached 28.62%, and some externally-purchased renewable energy also obtained relevant green certificates during the reporting period	P73
Water Resource Management	Maintain ⩾90% water re-use rate	✓	The water re-use rate reached 90.52%[1], with several subsidiaries achieving 100% wastewater re-use	P78

1.The water reuse rate saw a slight drop compared with the last reporting period, mainly due to the inclusion of newly consolidated subsidiary Zangge Mining within our reporting boundary. Excluding Zangge Mining and considering Zijin Mining' s standalone operations, the water reuse rate stood at 93.56% in 2025.

✓ Achieved − Ongoing ◎ Unachieved

	Long-term Goals/Indicators	Status	2025 Progress	Page
Biodiversity Conservation	2025: Use LEAP method to identify and assess relevant risks and opportunities	✓	During the reporting period, we officially became an adopter of the Task Force on Nature-related Financial Disclosures (TNFD). We adopted the LEAP method recommended by TNFD to identify and assess the nature-related impacts and dependencies of our major assets, as well as the nature-related risks and opportunities	P88
Land Use	100% restoration of reclaimable land	✓	100% of reclaimable land was restored	P85
Tailings Management	2025: Achieve 100% implementation of intelligent real-time monitoring systems for all Grade D tailings storage facilities	✓	All Grade D tailings storage facilities are now 100% equipped with intelligent real-time monitoring systems	P107
Environmental compliance	Zero major environmental pollution incidents	✓	No major environmental pollution incidents occurred	P57
Society				
Occupational Health and Safety	Zero work-related fatalities	◎	Regrettably, during the reporting period, we fell short of achieving our "zero work-related fatalities" target, with 8 fatal incidents recorded — 4 involving our own employees and 4 involving contractors	P136
	No major or above incidents occur	✓	No major or above incidents occurred during the reporting period.	P136
Employee Development	2025: Achieve a 95% local employment rate at all projects	✓	Local employment rate was 95.88%	P122
Responsible Supply Chain	2025: Local procurement rate maintains above 70%	✓	Local procurement rate achieved 82.41%	P156
	2025: The proportion of suppliers evaluated according to ESG standards is not less than 90%	✓	The proportion of suppliers evaluated according to ESG standards was 97.55%	P156
Community	2025: Community investment of no less than 1% of the Company's fiscal-year net profit	✓	Community investment reached RMB1.045 billion	P149

✓ Achieved — Ongoing ◎ Unachieved

Sustainable Development History

1993

Reorganised from Shanghang County Mining Company to Shanghang County Zijin Mining Company, and developed the Zijinshan Gold Mine

1998

Proposed the concept of sustainable development: "We need gold and copper mountains, but more importantly, lucid waters and lush mountains."

2003

Put forward the sustainable development concept of "creating wealth harmoniously,balancing development of the corporation, the employees and the society"

2009

Released the first Corporate Social Responsibility (CSR) report

2010

Established social responsibility work system based on ISO 26000

2012

Established the Zijin Mining Charity Foundation with an investment of RMB200 million

2019

Revamped and released the first Environmental, Social, and Governance (ESG) Report

2020

Joined the World Gold Council, committed to follow the "Responsible Gold Mining Principles" (RGMPs), and established the Board's Strategic and Sustainable Development (ESG) Committee, fully building an ESG governance structure

2022

Proposed the strategic goal of becoming a "Green, High-Tech, Leading Global Mining Company"

2023

Announced the Outline of Three-Year (2023-2025) Plan and Development Goals for 2030. Released "Climate Change Action Plan", committing to reaching carbon peak by 2029 and carbon neutrality by 2050. Defined the corporate mission as "Providing the Materials that Improve Standards of Living in a Low Carbon Future". Upgraded and renamed the former Social Responsibility Department to ESG Office

2024

Released the first "Environmental, Social, and Governance (ESG) Report" according to IFRS S1 standards

2025

Joined the International Copper Association (ICA) and released seven refined ESG policies.

Stakeholder Engagement

We uphold the concept of sustainable development with stakeholders, adhering to the basic principles of integrity, interaction, equality, and transparency, and engaging in regular and in-depth communication with all stakeholders. The Company deeply recognises that enhancing understanding and mutual trust with different stakeholders can provide multi-dimensional insights for the sustainable development management of the enterprise, promoting the continuous improvement of the Company's management level. We sincerely express our gratitude to all stakeholders who engaged in friendly communication and dialogue with us during the reporting period.

During the reporting period, we regularly recorded, measured, and reviewed our communication with stakeholders, and continuously optimised our stakeholder communication mechanism, based on the recommendations of the Global Reporting Initiative (GRI) regarding the dual materiality analysis of significant issues, as well as relevant international standards and guidelines such as the "International Financial Reporting Standard on Sustainability Disclosure No. 1 - General Requirements for Disclosure of Sustainability-related Financial Information" (IFRS S1) and the AA1000 Stakeholder Engagement Standard (AA1000 SES). During the reporting period, we strengthened the frequency of proactive communication with some stakeholders and continuously improved the timeliness of responding to external stakeholder inquiries, ensuring the effectiveness and efficiency of communication.

Employees

In the process of corporate sustainable development, employees, as core stakeholders, play a pivotal role due to their position in creating value and fostering joint development.Through knowledge sharing and innovative practices involving employee participation, the synergy between corporate goals and personal growth is promoted, thereby building a sustainable development ecosystem oriented towards common development.

Shareholders and Investors

Shareholders and investors maintain continuous attention to a Company's sustainable development strategy and risk management. Professional investors can effectively assist companies in optimising sustainable development management by sharing their leading insights and suggestions, promoting deep synergy between shareholder interests and sustainable development strategies.

Business Partners

Business partners are core partners for enterprises in achieving long-term, responsible, and sustainable development. Through cooperation with partners on various issues, we ensure the stability and development of the supply chain, and achieve collaborative progress towards industry best practices.

Government and Regulatory Authorities

Governments and regulatory agencies have set authoritative goals and guidelines for corporate sustainability issues, providing benchmarks for corporate practices.

Local Surrounding Communities and Environment

The surrounding community and environment are the cornerstones of enterprise operations, and the healthy and sustainable development of enterprises will also contribute to the development of the community and the environment. As one of the stakeholders most closely engaged with day-to-day operations, local communities drive the optimisation of our sustainability strategies through ongoing feedback and participation, working together with us to create long-term value.

NGOs, Media, and Research and Educational Institutions

NGOs, media, and research and educational institutions are the key forces driving sustainable development of enterprises. NGOs act as both oversight bodies and advisors, monitoring enterprise ESG practices and providing recommendations for improvement. Media guides public opinion by showcasing best practices and exposing issues, thereby driving enterprise progress. Research and educational institutions offer cutting-edge ideas, technologies, and talent, supporting enterprises in their sustainable transformation.

Industry Associations and Forums

Industry associations and forums serve as crucial collaborative platforms for sustainable enterprise development. By participating in these associations and forums, companies can stay abreast of industry ESG trends and best practices, and play an active role in standard setting and experience sharing. At the same time, leveraging industry platforms to strengthen communication and cooperation, companies can jointly promote the overall ESG level of the industry and contribute to building a standardised, transparent, and responsible industry ecosystem.

Employees

Way of engagement

- Employee representatives meeting
- Meetings and training
- Bulletin board, the Company's intranet

Areas of focus

- Labour rights
- Remuneration and benefits
- Occupational health & safety (OHS)
- Equal rights and development

Response and performance

- Held annual employee representatives meeting and completed the election of employee Director and representatives.
- Released detailed management rules for Diversity, Equality, and Inclusion (DEI), and obtained ISO international certification for diversity and inclusivity.
- Revised systems on compensation, benefits, and leave, along with a comprehensive upgrade of related policies.

Shareholders and Investors

Way of engagement

- Annual general meetings
- Result briefing
- Roadshow and reverse roadshow
- Information disclosure
- Investor's communication platform

Areas of focus

- Steady operation/Safe production
- Financial performance
- Sustainability
- Good governance
- Information transparency

Response and performance

- Organised over 500 institutional roadshows and communication events. Held the Company's annual results briefings in Shanghai and Hong Kong.
- Hosted reverse roadshows for international investment institutions to visit Zijin Mining's mines.

Business Partners

Way of engagement

- Contractor training
- Supplier conference
- Joint venture partner exchange meeting

Areas of focus

- OHS
- Business ethics
- Transparency
- Fair treatment of Small and Medium-sized Enterprises (SMEs)
- Responsible supply chain

Response and performance

- Regularly conducted ESG exchanges and experience sharing with leading peers in the mining industry.
- Conducted qualification reviews and re-reviews, including ESG factors, for 3,436 suppliers, and conducted on-site reviews for 110 suppliers.

Government and Regulatory Authorities

Way of engagement

- Stock exchange meetings
- Government meetings
- Information disclosure platforms
- Government visits

Areas of focus

- Legal compliance
- Paying tax according to law
- Boosting regional economic development
- Local employment

Response and performance

- Participated in relevant training and exchange activities organised by the Shanghai Stock Exchange and the Hong Kong Stock Exchange.
- Participated in the OECD 2025 Forum on Responsible Mineral Supply Chains.
- Participated in the China Expert Meeting of the United Nations Global Compact (UNGC).
- Participated in regulatory standard development discussions organised by exchanges, IFRS, and other institutions.

Local Surrounding Communities and Environment

Way of engagement

- Site open days
- Community service centres
- Mining project briefings
- Project community announcement
- Other community participation methods
- Media interviews

Areas of focus

- Human rights protection
- Community development
- Climate change
- Water resource management
- Biodiversity
- Emission management

Response and performance

- Implemented a mechanism for "direct communication between mine general managers and local communities".
- Promoted community meetings, community open days, and other activities, held a total of 1,021 community meetings, and received 16,786 visits from community stakeholders.

NGOs, Media, and Research and Educational Institutions

Way of engagement

- Sustainability report
- The Company's official website
- Academic exchange
- Media interviews

Areas of focus

- Addressing climate change
- Business ethics
- Transparency
- Water resource management
- Human rights protection
- Biodiversity

Response and performance

- Actively responded to the concerns of NGOs regarding mining activities.
- Organised media open day activities to enhance information transparency.
- Organised the "Media Zijin Tour", inviting nine media outlets to visit Zijin Mining's mines and smelters.

Industry Associations and Forums

Way of engagement

- Industry conferences
- Mining expos
- Industry organisations
- Other industry events

Areas of focus of this year

- Addressing climate change
- Community engagement
- Responsible supply chain
- Mining investment
- Biodiversity

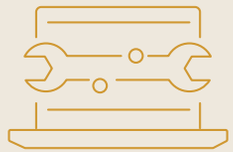
Response and performance

- Officially became an adopter of the Taskforce on Nature-related Financial Disclosures (TNFD).
- Joined the International Copper Association and participated in relevant member activities of the World Gold Council.
- Participated in the formulation and discussion of relevant initiatives and standards in the mining industry.
- Participated in events such as the Prospectors & Developers Association of Canada (PDAC) Convention and the China Mining Conference and Exhibition.

Materiality Analysis

Material Topics Analysis

During the reporting period, we adhered to the applicable disclosure-requirements of regulatory frameworks, including the Shanghai Stock Exchange's "Self-Regulatory Guidelines for Listed Companies No. 14—Sustainability Report (Trial)" and the Hong Kong Stock Exchange's "Main Board Listing Rules". Additionally, we conducted an analysis of the impact significance and financial significance of various topics, referencing the materiality analysis recommendations of GRI and IFRS S1 for key topics. The analysis conducted during this reporting period was carried out in the following four steps:



Topic Screening

To ensure the continuity and readability of this report, we diligently considered the selection of topics. Based on changes in regulatory requirements and international initiatives during the reporting period, we decided not to add or remove any topics but made analytical adjustments to their materiality levels. As a result, this report includes a total of 23 topics, consistent with the previous reporting period.

Stakeholder Identification

Based on the principle of dual materiality (impact materiality and financial materiality), we identified stakeholders, including those impacted by Zijin Mining and those impacting Zijin Mining, ultimately determining 14 core stakeholder categories.

- For assessing the materiality of impacts, we conducted an anonymous survey among all stakeholders through an online questionnaire, aiming to fully understand their insights. The questionnaire was available in multiple languages, including Chinese, English, Russian, Spanish, and French. During the reporting period, we distributed the questionnaire in an untargeted manner and ultimately collected 9,909 valid responses to the questionnaires, covering 5 continents and 20 countries and regions worldwide.
- For the assessment of financial importance, we distributed paper questionnaires to the Company's Board of Directors, Supervisors, senior management, subsidiaries' management teams, and engineering and technical experts. The focus was on collecting insights regarding the frequency and impact of risks faced by the Company. A total of 114 completed questionnaires were received.

Quantification of questionnaire results

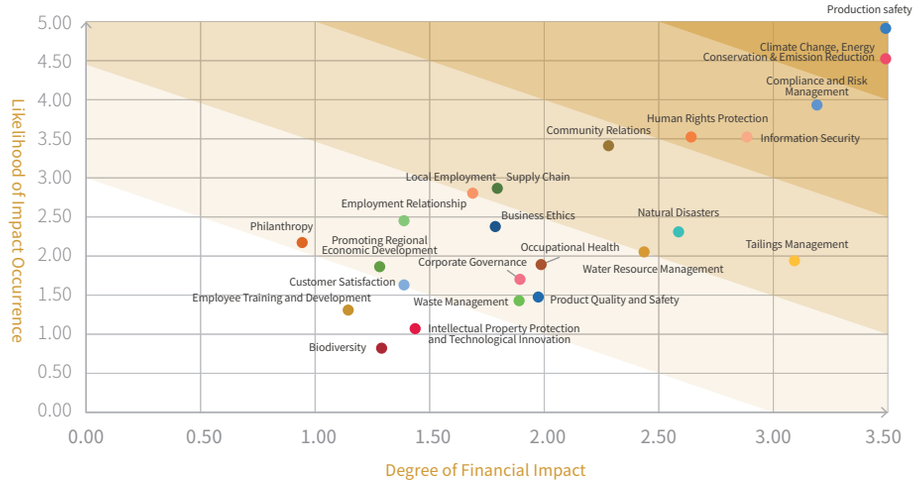
We organised the collected questionnaire results, quantified various insights from the questionnaire results into numerical values that could be used in a dual materiality analysis matrix, and incorporated them into our dual materiality issue analysis.

Prioritisation of topics

Based on the quantitative analysis of questionnaire results, we have optimised and adjusted the existing dual materiality matrix, fully considering the insights of various stakeholders while ensuring the continuity and readability of the report. Based on the adjusted results, we have created a scatter plot for materiality analysis and updated the list of high materiality issues. The final results serve as the basis for compiling this report and also as an important reference for our ESG risk management.

Financial Materiality Assessment

During the reporting period, we conducted an internal questionnaire survey on various high-relevance topics, extensively solicited opinions from internal senior management and experts, and combined the guidance of the Shanghai Stock Exchange and the Hong Kong Stock Exchange on the common sustainability-related risks of listed companies. Based on the risk likelihood and financial impact of the topics, we conducted a financial materiality analysis and formed the following analysis matrix. According to the analysis results, production safety and climate change were identified as having extremely high financial materiality during the reporting period. Therefore, this report will continue to conduct a financial quantitative analysis of production safety and analyse the financial impact of climate change. In addition, we found that internal experts have continuously maintained a high level of attention to compliance and risk management, tailings storage facilities management, human rights protection, and information security. Although these topics did not fall into the extremely high financial materiality range in the assessment results, the findings have informed our efforts to enhance their management and strengthen disclosures on related topics in this report.

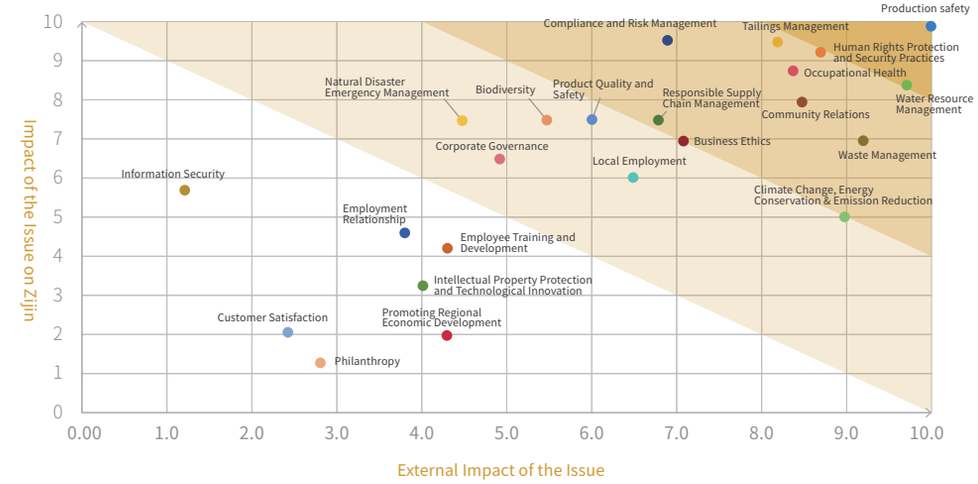


Production safety
Occupational Health
Tailings Management
Employee Training and Development
Human Rights Protection
Community Relations
Employment Relationship
Promoting Regional Economic Development
Water Resource Management
Supply Chain
Natural Disasters
Intellectual Property Protection and Technological Innovation
Waste Management
Biodiversity
Corporate Governance
Customer Satisfaction
Climate Change, Energy Conservation & Emission Reduction
Compliance and Risk Management
Product Quality and Safety
Information Security
Local Employment
Philanthropy

Impact Materiality Assessment

During the reporting period, our material issues remained consistent with the previous reporting period, albeit with some differences in the impact materiality assessment results. We, along with our stakeholders, unanimously agree that the four issues of "production safety", "human rights protection and security practices", "occupational health", and "water resource management" require further attention. Conversely, "promoting regional economic development", "corporate governance", "customer satisfaction", and "philanthropy" are widely seen by multiple stakeholders as areas where focus could be scaled back. While respecting the opinions of all stakeholders, we also take into account regulatory requirements, industry trends, and other relevant information. To ensure the continuity and readability of this report, we have also referenced the materiality analysis results of various issues from previous reports, converting these past results into certain coefficients for use in this year's analysis.

Ultimately, we identified 11 high-materiality issues, which defined the scope of this report and were approved by the Board of Directors.



Production safety
Community Relations
Natural Disaster Emergency Management
Occupational Health
Compliance and Risk Management
Biodiversity
Employee Training and Development
Business Ethics
Product Quality and Safety
Employment Relationship
Philanthropy
Local Employment
Corporate Governance
Customer Satisfaction
Water Resource Management
Intellectual Property Protection and Technological Innovation
Promoting Regional Economic Development
Tailings Management
Responsible Supply Chain Management
Information Security
Human Rights Protection and Security Practices
Waste Management
Climate Change, Energy Conservation & Emission Reduction

Assessment results of dual materiality issues

Based on the financial materiality analysis of each issue and the conclusion of the impact materiality analysis, we conducted an evaluation using the dual materiality analysis matrix, and finally identified 4 dual materiality issues and 8 high materiality issues. This determined the boundaries of this report and passed the review of the Board of Directors.

Material Topics	Degree of Double Materiality	Key Affected Stakeholders	Financial Materiality	Impact Materiality	Year-on-Year Variation
Production safety	Extremely High	● ● ●	Extremely High	Extremely High	—
Climate Change, Energy Conservation & Emission Reduction	High	●	Extremely High	Medium	▲
Compliance and Risk Management	High	● ● ● ●	High	High	▲
Human Rights Protection & Security Practices	High	● ●	High	Extremely High	—
Water Resources Management	High	● ●	Low	Extremely High	▲
Tailings Management	High	● ● ●	Medium	High	▼
Community Relations	High	●	Medium	High	—
Responsible Supply Chain Management	High	●	Medium	High	▲
Occupational Health	High	● ●	Low	High	▼
Business Ethics	High	● ● ●	Low	High	—
Waste Management	High	● ●	Low	High	▼
Information Security	Medium	● ●	High	Low	▲

● Employees ● Contractors ● Communities ● Environment ● Suppliers

▲ Rise ▲ Slight Rise — Unchanged ▼ Decreased

Governance

17 Corporate Governance

26 Investor Relations and Shareholder Rights

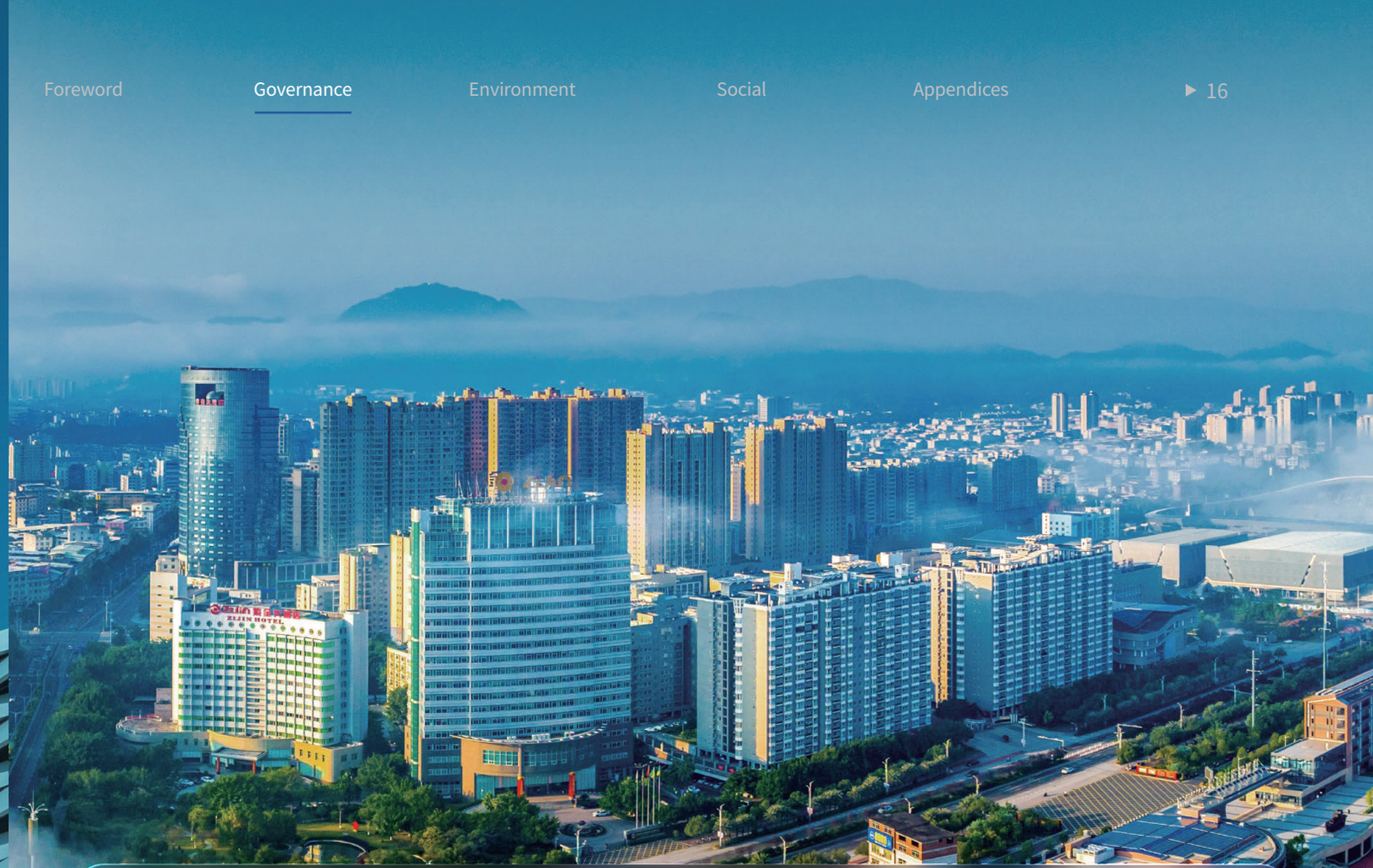
29 ESG Risk Management

34 Human Rights

44 Compliance and Business Ethics

50 Grievance Mechanism

The SDGs addressed in this chapter



Proportion of non-executive and independent Directors
50%

Proportion of female Directors
14.3%

Proportion of ESG-related proposals reviewed by the Board of Directors
25%

Proportion of ESG factors in remuneration and assessment of executive Directors and senior management
20%

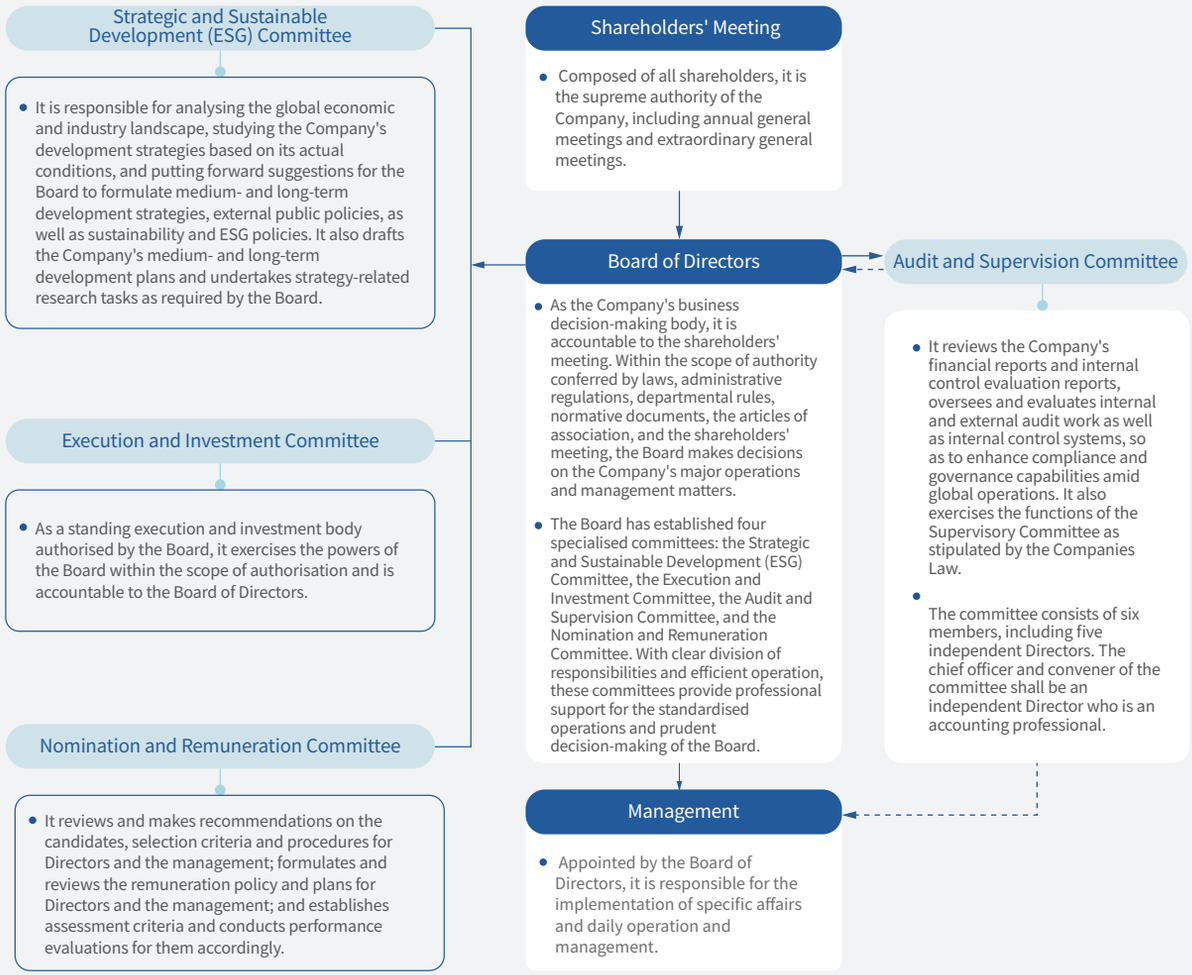
Internal Audit & Control Completion Rate
100%

Internal Control Defects Rectification Closure Rate
90%

Corporate Governance

Zijin Mining takes a global perspective, adheres to pragmatism and long-termism, and follows the Ten Principles of the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, the United Nations Convention against Corruption, the Responsible Gold Mining Principles and other international standards and leading industry practices. It regards ESG as an important driver of high-quality development and longevity of the Company, improves its governance and risk management capabilities, promotes the deep integration of ESG concepts throughout the entire operation, and builds a governance model that combines international compliance with Zijin characteristics. We adhere to the concept of "development for all", fully respect and actively respond to the opinions and demands of all stakeholders, and use inclusive collaboration to gather strength to lay a solid foundation for sustainable development and enhance business resilience, and steadily create long-term value that across cycles.

The Company has established a comprehensive sustainable governance structure, under which the shareholders' meeting, the Board of Directors (including specialised committees) and the management have clearly defined roles and responsibilities, are highly coordinated, and are subject to effective checks and balances. During the reporting period, the Company's Board of Directors completed the re-election. Most members of the ninth term of the Board are "Zijin people" trained internally. They have diverse professional backgrounds, rich industry experience and a strong sense of corporate identification, ensuring the stable advancement and efficient execution of the Company's strategy.



Corporate Governance Structure

1. During the reporting period, the Company completed the renewal of the Board of Directors. The eighth term of the Board served from January 1 to December 31, 2025, and was succeeded by the ninth term of the Board upon the renewal on December 31 of the same year. Given that this report is released in April 2026, relevant content in this chapter refers to the ninth term of the Board to help readers better understand the newly inaugurated Board. Mr. Chen Jinghe, the founder of the Company, decided not to accept the nomination as a candidate for the ninth term of the Board for age and family reasons, despite strong retention efforts from the controlling shareholder and the Board. He believes that the Company's new core management team has become fully mature, making this the optimal time to shift from "founder-driven" governance to "system-driven" governance and achieve a smooth leadership succession.

Board of Directors

The Company's Board of Directors adopts a sound decision-making mechanism and is responsible for exercising operational decision-making powers. The Board has established four specialised committees, namely the Strategic and Sustainable Development (ESG) Committee, the Execution and Investment Committee, the Audit and Supervision Committee, and the Nomination and Remuneration Committee.

The Board of Directors continues to monitor the Company's ESG performance, reviews the Company's annual goals and progress in environmental, social and governance aspects at the end of each year, reports the progress to the entire Company at the Company's annual work meeting at the beginning of the next year, and arranges key ESG tasks and goals for the next year based on the progress.

▶ Composition of the Board of Directors

	Zou Laichang	Lin Hongfu	Xie Xionghui	Wu Jianhui	Shen Shaoyang	Zheng Youcheng	Wu Honghui	Li Jian	Wu Xiaomin	Bo Shao Chuan	Lin Shoukang	Qu Xiaohui	Hong Bo	Wang Anjian
Position →	Executive Director, Chairman	Executive Director, Vice Chairman	Executive Director, Employee Director	Executive Director	Executive Director	Executive Director	Executive Director	Non-Executive Director	Chief Independent Director	Independent Director	Independent Director	Independent Director	Independent Director	Independent Director
Professional Background →	• Mining Engineering • Corporate Management	• Mining Engineering • Finance • Corporate Management	• Mining Engineering • Legal & Compliance • Risk Management • Safety • ESG and Sustainability • Corporate Management	• Mining Engineering • Corporate Management	• Accounting • Investment & M&A • Corporate Management	• Journalism & Communication • Capital Operation • Risk Management • Corporate Management	• Finance • Investment • Capital Operation • Banking & Finance	• Investment • Finance • Corporate Management	• Corporate Management	• Investment • Finance	• Finance • Financial Management	• Accounting • Financial Management • Risk Management and Corporate Governance	• Legal & Compliance • Risk Management	• Mining Engineering • Resource Strategy
Strategic and Sustainable Development (ESG) Committee	●	●	○	○	○	○	○	○		○	○			●
Execution and Investment Committee	●	●	○	○	○	○	○							
Nomination and Remuneration Committee	○							○	●	○	●		○	
Audit and Supervision Committee						◯			○	○	○	●	○	

● Chief officer of the Committee ◯ Joint chief officer of the Committee ● Deputy officer of the Committee ○ Committee Member ♂ Male ♀ Female

Board professionalism, independence and diversity

The Company's Board of Directors makes operating decisions independently, and the Company's shareholders do not directly participate in the Company's operations. The Company's Board of Directors is fully authorised through the shareholders' meeting to achieve the separation of ownership and management rights. The Company's independent Directors combine their expertise to provide opinions on major matters such as the Company's strategy, standardised operations, business management, and internal risk control at shareholders' meetings, the Board of Directors, and specialised committees, forming internal checks and balances within the Board of Directors, and further improving the scientific and professional nature of the Board's decision-making. During the reporting period, the Company revised the "Terms of Reference of Independent Directors" and further improved the composition and qualification requirements of independent Directors on the Board of Directors, the composition of independent Directors in specialised committee, requirements for independent Directors to perform their duties, and guarantees for independent Directors to perform their duties. The Company's new Board of Directors consists of 14 Directors, including 7 executive Directors (including 1 employee Director), 1 non-executive Director, and 6 independent non-executive Directors (including 1 lead independent Director). The new Board of Directors has further strengthened the supervisory functions of independent Directors. The audit and supervision the Board of Directors has taken over the supervisory functions of the original supervisory committee. The Board has 6 independent Directors and 1 non-executive Director, accounting for 50% of the Board seats. For the first time, the position of lead independent Director has been established. The Audit and Supervision Committee the Nomination and Remuneration Committee under the Company's Board of Directors are chaired by independent Directors. The members of the new Board of Directors have diversified backgrounds, covering mining, finance, accounting, law, investment, sustainable development, risk control and other diverse fields. They possess a global perspective and a well-balanced professional structure, ensuring informed and science-based decision-making.

- Proportion of non-executive Director and independent Directors

- Proportion of female Directors

- Proportion of ESG-related proposal reviewed by the Board of Directors

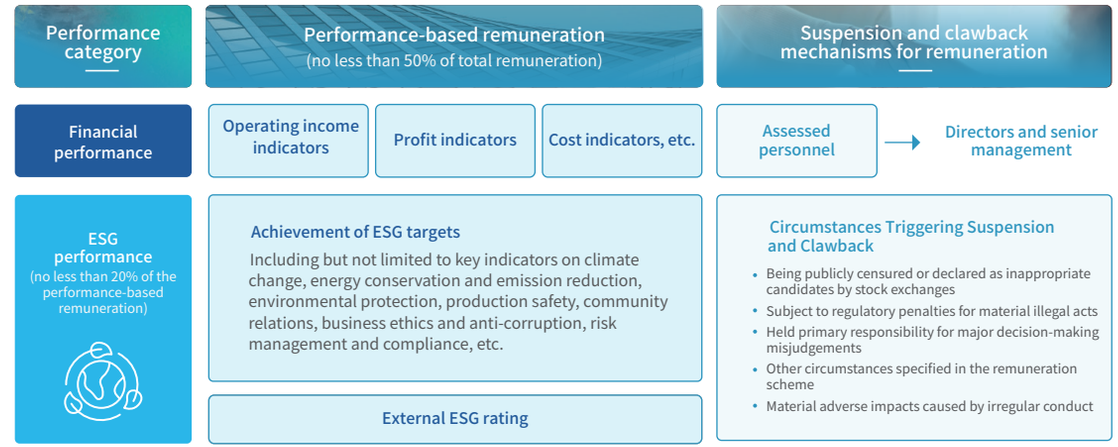
4
The Number of ESG-related Training for the Board of Directors[1]

90 Hours
Total Training Hours

100 %
Training Coverage Rate

Remuneration policy for Directors and senior management

The Company adheres to the principle that "remuneration should align with the Company' s international industry standing, be tied to performance and shareholder returns, reflect individual responsibilities, contributions, and achievements, link with market capitalisation and market performance, and relate to sustainability performance and ESG metrics". As needed, the Company adjusts and refines the remuneration plans for its executive Directors and senior management. In the assessment plan, ESG indicators are no less than 20% of the performance assessment, covering key indicators such as environmental protection, production safety, community relations, business ethics and ESG rating improvement. Substantive issues such as climate change, pollution prevention and life safety are given higher weights, and their assessment results directly affect the salary realisation coefficient, ensuring that management interests are highly consistent with the Company's long-term goals of sustainable development. During the reporting period, the Company formulated and released the "Remuneration Management Policies for Directors and Senior Management", which clarifies the principles, composition, approval and payment process and suspension and clawback mechanisms of remuneration management. For more details on the remuneration of the Company's Directors and senior management, please refer to the Company's 2025 annual report.



Policy for Connected Transactions

During the reporting period, in order to improve the Company's standardised operations and protect the legitimate rights and interests of the Company and all shareholders, the Company revised the "Administrative Measures for Connected Transactions" in accordance with the ''Companies Law of the People' s Republic of China'', the ''Rules Governing the Listing of Stocks on Shanghai Stock Exchange'', the ''Stock Exchange of Hong Kong Listing Rules'' and the Company's articles of association. This system has established a full-process management system for connected transactions, covering key links such as agreement signing, division of approval authority, information disclosure requirements and risk control measures, ensuring that connected transactions follow the principles of fairness, impartiality and transparency.

For more details, please refer to the "Administrative Measures for Connected Transactions" announced on the Company's official website

1. ESG-related training courses cover regulatory compliance, risk management, corporate governance and other ESG-related content.

Sustainable Development Governance System

Sustainable development strategy

Zijin Mining is committed to providing materials that improve standards of living in a low carbon future, actively practicing sustainable development strategies, focusing on important ESG issues, and continuing to respond to and participate in global governance of sustainable development. The Company integrates the United Nations Sustainable Development Goals (SDGs) into its sustainable development strategy, practices the concept of sustainable development through a systematic management structure, and takes practical actions to create a sustainable and beautiful new life for society. In 2025, the Company summarised and built the "GLOBE" sustainable development strategy from practice, clarifying the five sustainable development visions of compliance governance, green and low carbon, efficient use of resources, benefit sharing and ecological responsibility.

"Zijin GLOBE" ESG Strategy Model

Governance & Integrity

Foundation of Governance Built on Compliance and Integrity

We establish the ESG governance system in line with international standards to consolidate the cornerstone of sustainable mining operations.

Corporate Governance | Risk Management | Business Ethics | Human Rights | Grievance Mechanism

Environmental Stewardship

Responsibility for Ecological Protection

Adhering to the philosophy of "equal emphasis on development and protection", we safeguard the ecology of mining areas and surroundings, and realise harmonious coexistence between mining and nature.

Green Mines | Ecological Restoration | Water Resources | Biodiversity Conservation

Low-Carbon Minerals

Low-carbon & Green Mineral Raw Materials

Providing the materials that improve standards of living in a low carbon future

Climate Change

Optimised Resources

A Value Model for Efficient Resource Utilisation

Adhere to the "Five-Pronged Mining Engineering Model" management model to maximise the full-life-cycle value of limited mineral resource

Technological Innovation | Comprehensive Resource Utilisation

Benefit Sharing

A Prosperous Ecosystem with Shared Interests

We extend the benefits of mining development to all stakeholders including employees, communities and partners, and uphold the principle of "Value Creation and Development for All".

Communities | Employees | Supply Chain | Products

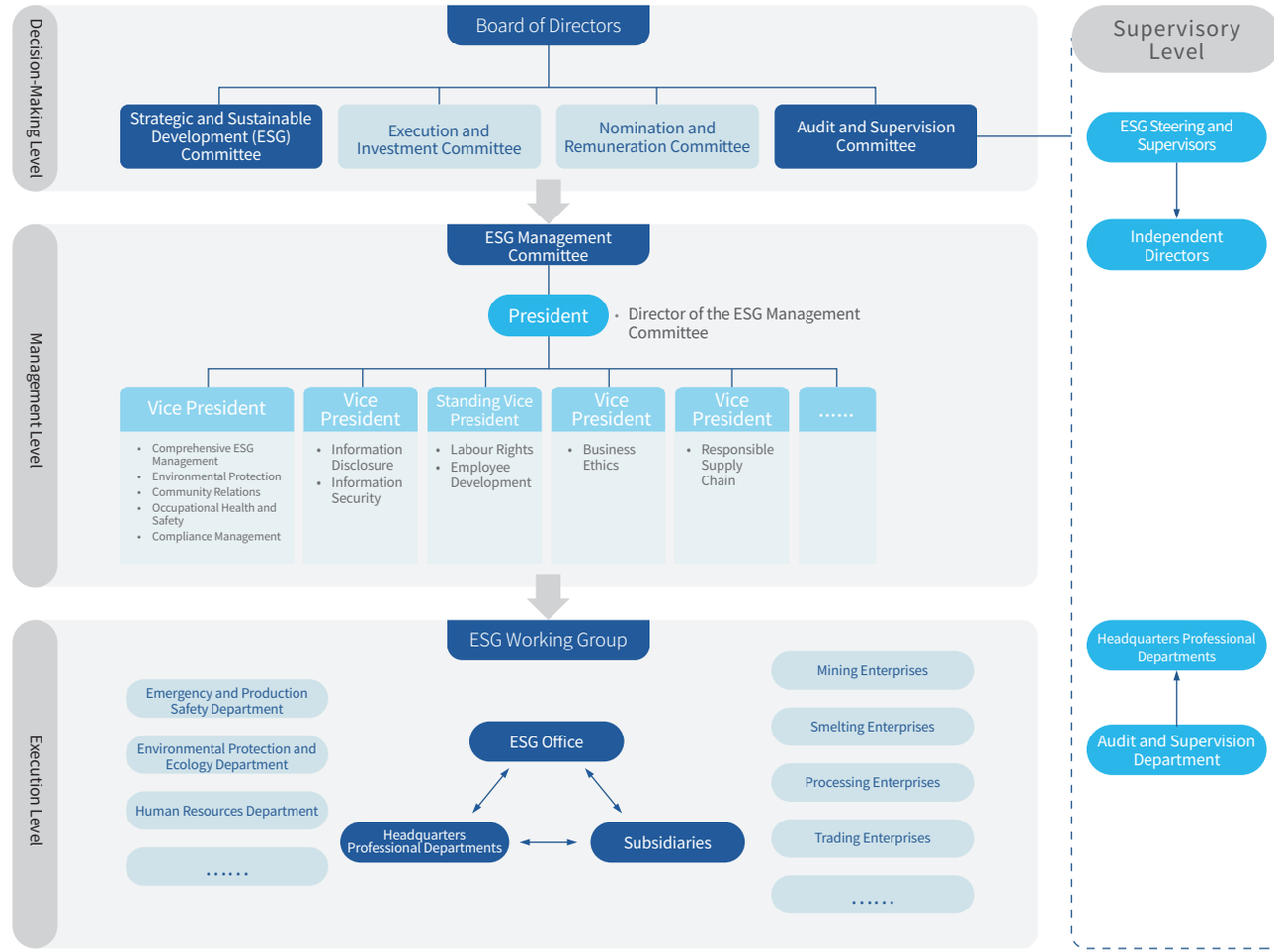
Sustainable Development

To better implement initiatives related to sustainable development, Zijin Mining integrates ESG principles into its corporate development strategy and has established a three-tier governance framework, consisting of the Strategic and Sustainable Development (ESG) Committee of the Board, the ESG Management Committee and the ESG Working Group. The Company also embedded ESG topics throughout strategic decision-making, major investment review and the entire risk-management process, achieving a closed-loop management approach that covers strategy formulation, performance assessment and accountability. Through a clear division of responsibilities and effective implementation safeguards, potential impacts, risks and opportunities relating to environmental, social and governance factors are fully considered in business decision-making.

- Approves the Company's sustainable development (ESG) strategies, policies, governance guidelines and medium-to-long-term plans;
- Reviews the status of the identification and management of ESG risks and opportunities, and approves the annual sustainability report;
- Examines key ESG performance indicators, greenhouse gas emission reduction pathways, and plans and budgets for climate change-related initiatives;
- Oversees the achievement of ESG targets and the effectiveness of relevant measures, and makes decisions on material ESG matters.

- Coordinates the implementation of the Board's ESG strategies, and formulates annual implementation plans and key programmes;
- Conducts monthly assessment and control of core ESG risks and opportunities, coordinates cross-departmental advancement of ESG projects;
- Reports ESG progress and performance to the Board.

- Executes ESG work arrangements, and undertakes data collection, analysis and performance monitoring;
- Participates in compiling the annual sustainability report to ensure that disclosed information is accurate and compliant;
- Promotes the implementation of the ESG system, organises training programmes, and provides recommendations based on industry best practices;
- Conducts daily communication with stakeholders on ESG-related topics.



Sustainable Governance Structure

Sustainable Development Policy and Standard

The Company strictly adheres to international initiatives and guidelines, regulatory requirements, industry association norms and rating agency standards, based on which it formulates and improves internal policies and systems. During the reporting period, the Company updated and issued a series of ESG-specific policies including the "Business Ethics Policy", "Human Rights Policy", "Ecological and Environmental Protection Policy", "Health, Safety and Security Policy", "Employment and Labour Policy", "Community Policy", and "Responsible Supply Chain Policy". This has established a comprehensive internal standards and systems framework with the Code of Corporate Conduct as the overarching framework and ESG-specific policies governing each thematic area, and elaborated on Zijin Mining's commitments in ESG-related fields.

The above policies and standards apply uniformly to Zijin Mining Group Company Limited and all companies (subsidiaries) under our actual operational control. The policy formulation is fully aligned with international best-practice frameworks, covering the "International Finance Corporation (IFC) Environmental and Social Performance Standards", "International Labour Organisation (ILO) Conventions", the "United Nations Guiding Principles on Business and Human Rights" (UNGPs), the "Voluntary Principles on Security and Human Rights" (VPSHR), and the "Responsible Gold Mining Principles", among others. On this basis, each subsidiary formulates and dynamically updates supporting management measures and processes in light of its own actual operations and material risks.

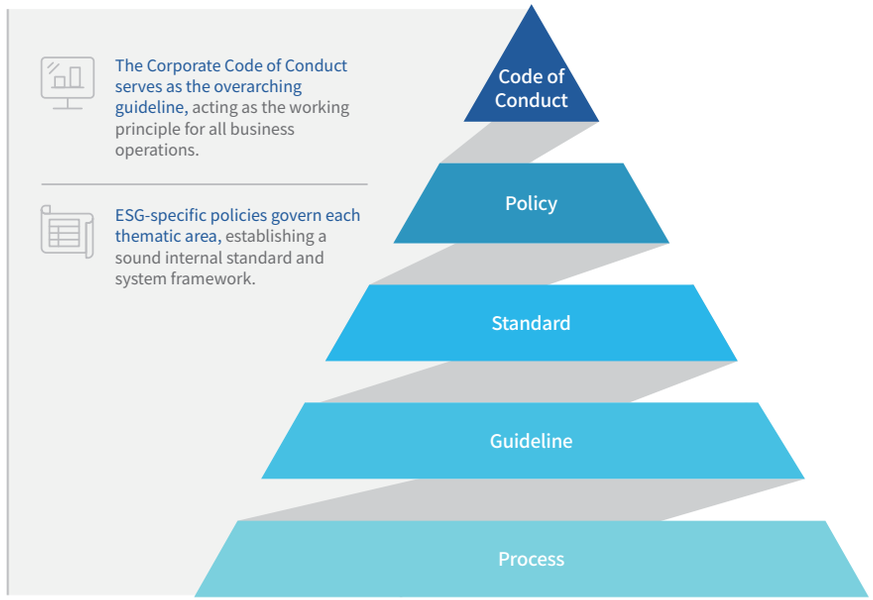
Adherence to International Consensus

- United Nations Sustainable Development Goals (SDGs)
- Ten Principles of the United Nations Global Compact
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and its Conventions
- International Finance Corporation (IFC) Performance Standards on Environmental and Social Sustainability
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- World Gold Council (WGC) Responsible Gold Mining Principles (RGMPs)
- International Council on Mining and Metals (ICMM) Mining Principles and Global Industry Standard on Tailings Management
- China Chamber of Commerce of Metals, Minerals & Chemicals Importers & Exporters (CCCMC) China Mineral Supply Chain Due Diligence Guide

ESG System and Management Framework

The Corporate Code of Conduct serves as the overarching guideline, acting as the working principle for all business operations.

ESG-specific policies govern each thematic area, establishing a sound internal standard and system framework.



Sustainability Information Disclosure Mechanism

The Company has established a multi-level disclosure system featuring "routine disclosure + periodic reports + proactive rating participation" to balance timeliness and comprehensiveness:

Routine Disclosure

Real-time disclosure of ESG policies, management measures and performance progress via the official website, news releases and other channels.

Periodic Reports

Issuance of summary documents such as ESG reports and climate change reports.

Proactive Rating Participation

Participation in information disclosure for ratings including Morningstar, S&P CSA, CDP and Hang Seng ESG, driving internal management optimisation through external ratings.

Meanwhile, the Company optimises disclosure formats to meet the information needs of different stakeholders: For investors: strengthen quantitative presentation of data on climate, governance and other topics. For communities and media: intuitively showcase environmental governance practices through open days and on-site visits. During the reporting period, the Company maintained routine information disclosure in response to inquiries from external stakeholders including investors, media, communities and NGOs, and responded promptly to relevant concerns. For instance, the Company invited multiple international investment institutions to visit Zijinshan Gold-Copper Mine, Zijin Middle School and neighbouring communities, enabling them to gain a close-up and comprehensive understanding of the effectiveness of the Company's ESG practices in community co-development and green mining.

Tax Transparency Management

In its global operations, Zijin Mining strictly abides by tax laws and regulations in all jurisdictions, and has formulated policies such as the Zijin Mining Tax Administration Measures to ensure a sound tax governance structure. The Company fulfils its tax responsibilities in a compliant and transparent manner, and actively discharges its corporate social responsibility. As a multinational enterprise, the Company has built professional tax teams centred on its major operating regions to ensure standardised tax administration across all locations while effectively avoiding tax disputes and potential risks. Clear responsibilities are assigned for tax work:The finance departments of all subsidiaries handle tax compliance and tax accounting. The finance department at the headquarters provides professional consulting and support. A dedicated tax planning team is established to hold irregular discussions on major tax issues, develop solutions and report regularly to senior management, ensuring tax decisions align with the Company's overall strategy.

Tax Risk Assessment

In its day-to-day operations and major business decisions, Zijin Mining considers tax risks and tax obligations as key factors, conducting comprehensive risk assessments:

- Monitor and assess in a timely manner the impacts of tax regulatory changes across regions, and formulate appropriate response measures; strengthen internal guidance to ensure all departments promptly adjust and comply with the latest regulatory requirements.
- Major decisions are subject to approval at the financial level; those involving significant tax risks or governance matters require review by regional and headquarters tax supervisors, and detailed explanations shall be submitted to the board of directors of subsidiaries when necessary to ensure appropriateness and compliance of tax decisions.
- For major transactions and tax decisions, external tax and legal advisers are invited to participate in the assessment, ensuring all tax arrangements undergo comprehensive and prudent verification.

Honest Declaration and Tax Transparency

Zijin Mining strictly complies with tax laws and regulations in all countries/regions, and ensures truthful filing and payment of taxes in accordance with the law within the statutory time limits: transactions with affiliated parties follow the arm's length principle and transfer pricing rules, conforming to international transfer pricing guidelines and disclosure requirements issued by the OECD, to ensure tax transparency. No tax avoidance planning is conducted; the Company's global tax arrangements do not take tax reduction as the sole purpose. Maintain open and honest communication and cooperation with local tax authorities to establish sound working relations.Respond promptly to changes in tax policies and adjust the Company's tax strategies to ensure lawful and honest tax payment globally, fulfilling social responsibilities in global operations.

In global operations, subsidiaries of the Company abide by the commitments of the Extractive Industries Transparency Initiative (EITI) member countries and the statutory requirements of host countries. In EITI member states including the Democratic Republic of the Congo (DRC) and Suriname, subsidiaries submit tax payment declarations to government authorities annually in accordance with local regulations.

Rosebel Gold Mine Joins the EITI Multi-Stakeholder Group

Rosebel Gold Mine, the Company's subsidiary in Suriname, has been a reporting entity of EITI since 2016 and submits tax payment declarations to relevant government authorities every year. Rosebel is also a member of the EITI Multi-Stakeholder Group (MSG), which consists of government representatives, corporate representatives engaged in extractive industries (minerals, oil and gas) in Suriname, and civil society representatives. Members of the MSG collaborate to advance tax transparency.

ESG Management of Joint Ventures Not Under Operational Control

For joint ventures not under Zijin Mining's operational control, the Company works with joint venture partners to enhance ESG governance, strengthen risk management and support the achievement of sustainable development goals.Through the shareholders' meetings, Boards of Directors and committees of joint ventures, the Company participates in discussions on key ESG strategic decisions, influencing the ESG management teams of joint ventures to adopt operational and governance standards consistent with Zijin Mining's sustainable development principles in production and operations. The Company exerts its influence through the following mechanisms:

Governance Integration and Decision Participation ↓

Promote the implementation of key ESG strategies, objectives and policies at the governance level of joint ventures, and align their management frameworks with Zijin Mining' sustainable development guidelines.

Systematic Risk and Opportunity Management ↓

Regularly identify and analyse ESG risks and opportunities of joint venture projects, discuss risk mitigation and value enhancement initiatives with partners to safeguard long-term project value and prevent risk transmission.

Capacity Building and Knowledge ↓

Carry out regular ESG-specific communication with joint venture partners, organise expert workshops and best practice exchange sessions to empower the management teams of joint ventures and enhance their professional capabilities in environmental governance, community development, and safe operations.

During the reporting period, Zijin Mining conducted several high-level exchanges with Ivanhoe (operator of the Kamoa Project) and Barrick (operator of the Porgera Project). The Company's ESG team established regular communication mechanisms with Ivanhoe and Barrick, and organised expert workshops and internal forums to share insights on common issues and challenges. In response to the mine earthquake and water inflow incidents at Kamoa, Zijin's team actively coordinated technical experts and engineering teams to assist Kamoa in mitigating the adverse impacts of the incidents as soon as possible.For more information on the operational performance and sustainable development projects not under operational control, please refer to the sustainability reports and annual reports of Ivanhoe and Barrick.

ESG Training and Empowerment

Building on the Company's sustainability governance framework and systems, the Company delivers targeted ESG-focused training and knowledge-sharing for management at all levels, functional departments and business teams through a range of formats, including ESG working meetings, thematic training, case-study seminars, expert workshops and knowledge-sharing sessions. These activities deepen employees' understanding of ESG concepts and regulatory requirements, and enhance practical management capabilities aligned with the Company's ESG strategy, driving the deep integration of ESG strategies into daily business operations including production and operation, risk control and supply chain management.Through ESG lectures, case seminars, workshops and other training formats, the Company promotes the deep integration of ESG concepts into the whole business process including mining, mineral processing, smelting and community communication, continuously strengthening the sense of responsibility of all staff and ensuring the effective implementation of the Company's ESG strategies.During the reporting period, the Company held multiple ESG-focused training sessions for key groups including middle and senior management, business backbones and new employees, with a total of 1,130 participants, effectively driving the transformation of ESG management requirements into conscious actions of all staff. Meanwhile, the Company actively participated in training and exchange activities organised by the China Association for Public Companies, ISSB, CDP, CSA, Morningstar and other institutions to continuously enhance the professional capabilities of the ESG team.

Zijin iLearning Online ESG Special Courses

Zijin independently developed online ESG training courses and supporting videos, focusing on international ESG standards, regulatory requirements, risk control, information disclosure and practical cases in the mining industry. The courses have been taken more than 52,000 times with an average score of 4.82/5. Among them, the course "Basic ESG Knowledge" has become a compulsory course for new employees.

Zijin Online ESG Special Courses

Introduction and Application of ESG International Standards

Climate Change and the "Dual Carbon" Policy

ESG Knowledge and Skills

ESG Report Preparation and Guidance Interpretation

IFC Performance Standards and Biodiversity Risk

Labour and Human Rights Management

Community Operation and Communication

Mining Company Governance Structure

Investor Relations and Shareholder Rights

Investor Relations

Timely, accurate and comprehensive information disclosure is key to maintaining shareholders' trust and attracting potential investors. Zijin Mining is committed to building an open and transparent communication platform, through high-quality disclosures, to enhance corporate transparency and investors' understanding and confidence in the Company.

The investor relations and shareholders' rights governance of Zijin Mining are managed under a governance structure led by the Board of Directors. The board secretary's office is the functional department for investor relations management, responsible for organising and coordinating related day-to-day work, with core responsibilities including:

01 Formulate the investor relations management system and establish working mechanisms.

02 Organise investor relations management activities to communicate and liaise with investors.

03 Closely monitor market dynamics and investor feedback, handle inquiries, complaints and suggestions in a timely manner, and report regularly to the Board of Directors and management.

04 Manage and maintain investor relations communication platforms.

05 Safeguard investors' lawful exercise of shareholder rights.

06 Cooperate with investor protection institutions in rights protection work.

07 Collect and analyse the number, composition and changes of investors.

08 Conduct other activities to optimise investor relations.

In accordance with the ''Companies Law of the People's Republic of China'', the ''Securities Law of the People's Republic of China'', the ''Code of Corporate Governance for Listed Companies'' and other laws, regulations and regulatory requirements, Zijin Mining has formulated the ''Articles of Association of Zijin Mining Group Co., Ltd.'', the '' Rules Governing the Procedures of Shareholders' Meetings'' and other relevant systems. The Company is committed to building open and honest investor relations, realising long-term and stable cooperation with investors and promoting the sustainable development of the enterprise.

Objectives of Investor Relations Management

- Promote positive interaction between the Company and investors, and enhance investors' understanding of the Company.
- Advocate rational investment, value investment and long-term investment concepts, foster a mature investment culture and establish a stable investor base.
- Guide investors to raise awareness of shareholders' rights, exercise shareholders' rights in accordance with the law, and build a corporate culture that respects investors.
- Promote the investment philosophy of maximising corporate value and shareholders' wealth.
- Promote standardised operation, improved transparency and improve the Company's governance framework

Basic Principles of Investor Relations Management

- Compliance Principle: Conduct management on the basis of fulfilling information disclosure obligations in accordance with the law, abiding by laws, regulations, industry norms and internal systems.
- Equality Principle: Treat all investors equally, and create conveniences for minority shareholders to participate in activities.
- Proactivity Principle: Proactively conduct communication activities, listen to investors' opinions and respond promptly to their concerns and requests.
- Good Faith Principle: Conduct communications with integrity and in a standardised and compliant manner, to foster a healthy market ecosystem.

Interaction with Investors

- Hold annual results briefings to conduct in-depth interpretation on core topics including annual performance, business development status and future plans.
- Adopt innovative forms such as graphics and videos to visualise and explain performance in detail, and provide instant answers to investors' questions.
- Timely disclose the Q&A content of results briefings with investors to ensure information transparency and openness.

Protection of Participation Rights

- The Company treats all investors equally and provides diverse channels for shareholders to express their opinions.
- Standardise the organisation of shareholders' meetings to ensure shareholders can fully participate in major corporate decisions and protect legitimate rights and interests including voting rights and the right to raise questions.
- Minority shareholders may communicate with the Company on operation and put forward suggestions through investor hotlines and interactive platforms, or communicate face to face with management at investor meetings.
- Shareholders' meetings adopt a combination of on-site and online voting to facilitate minority shareholders' participation, and a Q&A session arranged to ensure their opportunities to speak and protect their legitimate rights and interests.

Protection of Right to Know

The Company establishes and improves its information disclosure system to ensure the timely, accurate and complete disclosure of information on its financial position, operating results and material matters. Shareholders may obtain information through periodic reports and announcements to understand the Company's operations and development prospects, providing a reliable basis for investment decisions.

- Diversified communication channels for investors.
- Convenient day-to-day communication methods.
- Establish diverse communication channels including investor hotline, interactive platform and public email, build a regular communication mechanism, promptly answer investors' questions, and ensure rapid responses to enquiries.
- Timely reply to investors' suggestions on operation, strategy and other aspects, and adopt reasonable suggestions.
- Media and profile presentation (extended engagement)
- Set up a dedicated investor-relations section on the Company's official website and keep information updated in real-time.
- Prepare easy-to-understand explainer materials each year, and showcase the Company's operations and achievements through social platforms such as WeChat official accounts, to enhance information transparency and disclosure standards.

Adhering to the principle of "invite investors in and reach out to investors", the Company enhances the depth and breadth of investor interactions. Through a variety of forms such as roadshows, reverse roadshows, results briefings, in-person conferences, online communication meetings and field research visits, the Company conducts constructive and regular communications with a broad base of investors. We actively seek investors' suggestions and opinions, and convert their concerns into management actions. For example, in response to investor expectations regarding quantitative disclosure of climate-related information,biodiversity conservation, and human rights due diligence management, the Company has incorporated such matters into its daily management practices and elaborated on them as core chapters in this report, thereby continuously improving its recognition in the capital market.

500+ sessions

In 2025, the Company conducted more than 500 investor engagements in total.

278 sessions

Management roadshows

126 sessions

Global investment summits

137 sessions

Regular investor exchanges

100 %

The response rate to investor inquiries

ESG Risk Management

Zijin Mining recognises that, with the development of society, the awareness of global stakeholders in participating in corporate governance has been continuously increasing, and the demands for enterprises to assume responsibilities towards the community and the environment have surpassed the basic legal regulatory obligations. This trend not only brings ESG risks at the level of stakeholder attention to the mining industry, but also breeds sustainable development opportunities. At the same time, the Company's global assets, due to differences in local culture, climate, politics, economy, etc., face different core ESG risks. Therefore, the Company focuses on ESG risks from the due diligence stage before project investment and incorporates them into the core considerations of investment decisions to achieve pre-control of risks.

ESG Risk Management Process

Based on the COSO-ERM framework and ISO31000 standards, the Company integrates risk management into its corporate strategy and management system, formulates the ''Risk Management System'' and ''Risk Management Operating Guidelines'', and establishes a comprehensive risk management governance structure, culture and process. The Company clarifies key risk areas and risk response strategies to safeguard the security of corporate assets, funds, employees, safety and environment, values and reputation, and maintain the long-term value realisation of the Company and related parties. For the Company's overall risk management system, please refer to the 2025 annual report of Zijin Mining.During the reporting period, on the basis of comprehensive risk management, the Company launched the annual ESG risk self-assessment for mining enterprises in March 2025.

In accordance with the ''Risk Readiness Assessment (RRA) Criteria Guide'' jointly issued by the Responsible Minerals Initiative (RMI) and Copper Mark, and with reference to initiatives and standards of institutions including the International Council on Mining and Metals (ICMM), the UN Guiding Principles on Business and Human Rights (UNGPs) and the Organisation for Economic Co-operation and Development (OECD), the Company compiled the ''ESG Risk Assessment Measures'' as an implementation tool to guide operating projects and subsidiaries to effectively manage sustainability-related risks including human rights, supply chain and climate change. The Company's ESG risk management process is as follows:

Risk Identification

Identify corporate risks through external channels (media reports, NGO inquiries/reports, community communication and complaints), internal channels (laws and regulations, self-inspection against corporate and subsidiary systems and international standards, internal employee reports and appeals) and consulting/audit channels. The annual major risk list is formed through the joint participation and assessment of the headquarters, business divisions and project management.

Risk Assessment

Classify various ESG risks in a matrix by "impact" and "likelihood" (matrix level = impact × likelihood), with whether risks spill over and cause negative social impacts as a key consideration.

Risk response

Formulate and implement action plans based on risk levels (acceptable, tolerable and unacceptable), and integrate risk management into operational management processes.

Risk monitoring

The ESG teams of the headquarters and business divisions review the risk list monthly via the "ESG Management System", and subsidiaries update risk levels and corresponding action plans and procedures based on implementation progress.

Risk reporting

Operating units include major ESG issues such as production safety, environment, human rights, communities and security in monthly reports submitted to business divisions or competent authorities.The senior management and ESG Management Committee take ESG risk and performance management as core topics of monthly regular meetings. For major ESG strategic issues that significantly affect the Company's operation, the Strategic and Sustainable Development (ESG) Committee submits them to the Board of Directors for deliberation and decision to fully consider ESG strategic risks and balance long-term development and short-term interests.

During the reporting period, the Company conducted annual ESG risk self-assessments at 16 global mining subsidiaries (Akyem in Ghana and Raygorodok in Kazakhstan, newly acquired projects, completed delivery after the annual assessment and will be included in the next reporting period).Based on the assessment results and the frequency and importance of risks, the Company identified the following key ESG risks for annual focus (mitigation measures, key initiatives, monitoring performance and other details of each major ESG risk are elaborated in corresponding chapters of this report). At the same time, we regard ESG risk management as a crucial driver of value creation. By transforming risks—such as climate adaptation, community development, and supply chain compliance—into opportunities for technological innovation, brand enhancement, and market expansion, we strive to achieve higher-quality sustainable development across the Company.

Annual Salient ESG Risk Map

Serbia

Occupational Health and Safety (OHS)
Land Use and Resettlement
Climate Action
Employment Conditions

Tajikistan

Community Development
Employment Relations
Land Use and Resettlement

Kyrgyzstan

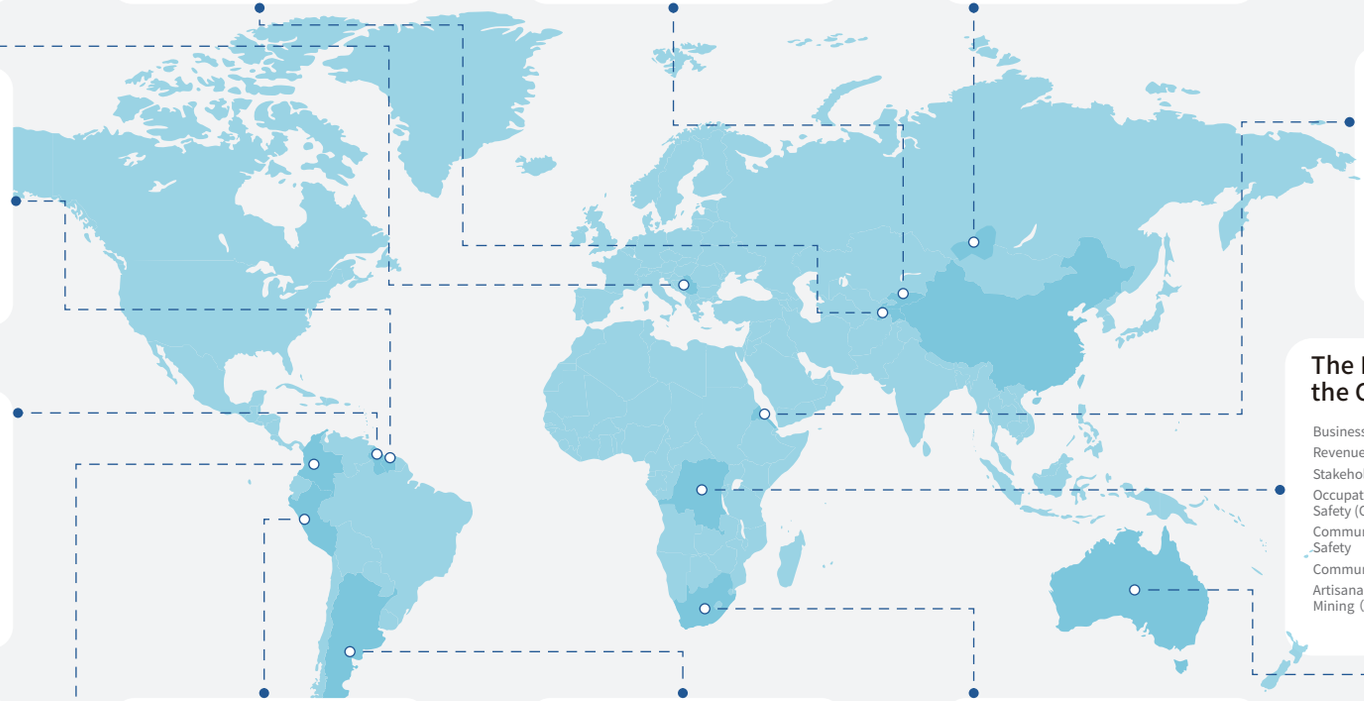
Tailings Storage Facility Management
Employment Relations
Community Development

Tuva

Tailings Management
Waste Management

Suriname

Stakeholder Engagement
Community Development
Security and Human Rights
Artisanal and Small Scale Mining (ASM)



Eritrea

Community Development
Training and Education

The Democratic Republic of the Congo (DRC)

Business Integrity
Revenue Transparency
Stakeholder Engagement
Occupational Health and Safety (OHS)
Community Health and Safety
Community Development
Artisanal and Small Scale Mining (ASM)
Security and Human Rights
Land Use and Resettlement
Water Resource Management
Tailings Management

Guyana

Employment Conditions
Stakeholder Engagement

Colombia

Discrimination and Harassment
Artisanal and Small Scale Mining (ASM)
Community Development
Security and Human Rights
Climate Action

Peru

Community Health and Safety
Community Development
Security and Human Rights

Argentina

Business Integrity
Community Health and Safety
Community Development
Security and Human Rights
Water Resource Management
Discrimination and Harassment
Biodiversity

South Africa

Community Development
Training and Education

Australia

Climate Action

Emerging ESG Risks: Identification and Response

Geopolitical Risks

Risk description

Intensifying strategic competition among major global economies and the risk of escalating geopolitical conflicts may trigger sharp fluctuations in energy supply and prices, while exerting potential pressure on social stability in cross-border operation regions.

Potential impacts

Geopolitical uncertainty will increase the difficulty of cross-border mine operation and project expansion, and drive up compliance and operational costs. Conflicts may undermine the stability of the global supply chain, affect the procurement of key materials and product export, and exert an adverse impact on the Company's overall operating performance.

Response measures

Establish a global geopolitical risk monitoring mechanism to keep track of policy changes in key operation regions and formulate contingency plans. Strengthen the development of the compliance system for cross-border businesses, optimise cross-border operation processes, enhance the diversified layout of the supply chain, and reduce business disruption and additional cost pressures caused by sudden policy changes and conflicts.

AI Technology Application Risks

Risk description

Against the backdrop of accelerated application of artificial intelligence technologies, risks of technology abuse may arise, including the spread of counterfeit content, escalating automated cyberattacks targeting mining production systems, and security threats such as information manipulation conducted via AI.

Potential impacts

Out-of-control AI technology application may lead to the leakage of mine production data and the exploitation of vulnerabilities in intelligent operation systems, undermining the stability of the production network ecosystem. Relevant security incidents will weaken market and community trust in the Company and complicate digital operation management.

Response measures

Strengthen research and investment in the security protection of artificial intelligence systems in the mining sector, and use AI technologies to build an intelligent risk identification and defense system to proactively address potential threats to production data and network systems. Continuously upgrade information security protection, improve data governance and technology application compliance processes, and prevent various hidden dangers brought about by technology abuse.

ESG Due Diligence Management Mechanism

In accordance with applicable international standards and requirements on material topics, Zijin Mining has gradually integrated full-process due diligence procedures into its ESG objective management system, aiming to comprehensively identify, prevent and manage potential ESG risks. Relying on a sound policy and institutional framework, the Company has built an ESG management mechanism covering its own operations and supply chain throughout the whole process, ensuring that various policies and systems are implemented effectively at each operation node and continuously improving ESG performance.

Management Stage	Our Investment and M&A	Our Operation	Our Supply Chain
01 Policy Integration & System Establishment	Formulate and implement the ''Administration Measures for Investment and M&A'' of the Company, and integrate ESG requirements into the Company's investment and M&A procedures.	Formulate and implement core policies including the ''Code of Conduct'', ''Human Rights Policy'' and ''Environmental Policy''; establish and continuously maintain certified environmental, occupational health and safety, and social responsibility management systems (e.g., ISO 14001, ISO 45001, SA 8000).	Embed ESG requirements into business relations, implement the Supplier Code of Conduct and Responsible Supply Chain Policy; comply with internationally recognised responsible supply chain due diligence guidelines such as those of the Organisation for Economic Co-operation and Development (OECD).
02 Identification & Assessment	Conduct desktop research and on-site due diligence on target investments, covering ESG topics such as investment environment, compliance, taxation, safety, environmental protection, and community engagement, to identify and assess significant ESG risks.	Conduct regular identification of material ESG topics and risks, establish a dynamic risk map; conduct internal ESG audits.	Implement ESG assessment for suppliers/partners in the admission process; carry out traceability management of responsible mineral supply chains for products including gold, copper and zinc in accordance with relevant requirements of LBMA and LME.
03 Mitigation & Response	Make investment and M&A decisions based on risk tolerance. For proposed investment or acquisition targets, include specific clauses in the acquisition agreement to address identified risks from due diligence, stipulating detailed ESG objectives and implementation pathways post-acquisition.	Formulate and implement a systematic ESG risk management plan based on the risk map; develop and implement corrective and preventive action plans for non-conformities and priority risks identified in internal audits.	Require suppliers to conduct root cause analysis of non-conformities and implement rectification, and provide guidance if necessary.
04 Performance Tracking & Disclosure	During the investment and M&A stage, requirements for ESG performance tracking and disclosure are incorporated into the post-merger integration plan, with transparent public information disclosure.	Verify performance through third-party independent audits; establish regular internal and external ESG communication mechanisms (e.g., management meetings, stakeholder communication); disclose information transparently to the public and issue annual sustainability reports.	Continuously track suppliers' ESG performance (quarterly reviews, annual comprehensive assessments) and promote their continuous improvement.
05 Capacity Building & Remediation	Upon completion of the merger and acquisition, ESG capacity building and system improvement initiatives will be launched immediately.	Conduct internal ESG capacity building and training; formulate and rehearse emergency response plans for major ESG risks to enhance organisational resilience.	Launch supplier capacity building programs to promote the overall improvement of the value chain; carry out strategic cooperation projects in key areas to create shared value.

Grievance & Communication Mechanism

A fundamental mechanism embedded throughout the entire process

Smooth grievance and feedback channels for stakeholders through the grievance mechanism and management system of the Company's headquarters and subsidiaries.

During the reporting period, Zijin Mining cooperated with sustainable development consulting institutions to develop the Zijin ESG internal audit tool, deeply integrating due diligence procedures into the ESG objective management and performance improvement system to systematically identify, prevent and mitigate adverse impacts that may arise in its own operations and value chain. This tool is not only used for the initial access evaluation of joint ventures or value chain partners, but also runs through the daily continuous supervision and audit of the whole life cycle such as investment M&A, operation and mine closure.

The tool fully covers key ESG areas, including 7 sub-topics in the environmental category covering environmental management system, climate, water resources, biodiversity, etc., 11 sub-topics in the social category covering human rights, labour rights, occupational health and safety, community relations, etc., and 4 sub-topics in the governance category focusing on compliance management, business integrity, risk management, etc. The tool contains a total of 195 specific evaluation indicators, each equipped with clear evaluation content, evaluation criteria and evidence requirements. During the reporting period, the Company conducted pilot audits on 3 subsidiaries in Serbia and the DRC.

Our procedures of materiality assessment, stakeholder engagement, grievance mechanism, risk list and due diligence help us understand the material topics and risk areas of the Company, and take management measures for prioritised risks.

Zijin Mining Dual Materiality Topic Analysis

International Finance Corporation (IFC) Performance Standards on Social and Environmental Sustainability (2012)

World Bank Group (WBG) Environmental, Health and Safety Guidelines for Mining

ICMM's Ten Principles for Sustainable Development

Consolidated Mining Standard (Draft)

Environment	Social	Governance
• Water resource management • Pollutant discharge • Biodiversity • Climate change and energy conservation & emission reduction • Tailings storage facilities management • Mine closure management • Environmental Management System	• Land acquisition and resettlement • Work safety • Occupational health • Human rights protection • Labour and working conditions • Security practices • Community relations and community development • Responsible supply chain management • Artisanal and small-scale mining • Stakeholder engagement • Indigenous peoples and cultural heritage	• Business ethics • ESG management system • Compliance management • Risk management

Zijin Mining's internal ESG audit tool (ESG performance evaluation)

Zijin's Global ESG Risk Management Practices

In Suriname, Rosebel Gold Mine has established a systematic and standardised comprehensive risk management system in accordance with international standards and the Company's risk management requirements, embedding risk control into the whole process of project operation and forming a closed-loop management of risk identification, assessment, monitoring, response and reporting. Relying on the annual risk management conference and taking the risk register as the core tool, the project systematically sorts out key ESG risks such as illegal mining, tailings management, community relations, corruption and fraud, conducts quantitative assessment from the dimensions of inherent risk and residual risk, determines risk levels based on impact degree and occurrence probability, and accurately identifies weak links in management and control.

In Australia, Norton, the subsidiary, has built an integrated HSEC management system as a digital platform for incident reporting, investigation, risk management and sustainable development indicators. This system effectively strengthens risk identification and closed-loop management and control, improves risk response speed, and provides a solid guarantee for risk control, efficient compliance and sustainable operation.

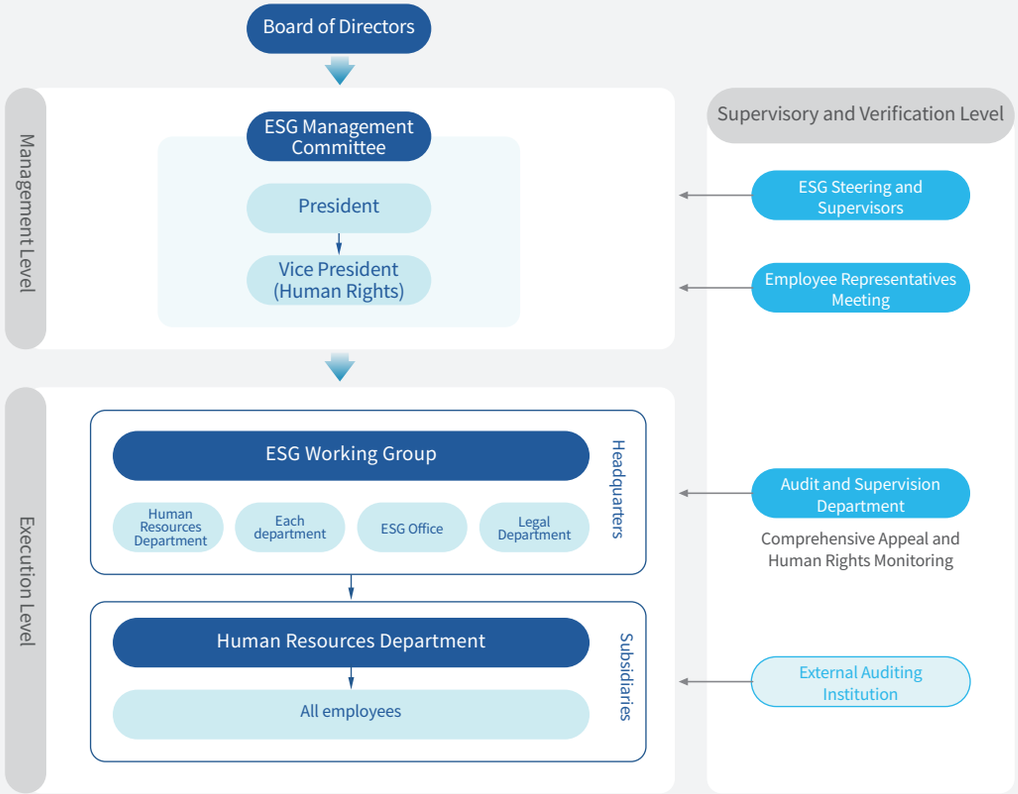
In Zijin Copper in China, the risk management and control system has been improved around the "Risk Management System" of Zijin Mining, giving play to the synergy of "Business + Supervision", dynamically adjusting the risk list and forming an annual report. At the same time, the risk assessment dimensions have been upgraded, indicators such as "risk occurrence frequency" have been added, industry risk control measures have been refined, the pertinence of management and control has been improved, precise risk management has been realised, and corresponding control measures have been ensured for all risk items.

Human Rights

Zijin Mining has always attached great importance to respecting and protecting human rights in the course of operation, and incorporated human rights management into the corporate governance and sustainable development management system. In accordance with the "UN Guiding Principles on Business and Human Rights" (UNGPs) and other international human rights norms and best industrial practices, we have continuously improved the human rights management system and operation mechanism, and integrated human rights due diligence into the whole process of corporate governance and risk management.

Governance

We are committed to prohibiting all forms of human trafficking, forced labour or modern slavery, resolutely putting an end to the use of child labour, and opposing any form of discrimination and harassment. We earnestly respect and protect the legitimate rights and interests of employees in human rights fields such as working conditions (including reasonable working hours, fair remuneration and benefits, occupational health and safety, training and development), freedom of association and the right to collective negotiations, and strive to create a fair and just human rights protection environment for employees, communities, suppliers and other stakeholders. We fully integrate the principles of human rights protection into all links of the enterprise's own operations, suppliers, partners and value chain. We strive for continuous improvement and expect every member in the value chain to actively implement this commitment, and expect our business partners to follow the same standards.



The human rights governance framework of Zijin Mining Management → Supervise →

The Board of Directors of the Company is the supreme decision-making body for human rights risk management and rights protection. At the Board level, it regularly receives reports on the update of human rights strategies, the results of human rights impact assessments and response actions, as well as major events, so as to supervise our human rights work. The senior leadership team within the ESG Management Committee is responsible for the overall management of human rights issues, and the sustainable development teams (ESG Working Groups) at the corporate and site levels provide specific guidance and implementation. The person-in-charge of each operation unit shall ensure the effective implementation of our policies in accordance with local laws, regulations and international standards. We ensure the effectiveness and accountability of this governance system through regular internal audits, management reports and performance evaluations.

Risk Management

We recognise that mining projects may have direct or indirect impacts on the human rights of employees, community residents, indigenous peoples and other stakeholders in the operation processes such as resource development, land use, labour management and supply chain activities. Especially in some developing regions or countries with relatively complex institutional environments, human rights risks are often characterised by cross-links, multi-stakeholders and significant regional differences. Without systematic identification and continuous management, they may adversely affect the compliance of projects, operational stability and long-term value creation of enterprises. Therefore, we regard human rights as an important part of the ESG risk management system, and emphasise a management approach of prevention first, risk orientation and continuous improvement.

Human Rights Due Diligence Management

Zijin Mining has established and continuously improved the human rights due diligence mechanism as a core tool to identify, assess and control human rights risks. In accordance with the UN Guiding Principles on Business and Human Rights (UNGPs), the Company has constructed a human rights due diligence management process and systematically integrated human rights requirements into the ESG risk management process. Relevant mechanisms focus on key nodes such as project development and operation, major M&A decisions, introduction of contractors and suppliers, and identify potential and actual adverse human rights impacts through questionnaires, document review, on-site investigations, multi-stakeholder communication and other methods. Our human rights due diligence procedures are as follows:

Identify Significant Human Rights Risks

We conduct human rights risk assessment from both the country of operation and project operation levels, fully recognising that challenges vary significantly across regions. At the country assessment level, we define the baseline level of the local risk environment based on factors such as the rule of law environment, social stability, public security, corruption and governance effectiveness, law enforcement capacity, human rights-related incident records, and remedy mechanisms. At the project operation level, we identify significant human rights risks through stakeholder communication (e.g., communities, employees), grievance mechanisms, external reports (media, inquiries, reports, etc.), consultation and audits.

Human Rights Impact Assessment

In accordance with the definition of UNGPs, the severity of risks is judged based on the four core elements of scale, scope, irreparability and likelihood of risks. We require all operation projects to conduct self-assessment once a year, and understand, assess and confirm the nature, extent and likelihood of risks through internal questionnaires, interviews, document review and other methods. For high-risk operation projects, we conduct independent third-party human rights due diligence to promote continuous improvement of human rights work in each mining area. Such assessments are conducted on a cycle of 2-3 years, with the specific frequency determined according to the risk level and degree of impact.

Risk Mitigation

We will further improve the policies and systems and promote the implementation of policies based on the assessment results and improvement suggestions; at the same time, formulate corrective action plans, implement training, and restrict supply chain behaviors through supplier evaluation and contract execution. We will integrate assessment findings into procurement, legal affairs, operations and other relevant functional departments, clarify follow-up responsible persons and incorporate human rights performance into assessment, so as to form risk response capabilities of prevention, mitigation, termination/avoidance.

Risk Monitoring

Regularly review the effectiveness of the response measures taken and monitor whether the status of significant human rights risks has improved. The procedure is carried out through key performance indicators, follow-up interviews, audits, etc.

Communication & Reporting

Communicate or disclose the progress of human rights protection to external stakeholders in an appropriate manner. For affected individuals and communities, communicate through more direct and accessible channels.

During the reporting period, we incorporated human rights impact assessment in the ESG risk self-assessment of international operation units. For details on the human rights-related risks identified by each subsidiary of international operation units, please refer to the ESG Risk Management chapter of this report.

For the identified medium and high-risk issues, we require each subsidiary to formulate targeted prevention and mitigation measures, clarify the responsible department and follow-up arrangements, and incorporate the implementation into daily management and internal supervision systems. If necessary, the Company encourages the introduction of independent third-party professional organisations to participate in the assessment and improvement, so as to enhance the independence, transparency and effectiveness of human rights risk management and promote the formation of a closed loop of continuous improvement.

We continuously identify and focus on the following human rights risk areas related to business activities:

Human rights risks	Labour Rights	Community Health and Safety	Artisanal and Small-Scale Mining (ASM)	Security and Human Rights
Risk mitigation measures	We regard labour rights as an important part of human rights due diligence and operational risk management, focusing on the protection of the rights of our own employees and contractor employees to fair working conditions, living wages, occupational health and safety, freedom of association, and freedom from discrimination and harassment. We promote the integrated management of contractors, embed labour human rights requirements into access assessment, contract terms, on-site supervision and performance evaluation, and identify and prevent improper labour practices and occupational safety risks. For the identified medium and high-risk issues, we formulate preventive and corrective measures, and maintain employee rights and reduce operational and reputational risks through continuous monitoring and management improvement.	We attach importance to the potential impacts of business activities on the human rights of community residents, with a particular focus on their rights relating to land use, indigenous rights, livelihoods, cultural heritage, and community health and safety. In the process of project planning and operation, we identify situations that may involve community residents and potential impacts on their right to know, participation and lifestyle through environmental and social impact assessment, baseline survey and continuous communication. For the identified risks, the Company conducts substantive communication in accordance with the principle of equality and transparency, formulates prevention and mitigation measures under the premise of compliance with laws and regulations, and combines environmental and health management to reduce adverse impacts on the well-being of community residents and prevent relevant issues from evolving into community conflicts.	We attach great importance to the potential impacts of ASM-related activities on the livelihood rights and personal safety of community residents arising from safety, child labour, forced labour and environmental risks, especially the high occupational injury and life safety risks faced by ASM practitioners in the absence of standardised operating conditions and safety protection. Adhering to the principles of "do no harm" and "risk prevention", we support the transformation of ASM operations to safe and standardised through dialogue and capacity building under the premise of compliance with laws and regulations, and avoid the connection between the supply chain and infringements. We encourage subsidiaries around the world to explore solutions that take into account community livelihood and personnel safety under the premise of compliance with laws and regulations in light of local conditions through communication, coordination and progressive management.	We recognise that while security work protects personnel and asset safety, improper management may lead to human rights risks. In accordance with the "Voluntary Principles on Security and Human Rights", we incorporate human rights requirements into the security management system, focusing on the potential impacts of security activities on the rights, dignity and personal safety of community members. The Company requires each subsidiary to prioritise non-confrontational and preventive measures, and reduce reliance on security means through information communication, conflict de-escalation and coordination mechanisms; at the same time, through clear code of conduct, human rights training and strengthened supervision and accountability, ensure that security activities are legal, necessary and appropriate, and respect the right to know and participation of the community.

Strategy and Management Approach

In 2025, the revised Human Rights Policy of Zijin Mining sets forth our commitment to respecting internationally recognised human rights. In addition, our "Business Ethics Policy", "Labour and Employment Policy", "Community Policy" and other core policies also support the implementation of our "Human Rights Policy". In the same year, we formulated the "Business Ethics Policy" and "Responsible Supply Chain Policy", which clearly define the expectations for business partners such as suppliers, contractors, customers and charitable recipients. These expectations cover various fields including safety, human rights, anti-corruption, community and environment. We require business partners to abide by human rights standards through contracts signed with them.

We are committed to promoting the cause of human rights by actively communicating with governments and communities and providing training and education for stakeholders (including employees and contractors). We also participate in multi-field dialogue mechanisms, including the UN Human Rights experts, Business & Human Rights Centre (BHRC), International Forum on Sustainable Mineral Supply Chains, global mining peers, etc. Through these dialogues, we draw insights from peer enterprises and experts in the field and learn best practices in the human rights field. In addition, we have hired human rights experts to provide consultancy and training support for the implementation of the UN Guiding Principles on Business and Human Rights and the development of human rights impact assessment.

Artisanal and Small-Scale Mining (ASM)

We are committed to protecting the safety of personnel, respecting the livelihood needs of communities, and gradually reducing human rights and social risks related to ASM.

In regions where some of our projects are located, such as the DRC, Colombia, Suriname, etc., ASM, as an important source of livelihood for local communities, has long coexisted with formal mining activities. We recognise that ASM issues have obvious regional differences, and their governance needs to fully consider local laws and regulations, socio-economic conditions and the community's realistic dependence on mining activities, so as to avoid simplistic or "one-size-fits-all" approaches.

During the reporting period, we issued the "Guidelines for the Management of Artisanal and Small-Scale Mining (ASM)", incorporating ASM management into the Company's human rights and community risk management system. The Guidelines emphasise the core principles of human rights priority, risk orientation, inclusive participation and progressive governance, and systematically identify and respond to relevant risks. In the project planning, construction and operation stages, we have a comprehensive understanding of the scale, operation mode, legal status and potential risks of ASM activities within and around the mining right through social impact assessment and on-site identification, with a focus on the safety of workers, child labour and forced labour risks, land use conflicts and impacts on community stability.

In ASM management practices, Zijin Mining operates in strict compliance with laws and regulations while exploring solutions that balance community livelihood and risk prevention and control. We support the gradual development of ASM activities in a safer, more standardised and sustainable direction through communication and consultation, capacity building and institutional guidance under the framework of government leadership and multi-stakeholder collaboration.

Specifically, we encourage each subsidiary to maintain continuous dialogue with local governments, community organisations and ASM workers through the community participation mechanism to improve information transparency and mutual understanding; where conditions permit, we provide training and technical support to help ASM workers improve occupational health and safety and reduce the risk of personal injury and environmental harm; at the same time, we strictly implement supply chain due diligence to resolutely prevent ASM mineral products involving human rights violations or illegality from entering the Company's supply chain.

Continental Gold promotes the formalisation of ASM

Security and Human Rights

We recognise that while security activities protect the safety of personnel and assets, they may also have potential impacts on the human rights of employees, contractors and surrounding communities in complex social and security environments. Relevant risks are mainly reflected in the improper use of force in security activities, compliance risks arising from differences in responsibilities and management authority among different security entities, and conflicts or impacts on public opinion arising from inappropriate interaction between security deployment and local social environment.

In response to the above risks, guided by the UN Guiding Principles on Business and Human Rights (UNGPs) and the Voluntary Principles on Security and Human Rights (VPSHR), we have systematically promoted security and human rights management, integrated principles such as compliance with laws and regulations, respect for human rights, prudent performance of duties and accountability and transparency into the security system, operational procedures and daily management, and reduced the possibility of adverse impacts of security activities on human rights through institutional norms, risk assessment and supervision mechanisms.

During the reporting period, we formulated and issued the "Guidelines for Security and Human Rights", clarifying the applicable scope, code of conduct and management requirements for human rights protection in security activities, providing unified guidance for the security personnel of subsidiaries, third-party security service providers and relevant cooperative entities.

We have incorporated security and human rights into the training system, strengthened the requirements of international human rights standards, reasonable use of force, cultural sensitivity, etc., promoted the implementation of VPSHR principles, and integrated relevant requirements into performance and contractor evaluation. At the same time, we have strengthened cooperation with local governments, communities and third-party security institutions, and established a accessible grievance mechanism through contract obligations, supervision and evaluation, and ongoing multi-stakeholder communication to ensure that security practices are compliant, respect human rights and minimise impacts on communities.

Process stage	Specific requirements
Report	After the incident occurs, the on-site person-in-charge responds immediately and reports as required, conducts a preliminary assessment of the incident, and clarifies the basic situation.
Assess	Preliminarily judge the severity of the incident and initiate a response in accordance with the grading standards: Yellow (General Incident): The project site notifies the local emergency response unit and conducts self-control. Orange (Important Incident): The project site notifies the competent business division via telephone, SMS and email, and convenes the on-site emergency management team. Red (Crisis Incident): Simultaneously notify the competent business division and Zijin Mining's on-duty officer (24/7). The on-duty officer immediately reports to the Emergency Response Committee.
Convene	After the incident is judged as orange or red, the project site formally convenes the crisis management team and holds a meeting. If judged as red, the business division convenes the crisis management team and the Company's headquarters initiates emergency response.
Execute	The on-site crisis management team promotes various emergency work, and the business division crisis management team and the Company's Emergency Response Committee provide assistance and guidance from the headquarters level to ensure the implementation of the response.
Resolve	After the incident is over, the on-site crisis management team evaluates the incident and the emergency actions taken, under the supervision of the business division; simultaneously review and update various on-site emergency plans to achieve continuous improvement.

Security Emergency Response Process (RACER)

Security personnel human rights training situation[1]

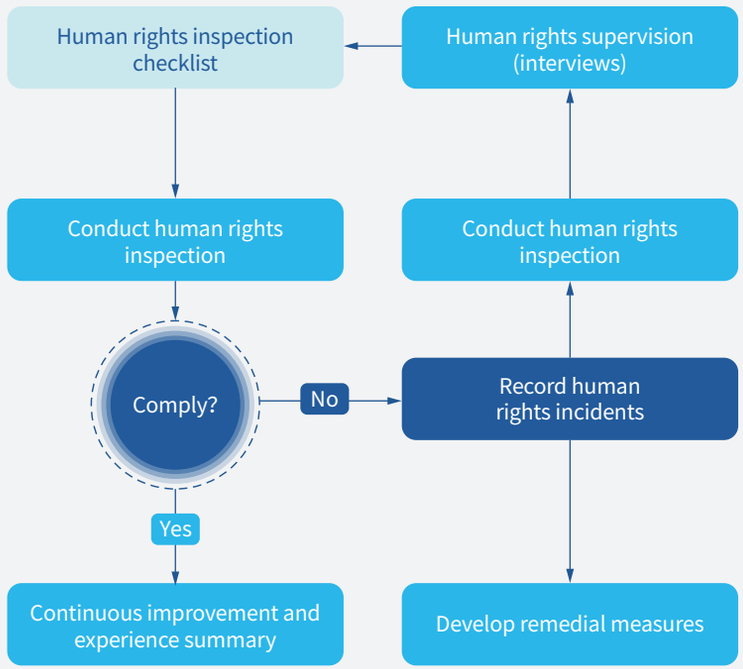
Type of Security Personnel	Number of security personnel (persons)	Number of security who has received human rights training(persons)	Percentage of security personnel who has received human rights training
In-house Security Personnel	788	788	100%
Third-party Security Personnel	1,982	1,917	96.72%
Total	2,770	2,705	97.65%

Note: Due to the personnel changes among the third-party security personnel of some subsidiaries at the end of the reporting period, the relevant training has been incorporated into the next reporting period.

1.Data on security personnel training excludes Zangge Mining as it has not disclosed such data.

Human Rights Management at Contractors and Suppliers

Subsidiaries of the Company continuously conduct monthly labour and human rights inspections for contractors. The Company plans to continue assessing the following matters through this process: strict implementation of the "zero recruitment fee" policy, employment conditions, minimum wage, overtime hours, working days, insurance, anti-harassment measures, as well as safety and living conditions. The assessment includes reviewing various documents (such as labour contracts and payroll records) and conducting formal and informal interviews with randomly selected employees categorised by gender, position (skilled/unskilled workers), contract status, and accommodation arrangements. All identified issues are documented and tracked until properly resolved.



Monthly labour and human rights inspections for contractors

Regarding responsible procurement, our suppliers are required to undergo human rights due diligence procedures, and corresponding prevention and mitigation measures have been implemented to assist in managing relevant risks and impacts. For more specific information, please refer to the "Responsible Supply Chain" chapter of this report. The relevant management measures mentioned in this section regarding community health and safety can be found in the "Community" chapter.

Special Training on Labour and Human Rights

Human Rights Training

Regular training is a core component in integrating respect for human rights into all aspects of our business. We have developed human rights training modules on the Company's iLearning online platform, which are open to all employees. The training focuses on elaborating the responsibilities of the Company and its employees to promote and respect human rights in operations, covering topics such as anti-modern slavery, anti-forced labour, workplace health and safety, anti-discrimination and harassment, as well as security and human rights.

During the reporting period, for the due diligence management of supply chain labour and human rights, we invited human rights experts to explain the major international standards for enterprises to conduct human rights and labour due diligence management, and emphasised integrating responsible business practices into the Company's governance and supply chain management system. Through formulating policies, identifying and assessing risks, preventing and mitigating adverse impacts, continuous tracking, information disclosure, and remedy mechanism construction, we promoted enterprises to achieve systematic, traceable and accountable human rights due diligence management. In addition, we organised training on the prevention of workplace bullying and sexual harassment under the framework of international labour standards. Focusing on the relevant conventions of the International Labour Organization, we conducted an in-depth analysis of the definition, manifestations, harmful consequences and prevention strategies of workplace bullying and sexual harassment, and provided practical solutions for enterprises using real-world case studies.

Our subsidiary COMMUS in Africa held a special training on the "Voluntary Principles on Security and Human Rights". The Director of the Human Rights Office of Lualaba Province was invited to deliver the course, focusing on the core topic of clarifying the boundary between security measures and human rights protection. The course systematically explained the core essence, international background and key role of the Voluntary Principles on Security and Human Rights in commercial practice, and combined with used case studies to conduct an in-depth analysis of how to balance security protection needs and basic human rights protection in a complex operating environment, so as to ensure that all measures are not only lawful and compliant, but also fully reflect humanistic care. Serbia Zijin Mining held a special training on "Labour and Human Rights Management", focusing on current international regulatory developments, typical cases of labour risks faced by multinational enterprises, key points of supply chain due diligence, and the protection of employees' legitimate rights and interests, so as to further consolidate the Company's compliant operation foundation in transnational mining projects.

For internal and external security teams, in accordance with the commitments of the "Human Rights Policy", we continued to provide training for security personnel and mine police on "the Voluntary Principles on Security and Human Rights", the "Principles on the Use of Force", as well as human rights protection awareness and professional knowledge, covering personnel, equipment, training, procedures, systems and other aspects.

Special Training on Voluntary Principles on Security and Human Rights

Special Training on Overview of Human Rights Status in the Mining Industry

Human Rights-Related Audits

As a major participant in the mining industry, we focus on the broader concept of business and human rights, paying attention to the human rights impacts of our business on stakeholders across all aspects of our operations. These macro areas are consistent with the topics and contents concerned by ESG, sustainable development and corporate social responsibility. To this end, Zijin Mining has consistently encouraged its subsidiaries to conduct ESG audits focusing on human rights, and plans to conduct them periodically to gradually cover potential high-risk operation projects. During the reporting period, we conducted internal and external audits related to human rights issues in multiple subsidiaries around the world, formulated internal human rights audit plans for projects in Africa, Europe, Central Asia and South America, and established a management mechanism of "guidance, supervision, assessment and closed-loop management".

In Serbia

We conducted internal audits of Serbia Zijin Mining and Serbia Zijin Copper in accordance with ESG internal audit tools, focusing on labour and employment management, occupational health and safety, and contractor employment. This audit systematically reviewed the labour and employment management systems and supporting documents provided by the two subsidiaries, including labour contract samples, salary and benefit policies, and occupational health and safety management specifications, to assess their compliance with local laws, regulations and human rights policies. Given the high proportion of contractor and supply chain employment in local operations, we further comprehensively assessed the human rights performance of contractors in terms of working conditions, living security and management practices through on-site random inspections, employee interviews, and visits to contractor canteens and dormitories. Based on the assessment results, the relevant units completed targeted corrective measures to strengthen the consistency of employment management and risk prevention and control capabilities.

In addition to the above ESG internal audits, Serbia Zijin Mining completed a third-party human rights due diligence in accordance with the annual plan (see below for specific conclusions) and launched the Copper Mark certification.

In China

We disclosed the results of the internal human rights audit of Xinjiang subsidiaries in the last reporting period, and the investigation results showed that there were no forced labour, transfer labour or human rights violations as concerned by the U.S. Uyghur Forced Labour Prevention Act (UFLPA). In accordance with the established plan, we continued to support our Xinjiang subsidiaries to further improve the social responsibility strategic goal management system during the reporting period, promote the common development of enterprises, employees and communities, and strive to create the best practice in the mining industry. Going forward, we will conduct independent third-party human rights audits according to actual situations and needs.

In the DRC and Eritrea

To cooperate with multiple downstream smelters in China to meet the management requirements of the London Metal Exchange (LME) Responsible Raw Materials Procurement Policy for high-risk areas, our mines such as COMMUS and Kamoa-Kakula in the DRC and Bisha in Eritrea underwent third-party on-site assessments commissioned entrusted by these smelters to ensure that there are no human rights violations such as forced labour and child labour in the mineral supply chain.

In Suriname, Guyana, Colombia, Tajikistan and Kyrgyzstan

A total of 5 gold enterprises in Central Asia and South America have all passed the certification of the Responsible Gold Mining Principles (see the appendix of this report for specific assurance statements), including relevant standards for human rights, no obvious violations of human rights principles were found.

Independent Third-Party Human Rights Due Diligence Conducted by Serbia Zijin Mining

In 2025, Serbia Zijin Mining conducted an independent third-party human rights due diligence. The audit was conducted by ERM-Hong Kong, Limited (ERM). ERM conducted a human rights due diligence on the upper ore body of the Čukaru Peki Copper-Gold Mine operated by Serbia Zijin Mining in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs). The assessment aimed to identify potential significant human rights risks, evaluate the effectiveness of existing management systems, and put forward actionable improvement suggestions.

The scope of the investigation covers direct employees of Serbia Zijin Mining, contractor workers and surrounding communities (villages of Brestovac, Slatina and Metovnica), excluding the undeveloped lower ore body. A special Human Rights Impact Assessment (HRIA) will be conducted separately prior to any subsequent development.

1 Main Conclusions

▸ **Positive overall performance with an initial management system**

Serbia Zijin Mining has shown a clear commitment to human rights governance, established a social responsibility department (ESG Office), set up a complaint mechanism, and conducted employee human rights training. No high-risk human rights issues, forced labour, child labour, discrimination or serious infringement incidents were found.

▸ **A number of medium and low-significance human rights issues were identified, requiring further improvement**

Although there are no major violations, there is room for ongoing improvement in working conditions, cultural inclusiveness and community trust, including:

- Unclear payslip design affects employees' understanding of pay information
- Lack of a standardised fatigue management policy for overtime and rest arrangements
- Inadequate contract management for foreign contractors
- Canteen services fail to meet the dietary and cultural preferences of local employees
- The community still has concerns about environmental and health impacts, and communications mechanisms need to be strengthened

▸ **Six key improvement measures are recommended to be prioritised**

- Accelerate the localised implementation of Zijin Mining's global Human Rights Policy
- Formulate and issue a Fatigue Management Policy
- Optimise payroll design to improve readability and compliance
- Promote the construction of localised catering services
- Conduct a special HRIA before the development of the lower ore body
- Establish a regular human rights risk monitoring and internal audit mechanism

2 Assessment Methodology

This due diligence follows the four-step due diligence process recommended by UNGP, combined with the characteristics of on-site operations, and adopts a multi-source data cross-validation method to ensure the objectivity and credibility of the assessment results.

▸ **Desktop Document Review**

- Review internal management system documents provided by Serbia Zijin Mining, including human resources policies, labour contract templates, attendance records, safety training materials, social responsibility reports, etc.
- Analyse the applicability of Serbian labour law, environmental regulations and international human rights standards
- Verify the authenticity of certain documents , no independent environmental or health data sampling was conducted.

▸ **Systematic Risk Screening**

- Adopt the UNGP "Salience" assessment model to prioritise potential human rights impacts from the following four dimensions:

01	02	03	04
Severity	**Scope**	**Irreversibility**	**Likelihood**
The intensity of negative impacts (e.g., health damage, deprivation of rights)	The number and diversity of affected groups	Whether the damage is difficult to remedy	The probability of risk occurring under existing controls

- Through matrix analysis, working conditions, community relations and contractor management are identified as high-priority issues.

▸ On-Site Investigation (Site Visit: 25-29 November 2025)

Research Team → Four cross-disciplinary experts from ERM: Society; Health and Safety; Environment; Governance

Main Activities

- Visited key areas such as mine operation areas, living camps, water treatment facilities and substations on site
- Conducted Key Informant Interviews (KIIs) with Serbia Zijin Mining's management to understand policy implementation and challenges
- Organised three types of Focus Group Discussions (FGDs)

Direct employees (including different positions and genders)

Contractor employees (including foreign workers)

Community representatives (from Brestovac, Slatina and Metovnica villages)

Sampling Principle

- Community members, Serbia Zijin Mining and contractor employees, ensuring diversity in gender, nationality and position

▸ Data Analysis and Report Writing

- Conduct triangulation verification on desktop materials, interview records and on-site observations
- Use the salience classification matrix to grade the identified risks and guide the priority setting of suggestions

Severity	Possibility		
	Unlikely	Possible	Highly likely
Low	Low	Low	Middle
Middle	Low	Middle	High
High	Middle	Middle	High

Priority level

Applicable Standards

United Nations Guiding Principles on Business and Human Rights (UNGPs)
Ten Principles of the United Nations Global Compact
International Finance Corporation (IFC) Performance Standards on Social and Environmental Sustainability
Core Conventions of the International Labour Organization (ILO) (No. 29, 87, 98, 105, 111, 138, 182)
Labour Law and Environmental Protection Law of Serbia

In the future, Zijin Mining will continue to incorporate labour and human rights requirements into contractor and supplier access assessment, contract terms and daily supervision mechanisms, implement key management for business units with a high proportion of employment or complex institutional environments, and continuously improve the labour and human rights management system. At the same time, we will further promote cross-cultural exchanges and integration, strengthen the human rights awareness and communication capabilities of management personnel, avoid discriminatory treatment, and promote the common development of enterprises and employees based on mutual respect and trust.

Future Plans

Strengthen human rights capacity building

Further improve the hierarchical and classified human rights training system. Combined with different job responsibilities and business scenarios, continuously improve the ability of management personnel, front-line management positions and key functional personnel to identify and respond to human rights risks.

01

Deepen human rights due diligence and audits

Continuously take human rights due diligence and audits as core tools for human rights risk management. Further optimise the due diligence process and tools in accordance with the risk priority principle to systematically identify, assess and manage potential human rights risks.

02

Promote the formation of a closed loop for grievance and remedy and continuous improvement

Continue to improve the grievance and remedy mechanism and platform construction to ensure that the reasonable concerns of employees, communities and other stakeholders can be responded to in a timely manner. Continuously optimise systems and processes to promote the continuous improvement of human rights management.

03

Strengthen security and human rights management

Further strengthen human rights training for security personnel and relevant management personnel in accordance with the Voluntary Principles on Security and Human Rights to reduce the risk of adverse impacts of security activities on the rights of employees, communities and other stakeholders.

04

Compliance and Business Ethics

Integrity, transparency and incorruptibility are the cornerstones for Zijin Mining to earn trust and achieve sustainable development in global operations. We are committed to upholding the highest ethical standards in all commercial transactions and relationships, strictly abiding by the laws and regulations of the places of operation, as well as internationally recognised norms such as the United Nations Convention Against Corruption and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

Governance

During the reporting period, the Company abolished the Supervisory Committee in accordance with the resolution of the shareholders' meeting, and the Audit and Supervision Committee assumed the statutory supervisory functions of the original Supervisory Committee. The original "Supervision and Audit Office" directly managed by the Supervisory Committee was reorganised into the "Audit and Supervision Department", which is responsible to the Board of Directors and the Audit and Supervision Committee, and continues to maintain the relative independence of the audit and supervision department. After the institutional optimisation and adjustment, a governance structure guided by the Audit and Supervision Committee of the Board and centred on the Audit and Supervision Department has been formed. With the assistance of the management, it supervises and manages compliance and business ethics issues.

To ensure the independence and effectiveness of supervision, the Company has established a dual management system combining "self-supervision of business departments and re-supervision by dedicated supervision institutions". Business competent departments bear the primary responsibility for compliance and business ethics management, and supervision departments play the role of re-supervision. At the supervisory level, a "five-in-one" management system consisting of risk control, internal control, audit, supervision and compliance has been established. We have set up internal audit and supervision departments at all major production and operation sites, with full-time personnel responsible for compliance and business ethics management, which are vertically managed by the Audit and Supervision Department of the Company's headquarters to achieve full coverage of supervision.

Risk Management

In the process of international operations, Zijin Mining deeply realises that compliance and business ethics risks are key risks that may pose substantial threats to the Company's finance, operations and reputation. To this end, the Company has established a forward-looking risk management mechanism with the following specific measures:

Risk Identification

The Company has established a regular risk identification mechanism to continuously scan and focus on risks in the fields of commercial bribery and corruption, conflicts of interest, fraud and asset misappropriation, procurement and sales fraud, collusive bidding and market manipulation (anti-monopoly), violation of international sanctions, money laundering and terrorist financing. The Company strictly abides by the United Nations Convention against Corruption and the internal Risk Management System, and treats anti-corruption as the core content of risk identification. For the identified integrity risks such as inflated projects quantities, procurement fraud, misappropriation of materials and false travel reimbursement, control is implemented by updating the risk list on a quarterly basis to ensure the accuracy and completeness of risk identification.

Risk Monitoring and Assessment

In accordance with the risk map, the Company increases the frequency of audit reviews for high-risk countries and business units, that is, new and key projects conduct anti-corruption reviews at least once a year, and other projects conduct anti-corruption reviews at least once every two years. At the same time, differentiated annual supervision plans are formulated according to the risk assessment results. Every year, the Company conducts inspections, audits, internal control verifications and special inspections on each subsidiary around the requirements of business ethics and anti-corruption policies, and continuously optimises management measures for the problems found in the reviews.

Risk Response

The Company reduces business ethics risks such as corruption and unfair competition by improving the management system, strengthening process control, deepening training and education, and improving the grievance and whistleblower protection mechanism. For high-risk areas such as procurement, engineering projects and third-party cooperation, special control measures such as separation of powers, job rotation, mandatory disclosure and strengthened financial audit are designed. In addition, the Company regularly conducts risk assessments and formulates improvement plans. We design internal control measures in accordance with the "5W1H" analysis framework to ensure that risk response measures are "implementable, executable and accountable". For newly emerging major risks, the basic information, risk exposure and response measures are reported promptly.

Strategy and Management Approach

The Company's "Code of Conduct", "Business Ethics Policy", "Responsible Supply Chain Policy", "Human Rights Policy" and other documents set out Zijin Mining's position on compliance and business ethics, ensuring the lawful and compliant operation of the Company's business activities, effectively preventing business ethics risks, striving to create a culture of integrity and self-discipline, and assuming corporate citizenship responsibilities for building a fair, transparent, honest and healthy business ecosystem.

Our compliance and business ethics management follows the decision-making and implementation procedures of ex-ante prevention, in-process review and post-event optimisation, and systematically manages business ethics risks to achieve the goal of minimise them to the greatest extent.

Prevention	• Improve internal control systems and approval processes • Conduct company-wide ethics training • Include anti-corruption clauses in all commercial contracts • Conduct pre-access due diligence on suppliers/contractors
Review	• Conduct regular and specialised internal audits • Use data analysis tools to monitor abnormal transactions • Maintain diversified and unobstructed whistleblowing channels
Improvement	• Conduct timely, fair and confidential investigations into any suspected violations • Take corresponding measures against violators and partners in accordance with investigation results and institutional provisions, including disciplinary sanctions, economic penalties, termination of cooperative relations, and transfer to judicial authorities if necessary
Supervision	• Systematically rectify internal control defects, optimise processes, update training content based on investigations and audit findings, and form a management closed loop

Management Mechanism for Compliance and Business Ethics of Zijin Mining

Anti-Corruption Training

Compliance Management

Zijin Mining takes integrity operation as the core value concept of corporate governance and internal control, and always adheres to the principles of professionalism, honesty and integrity in commercial transactions and cooperation, strictly abiding by the laws and regulations, industry standards and international conventions of the judicial jurisdictions where it operates.

The Company has systematically mapped the sanctions lists of international organisations and different countries, applicable external laws and regulations, and internal policies and processes to form a standardised compliance library; at the same time, it optimises and upgrades the compliance review system for suppliers and partners, improves review efficiency and accuracy, and implements differentiated supervision and early warning mechanisms for key compliance risk areas such as sanctions and anti-money laundering for each business unit and global commercial partners according to the level of national risk, so as to comprehensively strengthen the global compliance management system.

Fair Competition

We firmly oppose any form of monopoly and improper profiteering behaviour, strictly abide by the anti-monopoly and anti-unfair competition laws and regulations and international rules of the host countries, establish an honest and fair competition mechanism, conduct dedicated investigations into clues of unfair competition and promptly rectify the relevant conduct. At the same time, we regularly conduct compliance reviews of each subsidiary and project, and set differentiated review frequencies reasonably according to the project scale and risk level. We explicitly prohibit any horizontal monopoly agreements (such as price fixing, market division, output restriction) with competitors, and abuse of market dominant position to implement vertical restrictions; there are strict compliance review processes and supplier blacklist systems in bidding procurement, market sales and other links to prevent unfair competition risks from the source.

Sanctions and Trade Control

We strictly abide by internationally recognised sanction policies and the laws and regulations of relevant jurisdictions to ensure the compliance of global operations. To this end, the Company enhanced due diligence for businesses involving specific countries, regions or entities. For example, the Company conducts detailed verification relying on authoritative sanction query tools in the initial review and whitelist access links of the SRM procurement platform; at the same time, through the establishment of a dynamically updated sanction list database and the introduction of third-party databases, we achieve real-time scanning and dynamic updating of compliance risks.

Anti-Money Laundering and Counter-Terrorist Financing

The Company strictly abides by the anti-money laundering and counter-terrorist-financing laws and regulations of each operation location, only cooperates with commercial partners with legal sources of funds and good reputations, and reports large-value and suspicious transactions in a timely manner. We have established a risk-based due diligence procedure for customers and business partners, especially in international trade, cross-border large-value payments and mergers and acquisitions transactions, to conduct background screening and continuous monitoring of transaction counterparts to effectively identify and manage potential money laundering and terrorist financing risks. During the reporting period, the Company established an "Anti-Money Laundering and Counter-Terrorist-Financing Working Group" and formulated a special management method to identify, assess and monitor money laundering risks, and cooperate with law enforcement and regulatory authorities to jointly prevent and combat money laundering and terrorist financing activities.

To effectively identify and prevent cross-border business compliance risks, during the reporting period, we invited legal experts in the international trade to carry out special training on export control and supply chain compliance for all employees to enhance compliance management awareness. The Legal Department and Audit and Supervision Department of the Company also promoted online compliance training courses for all employees through Zijin's iLearning platform to enhance the compliance management awareness of employees and management personnel and practice good code of conduct. To meet the systematic and information-based needs of legal and compliant work in global cross-jurisdictional operations, the Company further upgraded and optimised the existing ESG management system, added a "legal compliance" module, and real-time monitoring of compliance risks of subsidiaries.

Business Ethics

Anti-Commercial Bribery and Anti-Corruption

Zijin Mining adheres to the core principle of integrity-based operation, strictly observes high standards of business ethics, and is committed to building a clean and fair business environment. The Company continuously strengthens its anti-corruption system, improves internal and external complaint and reporting mechanisms, conducts regular business ethics audits, and implements relevant policies and standards continuously strengthens its anti-corruption system. It firmly opposes all forms of corruption. The Company actively advocates that all employees practise integrity values, strives to foster a corporate culture of integrity and self-discipline, and fulfils its corporate citizenship responsibility for building a fair, transparent, honest and healthy business ecosystem.

During the reporting period, the "Business Ethics Policy" was approved by the Board and was published on the Company's official website, which elaborates the Company's firm stance and commitment to anti-commercial bribery and anti-corruption. It clarifies the Company's behavioural principles and standards on anti-corruption and anti-bribery, conflict of interest, fair competition and anti-monopoly, responsible procurement, commercial confidentiality, etc. The policy applies to all employees of Zijin Mining and its subsidiaries, and requires all stakeholders having business dealings with the Company (including suppliers, service providers, contractors, customers, etc.) to strictly comply with it.

Policy Summary

1 Anti-Bribery and Anti-Corruption

Zijin Mining complies with the "United Nations Convention Against Corruption" and internationally accepted anti-corruption laws and regulations, requiring all projects and employees to abide by all applicable laws and regulations in the places of business operation. The Company has established an integrity risk prevention and control mechanism covering the entire business process, and adopts comprehensive measures to actively prevent all types of bribery and corruption.

The Company adopts a zero-tolerance attitude towards all forms of duty crimes or violations such as embezzlement and bribery, occupation of Company assets, and embezzlement of public funds. We explicitly prohibit offering cash, cash equivalents, or other direct or indirect benefits (including facilitation payments, i.e., non-statutory payments made to avoid compliance requirements, obtain improper convenience or accelerate routine processes) to individuals or organisations for performance or improper gains, and also prohibit accepting or soliciting any improper benefits. For acts violating the Company's integrity-related systems, the Company will impose internal disciplinary action according to the severity of the circumstances, and transfer them to judicial authorities if necessary. Employees shall not participate in any activities that may constitute illegal or non-compliant conduct, produce improper influence or damage the Company's reputation in any form, including but not limited to activities involving kickbacks, investment gains, money laundering, secret commissions, gift-giving, gift-receiving or sponsored travel.

2 Donations and Sponsorships

Zijin Mining is committed to promoting the sustainable economic and social development of communities, improving residents' quality of life and well-being through lawful, compliant and transparent charitable donations and public-interest contributions (including financial, technical, in-kind support and donations), while enhancing communities' sense of identity and support for the Company to form a win-win relationship. Our donations are only used for matters in line with social responsibility objectives, such as community development, disaster relief, education assistance, environmental protection and other fields. We do not seek commercial benefits through improper donations. All charitable activities must be approved in advance, and donation records must be properly kept.

Any sponsorship by the Company must comply with applicable laws and regulations. Sponsorship or political donation activities made for the purpose of obtaining any commercial benefits are prohibited. All sponsorships must be approved in advance, and implementation records must be properly kept.

For more details, please refer to the Business Ethics Policy

Zijin Mining updates its anti-corruption review plan at least once a year for new construction projects and key projects, and at least every two years for other projects. At the same time, we will make real-time adjustments to the plan based on risk levels and industry trends. Every year, we conduct inspections, audits, internal controls, and special checks for each subsidiary in accordance with the anti-corruption review plan. The scope of inspection covers cover areas prone to corruption such as legal compliance, financial management, procurement and sales, and engineering construction. We will also remediate and rectify the issues identified during the review.

Annual Internal Control Audit

Audit Strategy

Adhering to the risk-oriented core principle, the audit focuses on assessing fraud risks, comprehensively reviews the soundness and effectiveness of existing corporate processes, and provides a basis for the continuous optimisation of the internal control system.

Audit Method

Across global operations, internal audits are carried out for high-risk business processes and departments, and the "two mandatory audits" mechanism is implemented (i.e., the outgoing audit of the "top leaders" and the audit of key projects, and the supervision of the power operation of the "top leaders" and "authorised personnel" is taken as the focus of daily supervision). The audit focuses on potential fraud risks in the entire business process to ensure that supervision covers key links.

Audit Content

Covering the identification and management of compliance and business ethics risks, fraud risk and business ethics reviews are embedded in audits. For example, fraud risk checks are included in sales, procurement and other processes, and complaint information received through Zijin Mining's reporting and appeal mechanism is combined to strengthen the pertinence of internal control audits.

During the reporting period, the Company's supervision team was further expanded with improved quality and professional capabilities. By focusing on introducing local talents familiar with international rules and proficient in local regulations, the allocation of global supervision forces was strengthened. All staff of the audit and supervision business participated in the professional training on "penetrating supervision and discipline inspection and audit practice", learned the application of big data and AI tools, and promoted the transformation of supervision work from the "sampling model" to "full coverage" and from "post-incident accountability" to "pre-incident early warning". The audit and supervision department established a monthly work regular meeting and a quarterly exchange meeting for supervisors inside and outside the region, strengthened cross-team collaboration and the consolidation of supervision work of subsidiaries. Meanwhile, a special knowledge base was established on the Company's AI platform, the upgrade of the digital audit integrated management platform was launched, and the discipline inspection and supervision platform was launched to realise online management of clues and sanctions.

33 Item

During the reporting period, 33 inspection, audit, internal control and various special inspection projects were planned and actually completed according to the work arrangement.

100 %

100% completion rate

Among them, inspections focus on employees' integrity in practice; audits focus on reviewing and evaluating the scientificity and effectiveness of business management; internal control emphasises evaluating the effectiveness of internal controls.

During the reporting period, the Company's headquarters organised and promoted special anti-corruption reviews in the fields of procurement, trade and engineering, covering 77 subsidiaries, 38,000 suppliers and 2,664 engineering collaborators. Through screening more than 13,000 suppliers, 581 high-risk entities were found, and 127 suppliers were permanently banned.

In addition, the supervision agencies dispatched by the Company to subsidiaries conducted anti-corruption risk assessments on all operating sites, finding 1,737 problems with a rectification closure rate of over 90%, creating benefits of RMB45.45 million through recovery of losses, and promoting subsidiaries to continuously improve and strengthen the internal control self-inspection and evaluation mechanism.

A total of 18 employees were dismissed or disciplined due to corruption. A total of 15 partners had their contracts terminated due to corruption-related violations. There was 1 criminal lawsuit for duty-related crimes (transferred to judicial authorities, all pending).

Integrity Culture

Zijin Mining requires all projects, Directors, employees, suppliers and contractors to abide by our business ethics policies and standards. Through various trainings and promotion, the Company promotes a clear and upright culture of integrity to ensure that all stakeholders understand and support our integrity culture, and jointly create a harmonious and clean business environment.

Integrity Training

We regularly assess positions with high corruption risks, and provide key training for personnel of corporate governance bodies, new employees, newly promoted personnel, and key sensitive high-risk positions through multi-level and differentiated methods. The Company regularly carries out integrity warning education for personnel in key positions such as logistics, finance and engineering through case studies, special training and scenario simulations to strengthen risk awareness and capabilities. During the reporting period, the Company organised a company-wide policy communication and a special anti-commercial bribery lecture on the "International Anti-Corruption Day". Integrity education was carried out through various forms: 3 supervision bulletins were published on the Company's internal network (with a maximum of 15,000 view per article) and 12 "One-Case-per-Month" analysis articles.

Integrity Reminders

Integrity reminders are implemented upon appointment. A total of 1,594 person-times of integrity credit verification and 245 person-times of integrity interviews were conducted. "Integrity Cards" were issued to 128 newly promoted management cadres, and integrity practice commitments were signed.

Integrity Cooperation

Integrity clauses are included in the contracts signed by the Company's headquarters and subsidiaries with suppliers and contractors. Those who violate the integrity clauses will be included in the cooperation blacklist. The Company regularly organises suppliers, contractors and other parties to carry out "anti-bribery" exchange seminars, and jointly studies the Company's anti-corruption policies and institutional documents.

Serbia Zijin Mining "Integrity Skills" Thematic Training

Serbia Zijin Mining launched a systematic and institutionalised integrity skills programme to integrate integrity and compliance into the entire operation process. Led by the Supervision and Audit Department and implemented collaboratively by multiple departments such as the Human Resources Department, the programme has built a clear organisational guarantee mechanism. The training covers internal and external target groups such as new employees, sensitive positions and suppliers, adopting on-site teaching, digital platforms and other diverse forms. A closed-loop management model is established: "training for new employees upon entry, annual retraining for in-service employees, semi-annual intensive training for key positions, and annual promotion for suppliers". Meanwhile, anti-corruption clauses are embedded in supplier contracts to realise internal and external collaboration of compliance governance. The programme has achieved remarkable results: the training coverage rate of target groups (management, employees, contractors and suppliers, etc.) has reached 100%, internal violations have decreased year by year, and legal and operational risks have been significantly reduced.

▶ **Coverage Rate of Zijin Mining's Business Ethics Policy & Procedure Communication (Unit: %)**

Indicator	2025	2024	2023	2022	2021	2020	2019
Directors, Supervisors, Senior Management	100	100	100	100	100	100	100
Employees	100	100	100	100	100	100	100
Suppliers, Contractors	100	100	100	100	100	100	100

▶ **Coverage Rate of Business Ethics and Anti-Corruption Policy & Procedure Training (Unit: %)**

Indicator	Zijin2025	Zangge2025	Total2025	2024	2023	2022
Directors, Supervisors, Senior Management	100	100	100	100	100	100
Employees	80.70	100	81.32	75.25	87.97	75.50
Suppliers, Contractors[1]	77.34	/	77.34	76.81	73.77	70.90

Future Plans

01 Promote the implementation of the "big data + AI early warning" supervision model. Relying on the unified information platform, realise intelligent monitoring, automatic early warning and accurate analysis of risks such as abnormal capital flow, connected transactions and bid price deviation, and improve the penetration and forward-looking of risk prevention and control.

02 Develop a series of localised and multilingual compliance training courses and communication tools according to the legal and cultural characteristics of different host countries (regions). Focus on strengthening special training in emerging and complex compliance fields such as data privacy protection, anti-transnational crime, anti-unfair competition, and Modern Slavery Act to improve the compliance execution and risk sensitivity of the global team.

03 Continuously improve the coverage rate of business ethics-related policy and procedure training: maintain 100% coverage for Directors, Supervisors and senior management, and further increase the coverage rate for employees, suppliers and contractors.

1. When calculating the training coverage rate, we mainly consider contractors with actual cooperative relations with us. Contractors only registered in our system but without business relations are not included in the data-calculation scope. Since Zangge Mining did not disclose relevant information, this part is not included in the data sheet and is marked with "/".

Grievance Mechanism

We believe that smooth grievance channels and effective remedy mechanisms are the "safety valves" for the healthy operation of enterprises and the fulfillment of human rights responsibilities. In accordance with the UNGPs "effectiveness criteria", the Company has built a mechanism covering all stakeholders from the Company headquarters to subsidiaries, ensuring that they can express their demands without barriers.

Grievance Mechanism and Management Structure

At the Company headquarters, the Audit and Supervision Department manages the unified grievance system in an overall way, serving all stakeholders of Zijin Mining. All grievances are registered, investigated and handled by designated personnel, forming a full-process management of recording, feedback, tracking and closed-loop resolution. At the subsidiary level, we have established two types of grievance channels: community grievances are managed by the community affairs department of each subsidiary, serving local community residents, responsible for collecting and handling community-related issues; non-community grievances are managed by the audit and supervision department of each subsidiary, serving employees, suppliers, contractors and other stakeholders, focusing on handling grievances related to business ethics, employee rights and interests, human rights protection, etc.

Headquarters

Unified Grievance System

- Managed by the headquarters Audit and Supervision Department
- Open to all stakeholders

Hotline	Email	Letter & in-person visits	Online platform	WeChat platform
+86-0597-3833182	jcsjs@zjky.cn	Zijin Mining Supervision and Audit Office, No. 1 Zijin Avenue, Shanghang County, Fujian Province, 364200, PRC	https://rac.zjky.cn/honest/static/index.html	Official Account of "Zijin Mining Supervision Desk"

Subsidiaries

Community Grievances

- Managed by the community affairs department of each subsidiary;
- Open to local community residents
- Collect and handle community-related issues

Hotline | Email | In-person visit & Letter | Community liaison stations | Community meetings

Non-Community Grievances

- Managed by the audit and supervision department of each subsidiary
- Open to employees, suppliers, contractors and other stakeholders
- Collect and handle grievances related to business ethics, employee rights and interests, human rights protection, etc.

Hotline | Email | In-person visit & Letter | Website Information

Company Grievance Mechanism and Management Structure of the Company

Zijin Mining Grievance and Reporting

341 Cases

During the reporting period, the grievance and reporting mechanism received a total of 341[1] grievances and reports

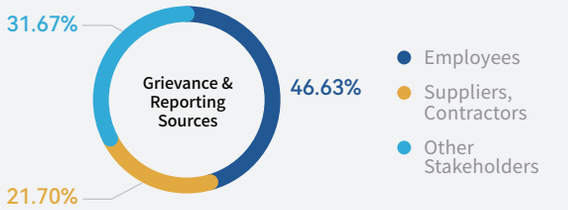
326 Cases

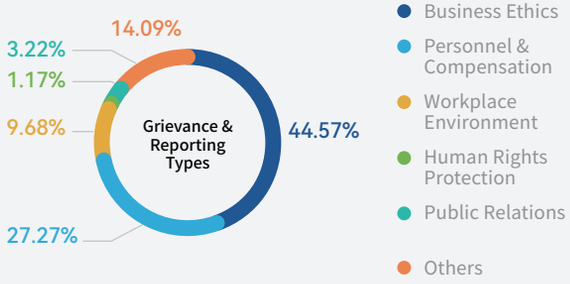
326 of which had been processed

95.60 %

95.60% completion rate of processing

The sources and types of all grievances and reports received are as follows:





Continental Gold 24/7 Grievance & Reporting Mechanism

Continental Gold has built a full-process and multi-dimensional grievance management system to achieve efficient collaboration between corporate compliance governance and multi-stakeholder demands. Continental Gold has partnered with an independent third party to launch a 24/7 anonymous reporting platform, providing diverse channels such as hotline, email and online form. For community grievances, they are collected through the SIAC (Sistema de Información y Atención al Ciudadano) internal information management platform, and community staff are responsible for entry, statistics and tracking, regularly forming reports and promoting cross-departmental responses. Since the implementation of the grievance management mechanism in 2019, it has achieved remarkable results: the handling rate of grievances exceeds 90%, ensuring the effective implementation of our grievance policy.

1. This data includes our non-community grievances (business ethics, employee rights and interests, human rights protection, etc.). Community grievances will be elaborated in the "Community" chapter of this report.

Whistleblower Protection

Zijin Mining does not tolerate any form of retaliation against whistleblowers. We encourage all stakeholders to report incidents they consider suspicious or improper. To gain the trust of whistleblowers and enhance their willingness to report, we adopt multiple protective measures to safeguard whistleblowers' privacy and strictly control the scope of dissemination of reporting information:

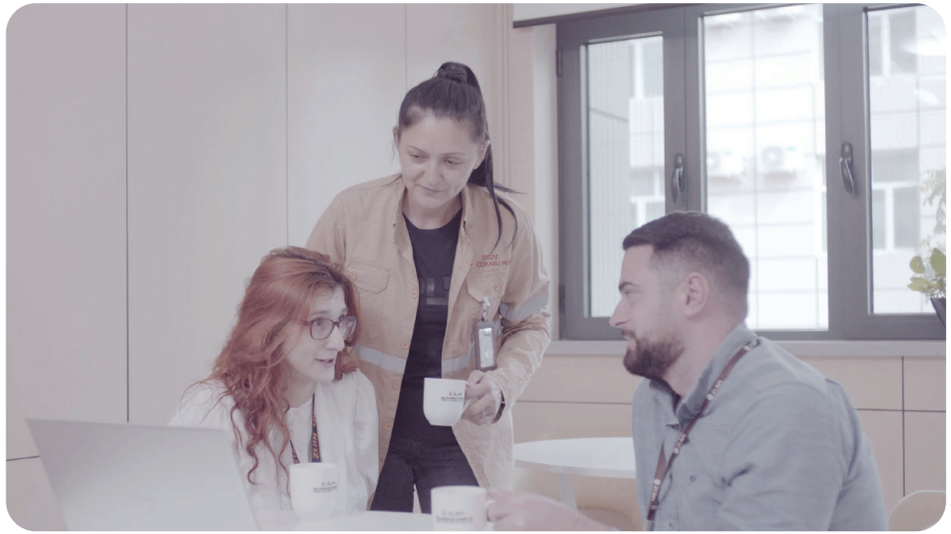
Designated personnel accept reports and complaints at designated locations or on dedicated platforms; The registration and filing of reporting materials are the responsibility of designated personnel and managed with strict encryption;Personal information of whistleblowers is hidden when designated personnel conduct investigations. The identity of whistleblowers is only disclosed with their consent.

We do not allow any form of punishment, sanction or retaliatory action against whistleblowers. We commit to taking serious action against any individual or group that threatens or carries out retaliatory acts, holding them internally accountable as appropriate and, where necessary, referring them to judicial authorities to pursue legal liability.

Grievance and Remedy

Although we strive to avoid causing or contributing to adverse impacts on individuals and communities, we recognise that such situations may still occur. We commit to providing or participating in remedies for adverse impacts related to our business, and collaborating with value chain stakeholders when appropriate to jointly address impacts arising from business relationships. Remedial measures may take various forms, including stopping the impact or business relationship, restitution, cash or in-kind compensation, and rehabilitation assistance (such as medical treatment, psychological counselling). Remedy also includes learning lessons and taking measures to prevent recurrence. Using our internal and external grievance mechanisms does not affect the parties' right to resort to judicial or other non-judicial grievance mechanisms. If charges are filed through national-level non-judicial grievance mechanisms, we commit to participating in relevant procedures in a constructive, cooperative and good-faith manner.

For more details on the operation of subsidiary grievance mechanisms and community grievances, please refer to the "Community" chapter of this report.



Environment

54 Environmental Management System

59 Climate Change

76 Water Resource Management

83 Land Use

88 Biodiversity Conservation

98 Waste Management and Circular Economy

106 Tailings Management

The SDGs addressed in this chapter

Carbon emission intensity decreased 36.11% compared with the 2020 baseline

36.11%

Water Re-used Rate: 90.52% (93.56% excluding Zangge data)

90.52%

Environmental Protection Investment: RMB 1,767 million

1,767 RMB million

Proportion of Renewable Energy: 28.62%

28.62%

Clean Energy Installed Capacity 1,103.76MW

1,103.76 MW

Electric Vehicles: 1,719 units

1,719 units

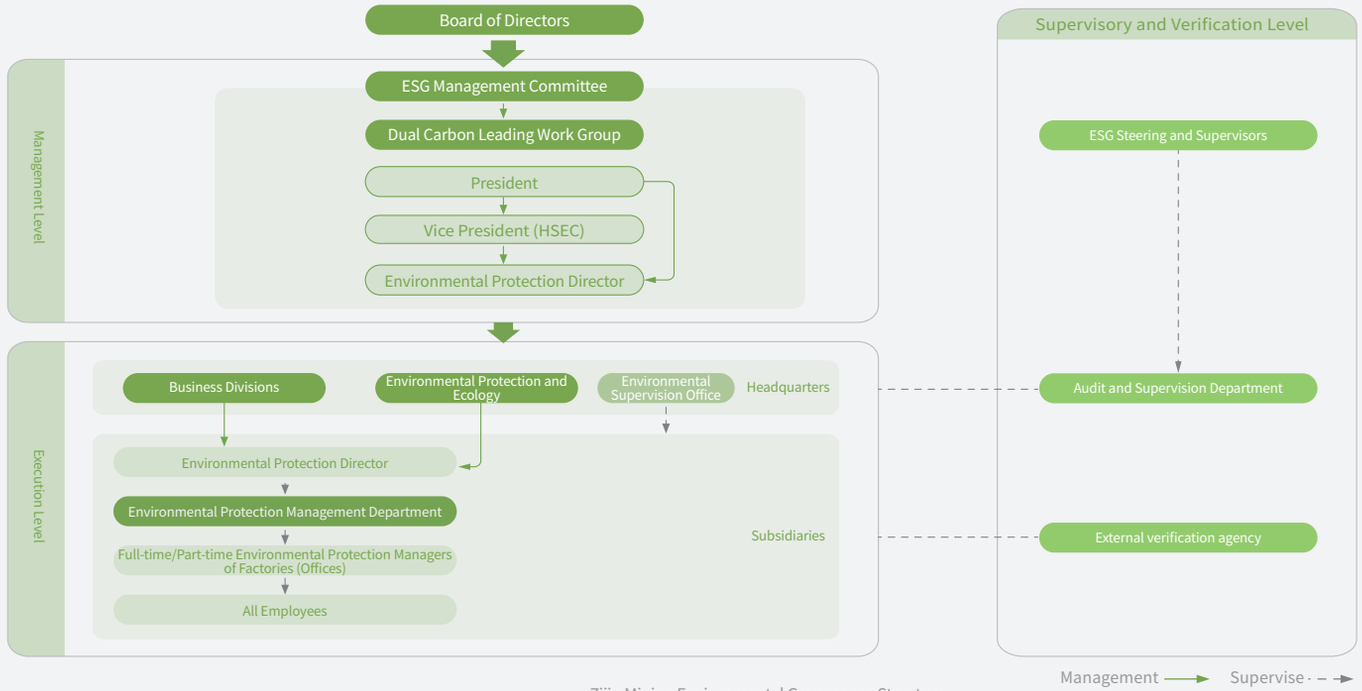
Environmental Management System

In the whole process of global mineral resource development, the Company always takes the construction and continuous improvement of the Environmental Management System (EMS) as the core management goal. We strictly follow international standards such as ISO14001 Environmental Management System, systematically embed environmental protection requirements into the full life cycle management of projects, and actively benchmark against the Global Reporting Initiative (GRI) standards, IFRS S2 Climate-related Disclosures recommendations and the Sustainability Accounting Standards Board (SASB) mining-specific standards. We have fully integrated climate-related governance systems into EMS to continuously improve transparency and international comparability.

Governance

We deeply recognize the importance of EMS to the sustainable development of enterprises. The Company has established a multi-level structure (see figure below: Zijin Mining Environmental Governance Structure), and realizes the deep integration of environmental management system and climate governance by clarifying the rights and responsibilities of each level and strengthening cross-departmental collaboration. The Board of Directors of the Company is responsible for formulating environmental strategies, and appoints an Executive Director and Vice President to specifically guide the management of environmental issues. Under the ESG Management Committee of the Company, a Leading Group for "Dual Carbon" Management is set up, with the President as the Director and an Executive Director and Vice President designated to specifically guide the management of environmental issues, clarifying the senior management's core commitment to environmental and climate responsibilities. As a special person in charge, the Environmental Protection Director coordinates the implementation of the system, and leads the headquarters Environmental Protection and Ecology Department to professionally manage, guide and track various ecological and environmental issues, transforming the committee's decisions into implementable policies. The executive and grassroots environmental management managers constitute the "last mile" of the system implementation, responsible for real-time monitoring of daily environmental and climate indicators, reporting of abnormal data and on-site emergency response. The above organisational structure is also applicable to the governance of environmental issues such as water resource management, land use, biodiversity conservation and waste management.

During the reporting period, the Board of Directors or Executive Directors listened to special reports on environment and climate at least once a month, reviewed major environmental risk matters, and incorporated environmental performance indicators into the performance appraisal of senior management. Key environmental performance indicators include Greenhouse Gas (GHG) emission intensity, energy utilisation efficiency, environmental compliance rate, etc., to comprehensively measure the effectiveness of environmental management. The Company simultaneously built a systematic internal and external supervision and audit system, and ensured the rigid implementation of environmental management goals through the linkage of internal strategic review and external independent verification.



Zijin Mining Environmental Governance Structure

At the Internal Management Level

The Company has established an annual environmental management review and strategic outlook mechanism. It systematically reviews the effectiveness of environmental management implementation, risk response, and target achievement annually. In alignment with the long-term development strategies of its subsidiaries, the Company coordinates and deploys environmental management directions, key tasks, and resource allocation for the next three years. This ensures effective alignment between short-term actions and long-term planning, providing a clear pathway for continuous improvement in environmental performance.

At the External Supervision Level

The Company engages independent third-party environmental consulting institutions to conduct comprehensive annual environmental audits covering 42 major subsidiaries, encompassing ecological protection, pollution prevention and control, and resource utilisation efficiency. Tailored audit reports are prepared based on each subsidiary's operational characteristics and environmental impact profile. Meanwhile, the Company conducts follow-up reviews on issues and risks identified in the previous reporting period, tracking rectification progress item by item. A full-process management mechanism featuring "issue identification – rectification tracking – verification and closure" has been established to ensure end-to-end environmental risk control, forming strong external constraints and continuous improvement drivers.

Environmental Management Philosophy

Full Life Cycle Management of Mining Operations 01

The Company continuously improves its full life cycle management model.

Project Acquisition Stage

We conduct environmental due diligence through a combination of internal assessments and third-party professional services. This includes site investigations, compliance reviews, and historical contamination assessments to obtain baseline environmental information and identify potential risks. We also comprehensively evaluate the direct and indirect impacts of mining activities on surrounding ecosystems (including biodiversity) and local communities, providing a scientific basis for project decision-making.

Project Design and Construction Stage

Green and low-carbon principles are deeply integrated into project design. Environmental protection requirements are prioritised in process selection and facility layout. The Company also emphasizes stakeholder engagement with local communities to ensure that ecological and environmental concerns are fully considered in project planning.

Production and Operation Stage

The Company implements refined operational standards, reducing environmental impacts on water, air, and soil through source control, process optimisation, and waste recycling. Routine environmental monitoring is conducted to ensure compliance with regulatory limits, minimizing initial ecological disturbance. Independent third-party audits are conducted periodically to enhance transparency and compliance.

Closure Stage

The Company adheres to a responsible closure approach. Closure plans are dynamically optimised based on geological conditions and ecological status, including facility dismantling, site rehabilitation, and compliant disposal of residual pollutants. Vegetation restoration programs are implemented to restore natural ecosystems through scientific planting and ecological restoration technologies, achieving full life cycle environmental responsibility from development to closure.

We aim to

"Ensure that by 2030, all mines meet green mine standards and all smelting and processing facilities meet green factory standards"

and continuously promote the development of green mines and green factories.

13 national-level green mines

9 provincial-level green mines

10 national-level green factories

1 national mine park

PDCA Cycle and ISO Management System 02

We adopt the PDCA (Plan-Do-Check-Act) cycle as the core framework, integrating industry-specific ecological characteristics and risk management needs to establish a closed-loop environmental management system of "target setting – execution – inspection – improvement". Through continuous optimisation and technological empowerment, we drive ongoing improvement in environmental performance. This framework aligns with the internationally recognized ISO 14001 Environmental Management System, while incorporating mining-specific enhancements to form Zijin's distinctive environmental management model.

During the reporting period, ISO 14001 certification covered 95.83% of our operating sites. This was due to the fact that some subsidiaries were in the production suspension and infrastructure construction phase in 2025, resulting in expired certificates not being renewed in a timely manner. Full systematic certification will be completed as soon as possible after these projects commence operations.

We continue to promote management system certification at all our operation sites worldwide.

46

By the end of the reporting period, 46 entities had successfully obtained ISO 14001 environmental management system certification.

95.83%

The certification coverage rate of this standard at our production and operation sites reached 95.83%.

Plan

Target Breakdown and Risk Anticipation

The Company establishes a dynamic environmental target management mechanism at the planning stage. Each year, environmental targets are developed based on ecological reassessments and three-year forward planning, taking into account geological conditions and ecological sensitivity. Responsibility is cascaded through a hierarchical target responsibility system covering all levels from management to frontline employees, clearly defining environmental responsibilities and performance assessment criteria.

Do

Organisational Support and Digital Implementation

A three-tier ecological management system supports implementation: At the corporate level, the Environmental and Ecology Department is established to coordinate the Company's environmental management standard-setting and regularly monitor environmental performance and GHG emission data. The Company's three business departments that manage the Company's core operations each have dedicated environmental management personnel, ensuring environmental management is integrated into specific business processes and the decision-making process. Subsidiaries have established dedicated day-to-day environmental and ecological management teams. At each plant (section), environmental management personnel are assigned either full-time or part-time to ensure that environmental protection and ecological initiatives are effectively implemented. In terms of technical support, the Company has built an “Environmental and Ecological Information Management Platform.” Through digital management, it enables efficient integration of data and provides anomaly alerts. The Company also develops an annual rolling plan for the use of environmental and ecological funds to ensure that earmarked funds are allocated appropriately and managed efficiently.

Check

Multi-dimensional Supervision and Issue Traceability

We have formulated institutional documents including the ''Regulations on Environmental and Ecological Inspection Management and the Basic Standards for Environmental Order Management'' to conduct regular environmental compliance reviews of subsidiaries, while requiring each subsidiary to carry out internal self-reviews. Centred on the philosophy of " downward service delivery, vertical-horizontal integration", we launched the Green Action Plan to build a long-term environmental protection mechanism featuring "headquarters-subsidiary" coordination. We implemented dedicated on-site services for 20 subsidiaries: in the preparatory phase, we issued material lists to guide enterprises in self-reporting their environmental status and self-identified issues; members of the Environmental and Ecology Department then conducted comprehensive on-site environmental risk assessments through document review, field surveys, and interviews; finally, we issued individualised ''Green Action Plan On-site Service Feedback Report'' for each enterprise, forming an internal verification closed-loop of "enterprise self-review – on-site verification – targeted feedback." Regarding external oversight, we engaged professional third-party institutions to complete comprehensive annual environmental and ecological verification services for all domestic subsidiaries, simultaneously reviewing the effectiveness of rectification of issues from the previous reporting period, so as to achieve coordination between internal and external supervision. For the next reporting period, we plan to further extend the third-party environmental and ecological verification mechanism to global subsidiaries.

Act

Closed-loop Improvement and Experience Consolidation

We focus on a three-stage improvement cycle of "problem rectification – experience accumulation – system upgrade": establishing a "subsidiary environmental risk tiered management ledger" to implement full-process tracking of identified problems through "root cause analysis – measure formulation – effect verification"; advancing the systematic development of positive and negative environmental case studies at subsidiaries, compiling and distributing them to all subsidiaries as internal environmental training materials. Through "learning from cases", we leverage their exemplary guidance and risk warning functions, driving the transformation of cases from "archiving" to "practice" to elevate environmental management standardisation. We also focus on building front-end risk control capabilities, conducting targeted environmental training to enhance all employees' early identification and proactive handling of potential environmental risks, driving the shift of environmental management from "passive rectification" to "active prevention".

Environmental Compliance Management

During the reporting period, none of the Company's subsidiaries experienced any environmental incidents with significant impact, nor were any administrative penalties imposed for environmental violations. The Company strictly complies with applicable environmental laws and regulations in all countries and regions where it operates, and has established a sound environmental compliance management system to ensure that all production and operational activities are conducted within an appropriate legal framework. For detailed information on environmental compliance, please refer to the "Sustainability Report" section of Zijin Mining's 2025 Annual Report.

Meanwhile, the Company has established a dynamic environmental compliance monitoring mechanism to continuously track changes in environmental laws and regulations across its operating jurisdictions. For newly issued or revised regulations, the Company organises professional teams to conduct interpretation and analysis, promptly assess their potential impacts on business operations and environmental management, and adjust management strategies accordingly. Relevant internal policies and management systems are updated in a timely manner.

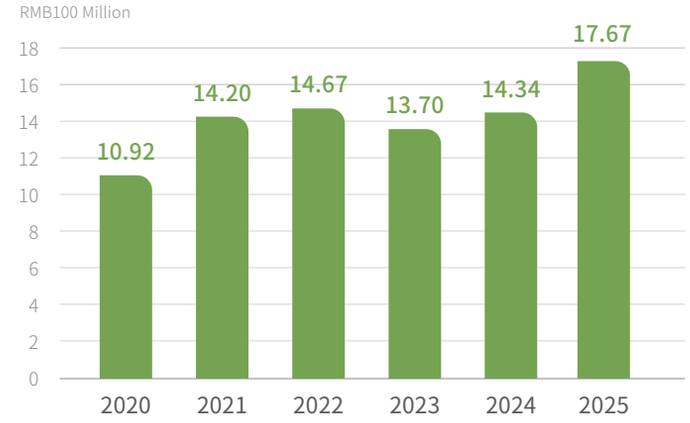
During the reporting period, we conducted targeted environmental compliance reviews for 42 production-oriented subsidiaries. Based on each entity's specific environmental and ecological conditions, tailored "Environmental and Ecological Audit Recommendations" were issued to provide precise guidance for improving environmental management practices.

For details on environmental compliance information, please refer to the Company's 2025 Annual Report.

Investment in Environmental Protection

Adequate investment in environmental protection serves as the core guarantee supporting the implementation of all environmental initiatives. During the reporting period, the Company maintained sufficient financial support for environmental protection, with a total investment of RMB 1,767 million in ecological and environmental aspects. Excluding Zangge data, the investment for this reporting period amounted to RMB1,688 million, representing an increase of 17.71% compared to the previous reporting period. These funds were primarily allocated to water resource management, climate change initiatives, solid waste treatment and resource utilisation, ecological restoration, and environmental monitoring system development. As multiple key environmental projects are completed and enter routine operation and maintenance phases, environmental investment will gradually shift to steady-state support levels aligned with operational needs, forming a sustainable funding structure.

▶ **Environmental Protection Investment**



▶ **Details of the main environmental protection fund investment in 2025 (including Zangge)**

Climate Change	Ecological Restoration	Water Resource Management	Biodiversity
RMB 755 million	RMB 250 million	RMB 127 million	RMB 14 million

Environmental Emergency Management

We attach great importance to environmental accident risk emergency management, continuously improving emergency management mechanisms, facilities, and team building. We have formulated the "Emergency Response Plan for Sudden Environmental Incidents", establishing an emergency response system covering all levels of the Company to ensure effective prevention and timely handling of various environmental emergencies. Each subsidiary organises at least one emergency drill annually to test the effectiveness of emergency plans, the adequacy of emergency preparedness, the adaptability of emergency response capabilities, and the coordination of emergency personnel, thereby enhancing the capacity to prevent and handle sudden environmental incidents and ensuring the practicality of plans.

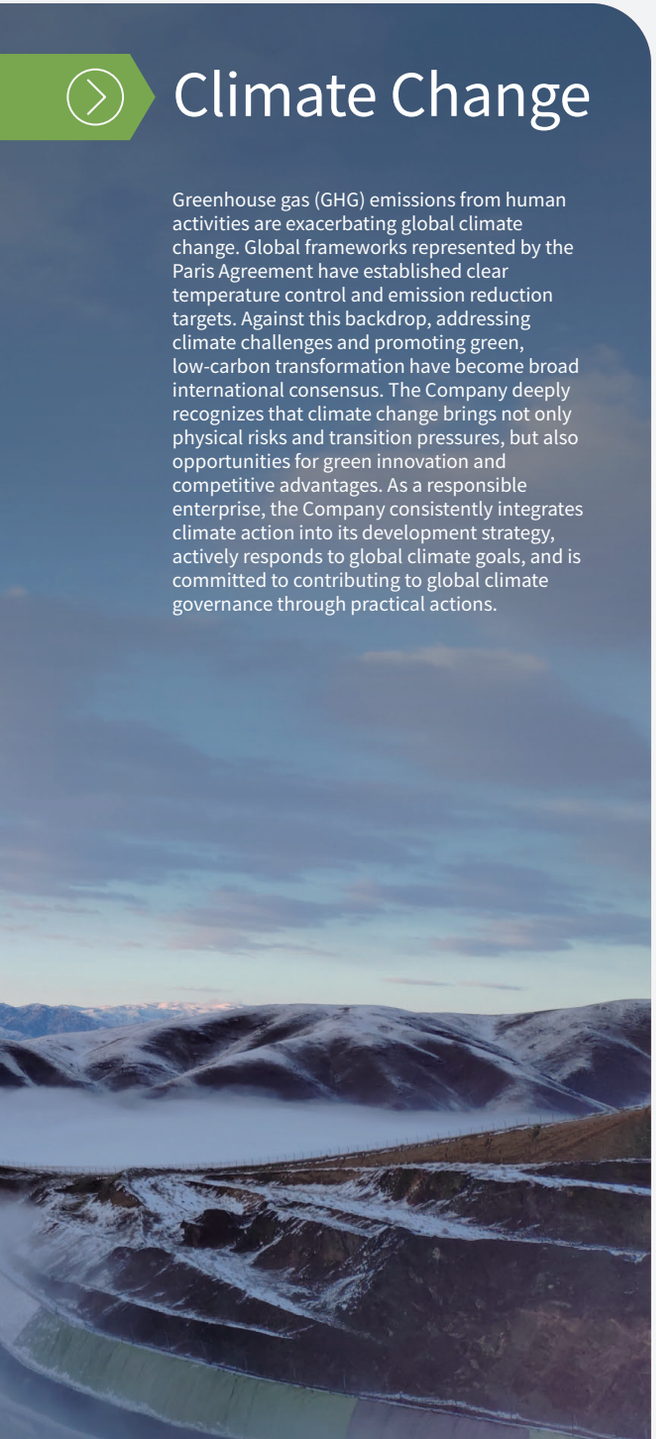
Centered on the "Emergency Response Plan for Sudden Environmental Incidents", we drive the deepening of emergency capabilities from "basic assurance" toward "precise response and effectiveness enhancement". At the early warning mechanism level, we have moved beyond traditional tiered early warning frameworks to develop scenario-based early warning response lists categorised by risk type: for different risk scenarios, we clarify the responsibilities of first responders, on-site preliminary disposal measures, and reporting time limits, ensuring "zero delay" in early warning information transmission and "no blind spots" in disposal actions. In emergency drill procedures, we focus on "practical effectiveness enhancement", designing drill scenarios based on actual environmental risk hazards at each enterprise while simultaneously testing the alignment of "plans – materials - personnel". Following drills, we produce "Emergency Drill Assessment Reports" and formulate rectification lists addressing identified weaknesses. Regarding risk-sharing mechanisms, we encourage subsidiaries to purchase environmental pollution liability insurance to further control pollution risks. As of the end of the reporting period, 18 enterprises have participated in such insurance coverage.

18

As of the end of the reporting period, 18 subsidiaries have purchased environmental pollution liability insurance

Climate Change

Greenhouse gas (GHG) emissions from human activities are exacerbating global climate change. Global frameworks represented by the Paris Agreement have established clear temperature control and emission reduction targets. Against this backdrop, addressing climate challenges and promoting green, low-carbon transformation have become broad international consensus. The Company deeply recognizes that climate change brings not only physical risks and transition pressures, but also opportunities for green innovation and competitive advantages. As a responsible enterprise, the Company consistently integrates climate action into its development strategy, actively responds to global climate goals, and is committed to contributing to global climate governance through practical actions.



Climate Targets and Progress

At present, the challenges posed by global climate change are becoming increasingly severe. Since the Industrial Revolution, human influence on the climate has become progressively evident. Greenhouse gas emissions from human activities have triggered the greenhouse effect, leading to global warming. Continued greenhouse gas emissions from human activities are driving up global average temperatures. The "dual carbon" pathway comprising carbon peaking and carbon neutrality has become the fundamental consensus and future development trend for global climate change response. We strongly endorse the efforts of nations and enterprises under the United Nations Framework Convention on Climate Change, as well as the long-term goal set forth in the Paris Agreement signed and entered into force in 2016 to limit the increase in global average temperature to well below 2°C above pre-industrial levels. To contribute to keeping global temperature rise below 2°C, we issued the "Zijin Mining Climate Change Action Plan", disclosing short-term, medium-term, and long-term targets for carbon peaking and carbon neutrality, and have already achieved the 2025 milestone target ahead of schedule in 2024:

2029 ↓ 2030 | 2045 ↓ 2046 | 2050

Short-term Target	Implement proactive emission reduction measures to achieve the peaking of the Company's total GHG emissions. Gradually establish a Scope 3 emissions data accounting, monitoring, and management system; meanwhile, build a sound risk governance system and risk management mechanism aligned with global development standards.
Medium-term Target	Advance hydrogen energy, electrification, new energy, heat pumps, and other carbon reduction technologies to achieve year-on-year reductions in greenhouse gas emissions following the peaking of the Company's total GHG emissions.
Long-term target	Enhance the proportion and efficiency of various proactive emission reduction measures, combined with long-term technical measures and financial instruments such as carbon sinks, carbon capture utilisation and storage (CCUS), and carbon trading, to achieve carbon neutrality.

We have incorporated greenhouse gas emission control into our core development strategy. Guided by the principles of practicing green development and fulfilling climate governance responsibilities, we advance target achievement through four primary pathways:

1 Green Transition of Energy Structure

Prioritize the replacement of fossil fuels with renewable energy to reduce GHG emissions from energy consumption.

2 Production Process and Technology Innovation

Deploy electrified and intelligent mining and mineral processing equipment to optimise processes and reduce unit energy consumption.

3 Building a Resource Recycling System

Promote the resource utilisation of solid waste such as tailings and waste rock to reduce GHG emissions from waste treatment.

4 Establishing Carbon Management Mechanisms

Build a GHG emissions monitoring system covering the entire production process, set precise emission reduction targets for each segment and period, and ensure strict implementation.

Climate Risk and Opportunity Management

Climate change continues to exert complex and far-reaching impacts on the globe. These changes present both risks to our operations and opportunities for our sustainable development. With reference to IFRS S2, we identify, assess, and manage physical and transition climate-related risks that may affect the Company's assets. The Company advances climate risk and opportunity identification through a three-tier organisational structure and closed-loop working mechanism (please refer to the "Environmental Management System" section of this report for details): At the operational level, we combine actual climate risk conditions with climate model scenario results to compile physical and transition climate risks and opportunities facing each asset in the short, medium, and long term, ranking them by impact severity before submitting to the Dual Carbon Management Work Leading Group and the ESG Management Committee for review. Subsequently, the ESG Management Committee and the Dual Carbon Management Work Leading Group conduct regular assessments of short-, medium-, and long-term climate risks and opportunities, reporting results to the Strategic and Sustainable Development (ESG) Committee for deliberation. The Board formulates strategies, policies, and mechanisms for climate change response based on climate risk assessment results, with the ESG Management Committee and the Dual Carbon Management Work Leading Group supervising implementation at the operational level, thereby forming a closed-loop management mechanism of "identification - review - decision - execution".

Physical Climate Risks

During the reporting period, with reference to the latest global climate data, we updated the potential climate-related physical risks for 57 of the Company's assets[1] across baseline periods, the 2030s, 2050s, and 2080s. We optimised our risk model by adding "coastal flooding" as a new risk factor and improved the scoring calculation methodology to enhance result accuracy. The optimised model covers nine categories of climate-related physical risks: extreme high temperature, extreme low temperature, flooding (including riverine flooding, extreme precipitation flooding, and coastal flooding), typhoons, rainfall-induced landslides, wildfires, water stress, and drought. Risk testing was conducted based on future projections from the IPCC Sixth Assessment Report (AR6) under low-emission (SSP1-2.6) and high-emission (SSP5-8.5) scenarios. Results indicate that extreme high temperature, rainfall-induced landslides, and water stress and drought represent the primary climate risks facing the Company. Compared with historical analysis results, assessments under the latest datasets and methodology show increased risk levels for extreme low temperature and typhoons, and decreased risk levels for wildfires.

Physical Risk	Baseline	SSP1-2.6			SSP5-8.5		
		2030	2050	2080	2030	2050	2080
Extreme High Temperature	0	8	9	10	11	39	56
	0%	14%	16%	18%	19%	68%	98%
Extreme Low Temperature	19	14	14	14	14	11	8
	33%	25%	25%	25%	25%	19%	14%
Flooding* (Maximum Risk)	2	2	2	2	2	2	3
	4%	4%	4%	4%	4%	4%	5%
Riverine Flooding	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%
Extreme Precipitation Flooding	2	2	2	2	2	2	3
	4%	4%	4%	4%	4%	4%	5%
Coastal Flooding	0	0	0	0	0	0	0
	0%	0%	0%	0%	0%	0%	0%
Typhoon	11	12	12	12	12	12	12
	19%	21%	21%	21%	21%	21%	21%
Rainfall-Induced Landslide	12	22	26	25	20	26	26
	21%	39%	46%	44%	35%	46%	46%
Wildfire	4	4	4	4	4	4	4
	7%	7%	7%	7%	7%	7%	7%
Water Stress and Drought	18	18	18	18	19	19	18
	32%	32%	32%	32%	33%	33%	32%

Risk Level

- Extremely high
- high
- medium
- low
- Extremely Low

*The risk score for flooding (maximum risk) is determined by taking the maximum value among the three flooding risk scores (riverine flooding, extreme precipitation flooding, and coastal flooding)

In the left-hand chart, the figures above each data point indicate the number of assets with climate hazard scores reaching high or extremely high levels in a given expected year under the specified scenario, while the percentages below each data point represent the proportion of corresponding assets to the total number of assets.

1. To better assess our climate-related risks and opportunities, we adopted an asset-based rather than subsidiary-based assessment approach to better evaluate the exposure of specific physical assets. Consequently, this number exceeds the number of subsidiaries covered in this report. As we had not obtained operational control of Zangge Mining when we commenced the climate-related risk and opportunity assessment, Zangge Mining is excluded from the scope of this analysis.

Extreme High Temperature

Against the backdrop of global warming, high-temperature weather events are becoming more frequent, heat waves are lasting longer, and extreme high temperatures show a significant upward trend under both scenarios. The average number of extreme high temperature days across 57 assets (defined as daily temperatures continuously exceeding the 90th percentile of historical levels for at least 6 consecutive days) is projected to rise from 25 days at baseline to 135 days by 2050 under the SSP5-8.5 scenario.

Number of Days with Extreme High Temperature	Baseline	SSP1-2.6			SSP5-8.5		
		2030	2050	2080	2030	2050	2080
0-30	44	5	1	2	2	0	0
30-60	11	34	22	16	19	2	0
60-90	2	9	24	28	24	5	1
90-120	0	7	3	2	3	24	0
⩾120	0	2	7	9	9	26	56
Average Number of Days	25	61	72	76	76	135	223

Number of Eligible Assets

Rainfall-Induced Landslide

Global warming exerts complex impacts on regional rainfall patterns, leading to increased frequency, intensity, and duration of extreme precipitation events. In mountainous areas with high rainfall frequency and concentrated precipitation, frequent heavy precipitation events significantly elevate the risk of landslide occurrence. Rainfall-induced landslides represent a major risk across all time periods, showing an upward trend under both climate scenarios. The average number of high-risk landslide days driven by precipitation conditions across the regions where the 57 assets are located is projected to increase from 18 days at baseline to 20 days by 2050 under the SSP5-8.5 scenario.

Landslide Number of Days	Baseline	SSP1-2.6			SSP5-8.5		
		2030	2050	2080	2030	2050	2080
0-30	20	20	20	20	20	20	20
30-60	2	1	1	2	2	1	1
60-90	27	12	8	7	25	15	4
90-120	8	24	28	28	10	21	29
⩾120	0	0	0	0	0	0	3
Average Number of Days	18.29	19.38	20.16	20.78	18.62	20.03	22.34

Number of Eligible Assets

Water Stress and Drought

Global warming exacerbates regional water stress and increases the frequency, intensity, and spatial extent of droughts by intensifying evaporation, altering the temporal and spatial distribution of precipitation, and reducing freshwater reserves such as glaciers and snow cover. Water stress and drought also represent major risks across all time periods, with trends remaining stable. Approximately 32% of assets face high or extremely high water stress and drought risks across all periods and scenarios.

Water Stress Index Number of Days	Baseline	SSP1-2.6			SSP5-8.5		
		2030	2050	2080	2030	2050	2080
Low(<10%)	19	19	17	18	17	17	17
Low to Medium (10%-20%)	5	4	6	6	6	6	4
Medium to High (20%-40%)	15	16	16	15	15	15	18
High (40%-80%)	4	4	4	4	5	5	3
Extremely High (>80%)	14	14	14	14	14	14	15
Average Water Stress Index	37%	38%	37%	37%	39%	39%	40%

Number of Eligible Assets

Risk Mitigation

For the high and extremely high level physical risks currently identified, the Company has confirmed through systematic assessment that all fall within preset reasonable risk thresholds. Meanwhile, we have established a comprehensive management and assurance system covering the entire process of risk identification, assessment, response, and monitoring. This includes formulating dedicated risk response plans, allocating adequate resource guarantees, and establishing dynamic monitoring mechanisms, forming closed-loop management capabilities of "assessment - planning - execution - optimisation" to continuously keep relevant risks within controllable ranges and provide solid support for sustainable business operations.

Climate Hazard	Potential Physical and Financial Impact	Assessment Result	Mitigation Measure	Risk Level
Extreme High Temperature	• Rising operating costs: Temperature rise leads to higher cooling demands, increasing water and electricity costs. • Increased risk of power rationing and outages during extreme high temperatures: If equipment becomes inoperable during outages, work efficiency will be affected and revenue reduced. • Outdoor workers face heightened health risks: Working hours may need to be reduced, affecting the efficiency of certain operations.	The trend of rising extreme high temperatures is significant. Currently, all 57 assets are at low-to-medium risk levels. By 2050 under the SSP5-8.5 scenario, all assets are projected to rise to medium risk level or above, with 39 assets (68%) reaching high or extremely high risk levels. In contrast, under the SSP1-2.6 scenario, 9 assets (15%) are projected to reach high risk levels by 2050.	• Establish monitoring systems for weather conditions (temperature, humidity, wind speed, and evaporation) to provide early warnings for extreme high temperatures and heat stress indices, enabling staff to prepare for extreme high temperature risks in advance. • Implement safety and health measures for high-temperature operations to prevent harm to personnel from extreme high temperature. • Increase the proportion of water recycling to avoid impacts of extreme high temperatures on water supply and water-consuming equipment. • Build backup power generation facilities to reduce the impact of grid fluctuations on operations.	Extremely High
Extreme Low Temperature	• Soil freezing and hardening due to extreme low temperatures makes excavation difficult; groundwater, pipelines, or mine pit water freezing; machinery startup difficulties—all affecting normal operations, reducing work efficiency, and causing revenue losses. • Increased enterprise expenditure on insulation and freeze protection due to extreme low temperatures. • Snow accumulation and icy road surfaces caused by extreme low temperatures may bring health and safety risks to personnel.	The risk of extreme low temperatures shows a declining trend. Under baseline conditions, 19 assets (33.3%) face risks above high level, including 7 assets (12%) classified as extremely high risk. Under the SSP5-8.5 scenario by 2050, 10 assets (18%) will be at high risk level, with 1 asset (2%) classified as extremely high risk.	• Optimise the design of mines and their power supply networks, upgrading standards to withstand persistent freezing, blizzards, and other low-temperature disaster weather conditions. • Increase reserves of cold-resistant materials, and optimize the thermal insulation rating of winter workwear based on employees' feedback.	Medium
Flooding	• Flooding causes asset damage, leading to asset impairment. • Flooding may damage infrastructure, machinery, equipment, and vehicles, resulting in increased corresponding repair and/or capital expenditures. • Assets damaged by flooding require suspension of operations, causing revenue losses. • Water resources contaminated by flooding cause freshwater shortages, leading to decreased productivity. • Rising water levels caused by extreme precipitation may reduce asset operational capacity. • Flooding may disrupt major transportation corridors, affecting normal base operations and causing revenue declines. • If personnel cannot evacuate during flooding events, safety risks exist.	Taking into account flood risk levels across all time periods and scenarios, data indicates that all assets face limited risks from river flooding and coastal flooding. However, some assets are threatened by extreme precipitation flooding: 2 assets currently already face extremely high flood risk, and 1 additional asset is projected to rise to high risk level or above under the SSP5-8.5 scenario.	• Upgrade drainage facility construction standards to withstand rare extreme rainstorms (that occurs once every 500 or 1,000 years). • Make preparations and develop disaster management plans for extreme precipitation, maintaining adequate flood prevention supplies. • Organise at least one flood prevention drill annually to identify and summarise issues, improving emergency response management.	Low

Climate Hazard	Potential Physical and Financial Impact	Assessment Result	Mitigation Measure	Risk Level
Typhoon	• Typhoons cause asset damage, leading to asset impairment. • Typhoons and the heavy rain and storm surges they cause may damage infrastructure, power supply systems, and machinery and equipment, resulting in increased corresponding repair and/or capital expenditures. • Assets suspend operations during typhoon strikes, causing revenue losses. • Typhoons may cause flooding or blockage of major transportation corridors, affecting normal base operations and leading to revenue declines. • Typhoons pose safety risks to personnel on site.	The typhoon risk trend remains relatively stable. Currently, 11 assets (19%) face high or extremely high typhoon risk. One asset's typhoon risk is projected to rise to high risk level by 2030.	• Upgrade construction standards for mine infrastructure and buildings to withstand severe typhoon strikes. • Make preparations and disaster management plans for typhoons, maintain adequate emergency supplies, and monitor meteorological bureau typhoon early warnings before typhoon strikes. • Develop detailed business continuity plans, clarifying critical business priorities and resource allocation during severe typhoons to ensure minimum operational requirements for core businesses.	Medium
Rainfall-Induced Landslide	• Facility or equipment damage caused by landslide occurrence requires additional repair expenditure. • Assets become inoperable and maintenance time increases following landslide occurrence, causing revenue losses. • Landslides may cause blockage of major transportation corridors, affecting normal base operations and leading to revenue declines. • Landslides expose personnel to safety risks.	Rainfall-induced landslides show an upward trend. Currently, 12 of the 57 assets are high-risk assets. By 2050, under both SSP5-8.5 and SSP1-2.6 scenarios, 26 assets (46%) are projected to reach high risk level. Under the SSP5-8.5 scenario, by 2080, 3 assets will reach extremely high risk level.	• Conduct regular slope geological surveys, proposing prevention and treatment solutions for unstable areas to reduce landslide risk. • Establish slope displacement monitoring, forecasting, and early warning mechanisms, regularly conducting deformation monitoring, stress monitoring, vibration monitoring, and hydrological monitoring. • Establish landslide prediction systems to reduce impacts caused by landslides. • Conduct regular safety inspections and patrols of slopes.	Extremely High
Wildfire	• Facility and equipment damage caused by wildfire occurrence requires additional repair expenditure. • Wildfires cause operational disruptions, resulting in revenue losses. • Wildfires cause road interruptions, affecting transportation efficiency, thereby impacting normal base operations and leading to revenue declines. • Wildfires expose personnel to safety risks.	Wildfire occurrence risk shows an upward trend, but remains concentrated at low-to-medium risk levels and below. Across all scenarios and time periods, only 4 assets (7%) reach high or extremely high risk levels. Under the SSP5-8.5 scenario, medium-risk assets increase from 0 to 21 by 2080, indicating a significant increasing trend.	• Strengthen weather monitoring, assessment, and early warning system construction for assets and nearby forested areas. • Employ water cooling methods during high-temperature weather conditions to prevent wildfire occurrence. • Install additional firefighting equipment and enhance cooperation with local firefighting units. • Conduct regular employee training to improve personnel capabilities in wildfire risk identification and emergency response.	Low
Water Stress and Drought	• Water stress may lead to water scarcity, causing an increase in water prices. • Unstable water supply causes water-consuming facilities to suspend operations, resulting in revenue losses. • Additional operational expenditures arise from constructing water pipelines and infrastructure to reduce asset vulnerability to water stress and drought. • If water resource competition or social and political conflicts occur, negative impacts on business continuity may result. • Unstable water supply leaves cooling systems without adequate water, reducing smelter productivity. • Reduced water supply may lead to higher aerosol emissions during production processes, thereby increasing reliance on tap water for cleaning purposes and consequently causing an increase in water prices. • Reduced water supply may decrease external discharge dilution, increasing water treatment costs such as reverse osmosis.	Water stress and drought trends remain relatively stable. Currently, 18 assets (32%) already face high or extremely high water stress risk. Future water stress risk is not projected to increase significantly; the number of extremely high risk assets remains unchanged across all scenarios in 2030 and 2050.	• Implement water resource monitoring programs, reservoir seepage prevention treatment, rainwater management, and other physical measures or procedures to protect surface water and groundwater resources. • Strengthen surface water and groundwater resource protection efforts, monitoring water quality changes quarterly at rivers near mining areas, key locations within mining areas (such as upstream and downstream of tailings storage facilities and landfills), and other sites through the installation of groundwater monitoring wells, to respond promptly to water quality changes and take measures. • For mining area water use, we utilise the "water balance model" for each mining area to predict inflow, consumption, and outflow, enabling timely management of water resource-related risks; promote water recycling or wastewater reuse systems in production processes to reduce dependence on external water supply.	High

Financial Quantitative Analysis of Physical Climate Risks [1]

Based on a balance between data availability and cost, we have focused this analysis on current and future major high-level physical risks (extreme high temperatures, extreme precipitation, and water stress and drought) for financial quantitative analysis, examining both high-carbon and low-carbon emission scenarios respectively.

In the physical risk financial quantitative model used for this analysis, internal input parameters include asset geographic location (latitude and longitude), asset value, production days, and historical extreme weather conditions; built-in model parameters encompass physical climate data under different quantitative scenarios, physical risk exposure, and other factors.

We selected two Shared Socioeconomic Pathways (SSPs) from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report: SSP1-2.6 (low emission scenario) and SSP5-8.5 (high emission scenario).

Our model construction and parameter setting primarily rely on the following qualitative analysis and scenario assumptions:

Extreme High Temperature

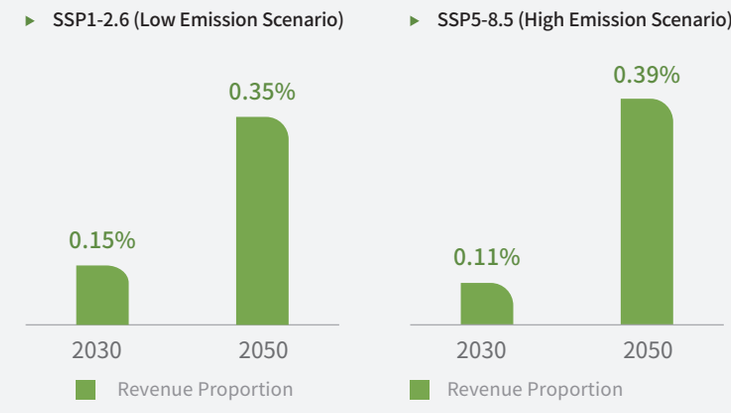
Rising frequency and intensity of high-temperature events lead to reduced outdoor and production operating hours, thereby adversely affecting enterprise operating revenue. The model quantifies the revenue reduction caused by extreme high temperatures by: calculating high-temperature days for assets under low-emission and high-emission scenarios; comparing changes in high-temperature days between future scenarios and the baseline period; quantifying operating hour losses under high-temperature conditions; and combining these with average revenue per unit time to calculate the revenue reduction attributable to extreme high temperatures.

Extreme Precipitation

May lead to increased shutdown days, thereby negatively impacting enterprise revenue. We assess extreme precipitation days for assets under "low-carbon" and "high-carbon" scenarios, compare changes in extreme precipitation days between future scenarios and baseline conditions, estimate working hour reductions caused by extreme precipitation conditions, calculate total future working hour reductions based on this, and combine with average revenue to quantify revenue reductions attributable to extreme precipitation.

Water Stress and Drought

Lead to rising water unit prices and increased days with high water prices, thereby increasing water expenditure. Using daily average water costs and water stress indexes at the asset level under "low-emission" and "high-emission" scenarios as core input data, we map water stress indexes to the duration of water price increases, combine with historical water price trends to project future water unit price levels, and thereby estimate annual water costs attributable to water stress changes under baseline (current) and future scenarios respectively.



Financial Impacts in 2030 and 2050 under SSP1-2.6 (Low Emission Scenario) and SSP5-8.5 (High Emission Scenario)

Results indicate that financial impacts from physical risks are more pronounced under the high-emission scenario (i.e., SSP5-8.5), yet remain very limited in their effect on the Company' s revenue. By 2050, the impact proportion of the three major physical risks on revenue is projected not to exceed 0.4%.

1. In the financial quantitative analysis presented in this section, we estimate the potential financial impacts of physical climate risks based on "revenue proportion". This estimate is not based on given future revenue forecast, but rather calculated directly from impact ratios based on factors such as asset distribution and risk probability.

Climate Transition Risks and Opportunities[1]

As a global enterprise engaged in the exploration and development of metal and mineral resources, our operations have substantial energy requirements, and climate transition risks have already impacted our entire operational process. Multiple factors including policy changes, low-carbon technology substitution, and shifting market demands directly affect operational efficiency, costs, and development in the mining industry, posing significant challenges. During the reporting period, international risk factors further intensified operational challenges. The global energy crisis triggered by regional conflicts may lead to rising operational energy procurement costs for us. Combined with continued pressure on the stability of natural gas and electricity supply at mines in certain regions, this will drive up unit energy consumption costs in mining and smelting processes. Meanwhile, the cumulative effect of increasingly stringent environmental protection policies in China and volatility in international energy markets further amplifies our transition risk exposure.

To address the abovementioned risks, the Company closely monitors energy price fluctuations and actively diversifies energy supply solutions to mitigate volatility impacts; we have advanced product carbon footprint accounting and low-carbon process upgrades ahead of schedule to proactively respond to downstream customers' low-carbon requirements and international regulatory constraints such as the EU Carbon Border Adjustment Mechanism. During the reporting period, the Company officially issued the "Internal Carbon Pricing Implementation Guidelines", adopting the shadow price method to incorporate carbon costs into the core indicator system for investment decision-making, guiding low-carbon technology application and investment structure optimisation, and continuously enhancing the Company's climate resilience.

To scientifically identify and assess climate transition risks, we adopt the Sustainable Development Scenario (SDS, low-emission scenario) and the Stated Policies Scenario (STEPS, high-emission scenario under current policy continuation) published by the International Energy Agency (IEA) as our core scenario analysis framework. We systematically assess medium-term (2030s) and long-term (2050s) potential transition risks: the baseline period (reflecting current climate policy and market environment) is used to identify short-term potential transition risks; the 2030s corresponds to medium-term risk assessment (focusing on impacts during the acceleration period of policy and technological change); and the 2050s corresponds to long-term risk assessment (focusing on structural transformation pressure under deep decarbonisation targets). Through multi-scenario, cross-cycle dynamic assessment, we provide scientific foundations for the Company's climate adaptation strategy formulation. Based on our continuous tracking of global market factors and impact estimates, a series of high-potential-impact policy changes related to carbon tariffs and carbon pricing identified during the reporting period are broadly consistent with our expectations for transition risk evolution.

Climate Transition Risk Assessment Summary Table

Type	Risk/Opportunity	2030s	2040s	2050s
Risk	GHG Emission Reduction Policy Pressure	Low Risk	High Risk	High Risk
Risk	Carbon Pricing	High Risk	High Risk	High Risk
Risk	Increasing Customer Demand for Low-Carbon Products and Services	Low Risk	High Risk	High Risk
Risk	Fossil Fuel Supply Insufficiency	Low Risk	Medium Risk	High Risk
Risk	Electricity Price Uncertainty	Low Risk	Neutral	Neutral
Risk	Low-Carbon Transition Technology R&D and Investment	Low Risk	Medium Risk	High Risk
Risk	Stakeholder Requirements for Climate Risk Disclosure	Low Risk	Low Risk	Low Risk
Opportunity	Increasing Customer Demand for Low-Carbon Products and Services	Low Opportunity	High Opportunity	High Opportunity
Opportunity	Use of Renewable Energy	Low Opportunity	High Opportunity	High Opportunity

High Risk · Medium Risk · Low Risk · Neutral · High Opportunity · Medium Opportunity · Low Opportunity

1. As we had not obtained operational control of Zangge Mining when we commenced the climate-related risk and opportunity assessment, Zangge Mining is excluded from the scope of this analysis.

Carbon Pricing

Risk Driver	Strategic Impact	Response Measures	Impact Assessment
Carbon pricing is a core factor in measuring the cost of GHG emissions in the future. Its changes will directly affect corporate financial decision-making, particularly regarding costs and benefits in a low-carbon economy.	Carbon pricing mechanisms in different jurisdictions will incur additional financial costs, with one of the most representative being carbon emissions trading. Around the world, supporting mechanisms for the regulation and management of carbon emissions are being introduced. There is a possibility that Zijin Mining' s global assets may fall within the scope of carbon emissions trading schemes, potentially leading to additional operational and financial costs. This could impact the stability and cost of energy supply, Enterprises with excess emissions may face financial pressure and the risk of production restrictions.	Zijin Mining will address carbon pricing mechanism risks from both internal and external dimensions: Publicly disclose achievements in developing carbon peaking and carbon neutrality roadmaps, and identify corresponding emission reduction measures. While implementing its carbon reduction strategy, Zijin Mining will closely monitor developments in carbon pricing mechanisms—particularly emissions trading mechanism requirements—in countries where its assets are located and globally, moving toward international best practice targets and actively and flexibly meeting challenges.	

Compared to other market risks, "Carbon Pricing" has a relatively higher impact severity on the Company in the short, medium, and long term. It is an important transition risk that the Company must continuously address. We have selected this risk driver for financial quantitative analysis of market transition risks.

Increasing Customer Demand for Low-Carbon Products and Services

Risk Driver	Strategic Impact	Response Measures	Impact Assessment
Customer demand for low-carbon products and service preferences are core factors in measuring enterprise market competitiveness in the future. Factors such as market share expansion and brand value enhancement in a low-carbon economy will directly affect corporate product strategy decisions.	With the development and growth of new energy industries (such as electric vehicles), market preferences are shifting toward renewable energy and decarbonisation, and demand for critical raw materials for green energy (such as copper, silver, cobalt, and lithium) will steadily increase.	Based on Zijin Mining's reasonable expectations of its own business evolution, the development of the new energy industry under low-carbon scenarios will be more beneficial to our business. Zijin Mining expects to expand its product categories and production capacity in the future. In addition to steadily increasing existing metal products (such as copper, silver, lead-zinc, and molybdenum ore), copper, silver, and lead-zinc smelting products, copper plate and strip, and copper tube production capacity, the Company will also increase investment and production of critical raw materials for green energy such as lithium, riding the wave of the new energy industry.	

Compared to other market opportunities, "Increasing Customer Demand for Low-Carbon Products and Services" has a relatively higher impact severity on the Company in the medium and long term. It is an important transition opportunity that the Company must continuously address. We have selected this opportunity driver for financial quantitative analysis of market transition opportunities.

Content Related to Financial Quantitative Analysis of Climate Transition Risks and Opportunities

We conducted financial quantitative analysis on major current and future transition risks (carbon pricing) and opportunities (customer demand for low-carbon products) using the IEA's Stated Policies Scenario STEPS (high-emission scenario) and Net Zero Emissions scenario NZE (low-emission scenario). We selected the IEA's NZE scenario as the low-emission scenario here primarily because, starting from WEO 2022, the IEA's scenario suite no longer provides updated data for the SDS scenario; the latest databases and reports focus primarily on STEPS/APS/NZE scenarios, excluding the SDS scenario. Moreover, compared to the SDS scenario, the NZE emissions reduction scenario is more stringent, and when used for financial quantification, it can better reflect the upside potential of risks or opportunities in a stress-testing context.

Regarding transition risks, we assumed that the Company's greenhouse gas emissions rise in tandem with business scale growth without emission reduction measures (STEPS); and that under the Company's existing carbon targets, emission reduction measures are implemented, achieving carbon peaking in 2029 and carbon neutrality in 2050. Additionally, with reference to China's national carbon market report disclosed in 2025, we set the carbon exposure at 0.55%. The calculation results show that, both in the short and long term, the cost pressure from carbon pricing under the high-emission scenario (STEPS) and low-emission scenario (NZE) remains below 0.1% of operating costs, with minimal impact. Our existing emission reduction pathway will further reduce cost exposure from rising carbon prices and enhance transition resilience.

At the transition opportunity level, the global energy transition is driving rapid growth in low-carbon industries such as photovoltaics, wind power, electric vehicles, energy storage, and grid expansion. These industries are highly dependent on critical minerals including copper, lithium, and nickel. Metals directly related to low-carbon industries for the Company include copper and lithium carbonate. With reference to the International Energy Agency (IEA)'s Global Critical Minerals Outlook 2025 for different scenarios (STEPS and NZE), we forecast global demand for critical metals. Copper and lithium carbonate maintain strong demand in the global energy transition, rising rapidly from 2025 to 2035 and remaining at high levels thereafter. Without considering the Company's copper and lithium carbonate production capacity planning, and based solely on estimates of market demand growth potential, by 2050, this opportunity is expected to bring revenue growth of over 30% under different scenarios, reflecting the adaptive advantage of the Company's business structure in the context of the energy transition.

Strategy and Management Approach

Management System Optimisation

We have formulated the "Guidelines for Greenhouse Gas Emission Accounting and Reporting" based on GHG emission accounting guidelines such as the "ISO 14064-1:2018 Specification with Guidance at the Organisation Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals", the "2006 IPCC Guidelines for National Greenhouse Gas Inventories, and the Guidelines for Greenhouse Gas Emission Accounting and Reporting for Mining Enterprises (Trial) ". We calculate GHG emissions using the greenhouse gas emission factor method and regularly track the latest research published by global authoritative institutions such as the Intergovernmental Panel on Climate Change (IPCC), the International Energy Agency (IEA), and China's Ministry of Ecology and Environment, paying attention to policy developments, industry standard changes, and market trends.

To achieve standardisation and consistency in basic data collection, we utilise a self-developed energy data platform to aggregate energy consumption and GHG emission data from all subsidiaries, with real-time tracking and dynamic monitoring. During the reporting period, the energy data platform added an archival function for original documents of energy consumption and GHG emission data, systematically retaining energy data usage certificates and original materials to strengthen standardisation and traceability, meeting the requirements of various stakeholders for high-standard verification and compliance management.

We take a stable climate strategy as an important driver, steadily advancing the implementation of emission reduction targets and roadmaps, and continue to employ the Life of Mine (LOM) method and Life Cycle Assessment (LCA) method to guide "dual carbon" work at mines and smelting enterprises. During the reporting period, we applied the LCA method based on ISO 14067:2018 to conduct full-process carbon footprint accounting for zinc ingots and sulfuric acid produced through smelting, assessing their environmental impacts across the entire life cycle.

Through research on Xinjiang Zijin Non-ferrous, a representative zinc smelting asset, we found that:

1 Tonne of Zinc Ingot — Carbon footprint

3,242.60 kg CO_2eq/T

Contribution at production stage

76.14% 2,468.92 kg CO_2eq

Main emission source: net purchased electricity

73.13%

Contribution at raw material acquisition stage

23.86% 773.68 kg CO_2eq

Main emission source: zinc concentrate

22.59%

1 Tonne of Sulphuric Acid — Carbon footprint

281.26 kg CO_2eq/T

Contribution at production stage

30.73% 86.43 kg CO_2eq

Main emission source: net purchased electricity

29.75%

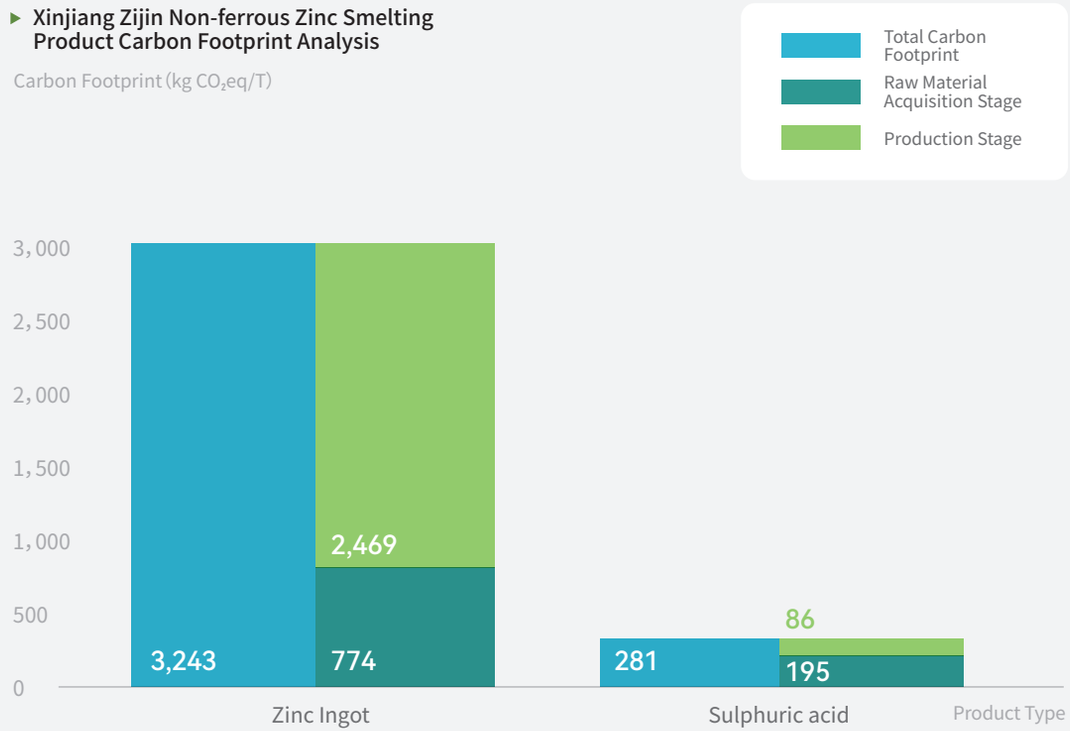
Contribution at raw material acquisition stage

69.27% 194.83 kg CO_2eq

Main emission source: zinc concentrate

68.19%

▶ Xinjiang Zijin Non-ferrous Zinc Smelting Product Carbon Footprint Analysis



Based on the emission structure characteristics revealed by the LCA results, we will build a full-lifecycle carbon emission reduction system from four major dimensions: raw materials, production, energy, and industrial chain, to promote continuous reduction of product carbon footprint:

Raw Material Stage	Coordinate supply chain optimisation with low-carbon mining, and prioritize the procurement of zinc concentrate products produced by mines using low-carbon mining technologies.
Production Stage	Simultaneously carry out technological transformation and energy conservation and consumption reduction, eliminate high-energy-consumption old equipment, adopt high-efficiency energy-saving motors and variable frequency control systems, and reduce unit energy consumption in the production process.
Energy Structure	Accelerate clean energy substitution and low-carbon transformation, gradually reduce the use of fossil energy such as natural gas and diesel, increase the proportion of renewable energy electricity usage, and reduce GHG emission intensity per unit of product.
Industrial Chain Coordination	Using sulphuric acid, refined cadmium, and other by-products as a link, promote resource circular utilisation and coordinated development of the industrial chain, and build a low-carbon industrial chain ecosystem.

Energy Conservation and Carbon Reduction Initiatives

During the reporting period, aligned with the "Dual Carbon" goals, we proactively implemented a comprehensive set of decarbonisation measures including electrification replacement, clean energy power, energy efficiency improvements, carbon offsets, and carbon trading to achieve emissions reductions and mitigate the environmental impact of our operations activities.

Electrification replacement

As traditional resource-based enterprises, mining companies face a fuel structure predominantly reliant on diesel and coal, which not only creates significant GHG emissions pressure but also confronts dual challenges of energy cost volatility and tightening environmental regulations. To address this dilemma, we systematically promoted electrification replacement across the entire value chain from mine transportation to smelting and processing. We actively drove the "diesel-to-electricity" transformation, with 62.5% of our subsidiaries gradually introducing and deploying pure electric mining trucks, pure electric dump trucks, new energy heavy-duty trucks, electric forklifts and other transportation equipment to replace existing diesel vehicles. As of the end of the reporting period, the cumulative deployment of various types of electric vehicles reached 1,719 units (including 156 units from Zangge). We vigorously advanced "coal-to-electricity" renovation by adopting electric boilers, natural gas boilers, and waste heat boilers to replace traditional coal-fired boilers, significantly reducing pollutant emissions while achieving energy conservation and consumption reduction.

1,719

By the end of the reporting period, a cumulative total of 1,719 electric vehicles of various types had been deployed.

▶ Number of electric vehicles owned

Zijin Mining's Global Practice of New Energy Mining Truck Applications

Zijin Mining's multiple mines, aligned with the "Dual Carbon" goals and addressing issues such as high energy consumption, high emissions, high operation and maintenance costs of traditional fuel-powered mining trucks, as well as challenging working environments for drivers, have progressively promoted the replacement and application of pure electric mining trucks, achieving green transportation transformation.

At the La Arena Copper and Gold Mine in Peru, 50 fully electric wide-body dump trucks were deployed in June 2025, equipped with battery quick-swap technology, making it the first mine in Peru with fully electric mining truck transportation. At Duobaoshan Copper Mine, 112 new energy electric vehicles were introduced, reducing annual diesel consumption by approximately 7.53 million litres and GHG emissions by approximately 20,000 tonnes. At the Serbia Zijin Copper NC Mine, addressing the challenges of high-load operation and low availability of fuel-powered mining trucks, 4 pure electric mining trucks with 70-tonne capacity were piloted, marking the first application of electric mining trucks in Serbia's mining sector. With an 80-minute full charge time and 8 kWh of electricity consumption per downhill loaded trip, transporting 750,000 tonnes annually can save RMB 750,000 in transportation costs. With supporting photovoltaic charging, each truck can reduce carbon emissions by 292.5 tonnes per year.

1. To better understand and calculate, we adopt a GHG emission coefficient of 0.55 kg/kWh to calculate equivalent emissions reductions.
2. To better understand and calculate, we do not account for peak and off-peak electricity prices or regional electricity price variations, and uniformly apply a price of RMB0.65/kWh for conversion.
3. The internal carbon price is RMB150/tonneCO_2e.

Clean Power Transition

Building a low-carbon electricity supply system is key to our journey toward carbon neutrality. By scaling up the application of clean electricity, we accelerate the green transformation process. We fully leverage idle land at existing mining and smelting operations, rooftops of plant buildings, and surrounding rivers to develop and construct renewable energy projects such as photovoltaics (PV), wind power, and hydropower, while actively pursuing external partnerships to increase the proportion of green electricity. During the reporting period, the Company's total installed clean energy capacity reached 1,103.76 MW. A batch of projects including the Bayannur Zijin 70 MW wind power project, the Duobaoshan Copper Industry 100 MW wind-solar hybrid power project, the COMMUS 23.87 MW PV project, and the LIEX 30 MW PV project were successively connected to the grid, providing strong support for the Company's green and low-carbon transformation and energy structure optimisation. The Company's clean electricity generation reached 952.46 GWh, equivalent to approximately 523,800 tonnes of CO_2 emissions avoided[1], saving approximately RMB 619 million in purchased electricity costs[2], and achieving equivalent GHG emissions cost savings of RMB78.57 million based on our internal carbon price[3].

1,103.76 MW

The Company's total installed clean energy capacity reached 1,103.76 MW

A batch of projects including the Bayannur Zijin 70 MW wind power project, Duobaoshan Copper Industry 100 MW wind-solar hybrid power project, COMMUS 23.87 MW PV project, and LIEX 30 MW PV project were successively connected to the grid, providing strong support for the Company's green and low-carbon transformation and energy structure optimisation.

952.46 GWh

The Company's attributable clean electricity generation reached 952.46 GWh

523.8 thousand tonnes[1]

Equivalent CO_2 emissions avoided of approximately 523,800 tonnes[1]

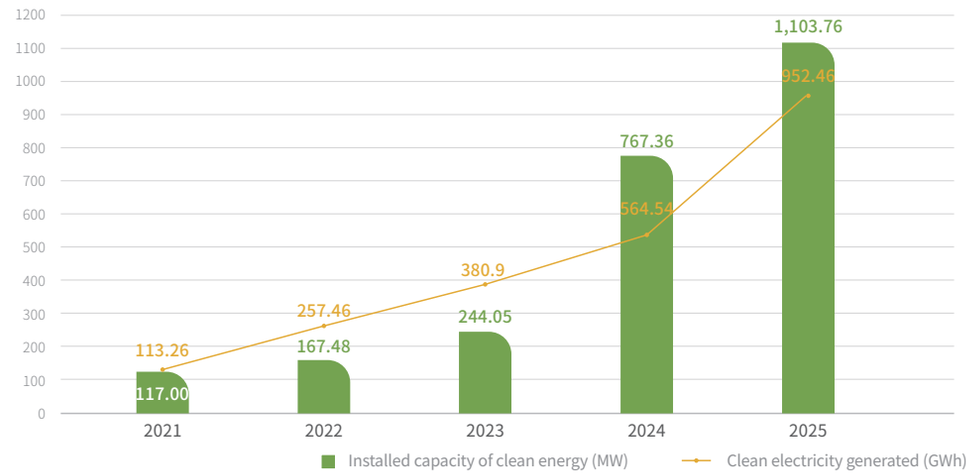
619 million RMB[2]

Savings in purchased electricity costs of approximately RMB619 million[2]

78.57 million RMB[3]

Equivalent GHG emissions cost savings amounted to RMB78.57 million based on internal carbon price[3]

Clean Energy Production



Energy Efficiency Improvement

We empower green production through technological innovation, optimize core process flows, introduce energy-efficient equipment, accelerate the replacement and transformation of outdated production capacity and equipment, improve full-process production efficiency, and effectively reduce GHG emissions per unit of product. Mining enterprises have achieved significant reductions in energy consumption and GHG emissions per unit of ore processed by optimising crushing processes and improving grinding efficiency. Smelting enterprises rely on advanced equipment such as heat pumps to efficiently recover and hierarchically utilize low-temperature waste heat, converting heat into electricity or using it for material drying, thereby greatly reducing the external discharge waste of industrial waste heat resources and greenhouse gas emissions. Additionally, we continuously advance the renovation and replacement of low-efficiency motors, guided by energy efficiency improvement, to further explore energy-saving potential and build a multi-layered decarbonisation system from processes to equipment.

COMMUS Solar-storage Project in the DRC

COMMUS mining area in the DRC has long faced challenges of unstable local power grids and frequent power outages affecting production energy supply, which has constrained smooth production line operations and increased costs and emissions from diesel power generation. To resolve the dilemma, the project deployed an integrated solar-storage microgrid combining a 23.87 MWp photovoltaic array with a 33.54 MWh energy storage system, adopting a "self-generation for self-consumption" model to achieve 24-hour uninterrupted stable power supply. The project generates approximately 13 million kWh of electricity annually, reducing diesel consumption by 18,000 tonnes, standard coal consumption by 27,800 tonnes, and simultaneously cutting carbon dioxide emissions by 56,600 tonnes. This not only provides core energy security for the production line, completely solving the long-standing pain point of frequent power outages, but also greatly reduces costs and environmental impacts from reliance on traditional fossil energy.

Bayannur Zijin Energy Saving and Carbon Reduction Project in China

In response to challenges including high dependence on traditional energy sources, pressure on energy consumption and emissions, as well as high energy consumption and high dust issues in some production system equipment, Bayannur Zijin has made multi-dimensional efforts to advance three key energy saving and carbon reduction projects, achieving green and low-carbon transformation. The project focuses on energy optimisation and system upgrades, and has carried out the following initiatives:

- New Energy Deployment: Collaborated with Longking to construct a 70 MW wind power project, with supporting booster stations and transmission engineering completed, achieving early grid connection through an innovative solution and providing approximately 200 million kWh of green electricity annually.
- Waste Heat Resource Utilisation: Implemented low-temperature waste heat recovery from the acid production system without altering the original process, recovering 64,000 tonnes of thermal energy to produce steam annually.
- Transportation Cleanliness: Renovated trough belt conveyors and constructed new belt corridors while retaining the original system as backup, balancing stability and flexibility. This energy saving and carbon reduction project achieves annual standard coal savings of approximately 70,000 tonnes and GHG emission reductions of approximately 170,000 tonnes (including 150,000 tonnes from wind power, 14,000 tonnes from waste heat recovery, and approximately 4,000 tonnes from transportation renovation), annual electricity savings of 4.688 million kWh, while simultaneously improving production stability and transportation capacity, enhancing the on-site environment, and achieving annual electricity consumption and maintenance cost savings exceeding RMB1 million.

Carbon Reduction-related Scientific Research Progress and Technological Breakthroughs

During the reporting period, the research and development, manufacturing, and on-site application of climate-related technologies by the Company were primarily advanced through its new energy and new materials industry chain subsidiaries.

FZU Zijin Hydrogen Power Achieves Industrial Technology Breakthrough

During the reporting period, China's first 1,000 kg/day commercial ammonia-to-hydrogen refueling station, designed, constructed, and operated by FZU Zijin Hydrogen Power, a subsidiary of the Company,was officially completed. As China's first ammonia-to-hydrogen refueling station achieving commercial-scale operation at the thousand-kilogram level, this project marks a milestone breakthrough in the engineering and market application of "ammonia-hydrogen" energy technology. The project innovatively adopts the "liquid ammonia direct supply – on-site hydrogen production – instant refueling" model, relying on independently developed low-temperature high-efficiency catalysts and new reactors with an ammonia decomposition rate exceeding 99.5%. By using ammonia as a hydrogen storage carrier, the project has successfully overcome common industry challenges such as high hydrogen storage and transportation costs and significant safety risks.

Renewable Energy and Advanced Materials R&D Achieves Important Progress

Zijin Mining Renewable Energy and Advanced Materials (Changsha) Co., Ltd., a subsidiary of the Company, successfully developed more than 30 new lithium-rubidium-cesium material products during the reporting period, established 4 pilot production lines for high-quality lithium-rubidium-cesium products, and applied for or obtained more than 60 invention patents related to lithium-rubidium-cesium. R&D work and achievements have made significant progress, with more than 10 SCI journal articles published during the reporting period. The research paper titled "A scalable and long-cycle-life 600 Wh kg $^{-1}$ solid-state lithium metal pouch cell" published in Nature Communications proposed a novel lithium battery design approach, successfully resolving the inherent contradiction between "high specific energy – long cycle life – scalable production", marking good progress in the Company's research in the field of solid-state lithium batteries.

We believe that the Company's scientific research progress and technological breakthroughs in the "Dual Carbon" field will provide support for global and its own climate change response efforts. Some technologies have already achieved on-site application and are gradually releasing economic benefits, creating new growth opportunities for the Company while contributing substantial value to society's low-carbon development.

Indicators and Performance

During the reporting period, we continued to advance work around the existing climate strategy. Based on achieving the 2025 short-term targets ahead of schedule, we achieved a continuous decline in GHG emission intensity. During the reporting period, the Company completed greenhouse gas inventory and audit work for fiscal year 2024 and fiscal year 2025, with a focus on improving the Scope 2 (purchased electricity) emission accounting for overseas enterprises. Simultaneously, we further expanded the disclosure scope of Scope 3 greenhouse gas emissions. To comprehensively assess climate-related financial impacts, we engaged a third party to conduct quantitative financial analysis of climate risks.

Energy Use Performance

As our production capacity continues to ramp up and new projects are continuously acquired, our comprehensive energy consumption continued to show an upward trend during the reporting period, reaching 22,167.58 GWh. From a structural perspective, the newly added energy consumption primarily consists of electricity, natural gas, and other energy sources with lower GHG emission factors. Simultaneously, through technological transformation, we have continuously reduced the proportion of coal in our energy structure. Combined with adjustments to the carbon emission factors of electricity grids in the countries where we operate, greenhouse gas emissions generated per unit of energy consumption during the reporting period further decreased by 2.72% to 346.90 tCO_2e/GWh.

During the reporting period, several clean energy projects with large installed capacity were completed and put into operation. With increased installed capacity, clean energy power generation reached 952.46 GWh, achieving 8.17% of total electricity consumption from self-generated and self-consumed renewable energy. Simultaneously, we continued to cooperate with regional power grids of various projects to actively consume grid renewable energy, while beginning to participate in grid green certificate trading. During the reporting period, the proportion of renewable energy in the electricity we used increased to 54.43%, accounting for 28.62% of total energy consumption.

22,167.58 GWh

Comprehensive energy consumption continued to show an upward trend, reaching

2.72 % **346.90 tCO_2e/GWh**

During the reporting period, GHG emissions intensity per unit of energy consumption further decreased by 2.72% to 346.90 tCO_2e/GWh.

43.84 %

Installed capacity increased by 43.84% to 1,103.76 MW.

952.46 GWh **8.17 %**

Clean energy power generation reached 952.46 GWh, 8.17% of total electricity consumption was achieved through self-generated and self-used renewable energy.

54.43 % **28.62 %**

During the reporting period, the proportion of renewable energy in the electricity used increased to 54.43%, accounting for 28.62% of total energy consumption.

Greenhouse Gas Emission Performance

During the reporting period, in accordance with the "*GHG Protocol Scope 2 Guidance*" and relevant reporting requirements of host countries, we made corresponding adjustments to the carbon dioxide emission factors for electricity of certain subsidiaries. During the reporting period, the total Scope 1 and Scope 2 GHG emissions within the Company's operational boundaries were 7.69 million tCO2e, representing a 10% increase compared to the previous reporting period. This was primarily due to the staged increase in total GHG emissions driven by rapid business expansion and new project commissioning. However, the Company's GHG emission intensity per RMB 10,000 of industrial added value and GHG emission intensity per unit of product continued to decline: the GHG emission intensity per RMB 10,000 of industrial added value has decreased by 36% compared to the 2020 baseline year; the GHG emission intensity of mine-produced copper was 2.83 tCO_2e/tCu, representing a 4.72% decrease compared to the previous reporting period, indicating that our emission reduction measures are gradually taking effect. The GHG emission intensity of mine-produced gold was 574 $kgCO_2e$/ozAu, representing an increase of 18.2% year-on-year. This of mine-produced gold was caused by significant production volatility in newly commissioned and acquired enterprises during the early stage of the reporting period. However, compared with international peers, our gold production GHG emission intensity remains better than the industry average. Specifically, Scope 1 emissions primarily come from diesel consumption during mining operations and fossil fuel combustion in the smelting process, while Scope 2 emissions primarily come from purchased electricity.

769 10,000tCO_2e **10** %

During the reporting period, total Scope 1 and Scope 2 GHG emissions within the Company's operations were 7.69 million tCO_2e (including Zangge), representing a 10% increase year-on-year compared to the previous reporting period (including Zangge).

36 %

GHG emission intensity per RMB10,000 of industrial added value has decreased by 36% compared to the 2020 baseline.

4.72 % **18.2** %

GHG emissions per unit of copper produced decreased by 4.72% year-on-year compared to the previous reporting period. GHG emissions per unit of gold produced increased by 18.2% year-on-year compared to the previous reporting period.

Indicator		2025			2024	2023	2022	2021	2020
		Zijin	Zangge	Total	Zijin	Zijin	Zijin	Zijin	Zijin
Total GHG Emissions (SCOPE1+2)	Million tCO_2e	7.41	0.28	7.69	6.99	8.52	7.87	7.13	6.11
• Scope 1 GHG Emissions	Million tCO_2e	3.37	0.03	3.40	2.89	3.65	3.14	2.81	2.54
• Scope 2 GHG Emissions	Million tCO_2e	4.04	0.25	4.29	4.11	4.87	4.73	4.32	3.57
• Scope 3 GHG Emissions	Million tCO_2e	7.74	0.04	7.78	4.42	0.00	/	/	/
GHG Emissions per RMB10,000 of Industrial Added Value	tCO_2e/RMB10,000 of industrial added value	1.62	1.43	1.61	1.64	2.08	1.96	2.17	2.52

Scope 3 Greenhouse Gas Emissions

We benchmark against international peers and continuously improve our Scope 3 greenhouse gas accounting system in alignment with the "GHG Accounting System". We have newly added identification and data aggregation for 2 categories of emission sources: Category 3 Fuel and Energy-related Activities and Category 5 Waste Generated in Operations. During the reporting period, total Scope 3 emissions were 7.7803 million tCO2e, with purchased goods and services, fuel and energy-related activities, and upstream and downstream transportation ranking highest in proportion. The increase in total Scope 3 emissions during the reporting period was primarily due to the inclusion of emissions data from newly acquired subsidiaries and the expansion of accounting categories, making the scope more comprehensive compared to the previous reporting period. For high-impact categories, we implement differentiated management and control strategies: in the procurement process, we promote low-carbon transformation of suppliers and prioritise cooperation with suppliers that have high proportions of clean energy use and product carbon footprints better than the industry average, reducing embodied GHG emissions in the raw material acquisition stage; in the transportation process, we optimise logistics network layout, adopt intelligent scheduling systems to improve vehicle load rates, promote electric heavy-duty trucks and clean energy vessels, and reduce fuel consumption and emissions during transportation.

Scope 3 Greenhouse Gas Emissions (10,000 tonnes)	2025			2024
	Zijin	Zangge	Total	Zijin
Category 1: Purchased Goods and Services	385.88	/	385.88	286.71
Category 3: Fuel and Energy-related Activities	209.74	3.91	213.65	/
Category 4: Upstream Transportation	49.28	/	49.28	37.64
Category 5: Waste Generated in Operations	13.91	0.21	14.12	/
Category 6: Business Travel	1.97	0.03	2.00	1.60
Category 7: Employee Commuting	2.69	0.15	2.84	2.03
Category 9: Downstream Transportation	110.26	/	110.26	113.86
Total	773.73	4.30	778.03	441.84

For the next reporting period, we have formulated a more stringent GHG emission control plan: on one hand, by optimising production scheduling and improving energy efficiency levels, we strive to reduce Scope 1 and Scope 2 emission intensity (emissions per RMB10,000 of industrial added value) by 2% compared to the reporting period, and continuously reduce GHG emission intensity per unit of product; on the other hand, we will strengthen Scope 3 emission management efforts and jointly promote low-carbon transformation with upstream and downstream enterprises in the supply chain. Additionally, we will continue to expand the scale of clean energy installed capacity, planning to add more than 300 MW of photovoltaic and wind power projects, increasing the proportion of renewable energy power generation by more than 29%, further consolidating the foundation of low-carbon operations. Through the above measures, we are confident that while maintaining steady business growth, we can steadily and strictly control GHG emission intensity and contribute more Zijin strength to global climate goals.

Future Plans

In the future, we will further optimise our climate strategy and management measures, continuously refine the granularity of greenhouse gas accounting, accurately identify emission hotspots and emission reduction potential points, and provide solid data support for formulating more targeted emission reduction strategies. We will pay close attention to and master the latest accounting methods and requirements, ensuring that our accounting system always aligns with international standards and meets industry norms.

We will closely monitor global climate change policy developments, market trends, and technology innovation progress, and continuously track climate-related risks and opportunities. We will conduct comprehensive assessments of the Company's climate risks from time to time and promptly adjust the Company's strategic planning and business layout based on assessment results. Simultaneously, we are committed to actively capturing climate-related opportunities, such as emerging low-carbon market demands and green finance policy support, deploying related business areas in advance to seize market first-mover advantages. Relying on the Zijin Mining Central Research Institute, Academician Workstation, and Postdoctoral Research Station, we will carry out in-depth cooperation with governments, universities, and research institutions, increase R&D investment in energy-saving and carbon-reduction related technologies, and jointly tackle key technical challenges in the field of energy saving and carbon reduction. Furthermore, we will strengthen the transformation and application of technological achievements, promptly apply newly developed technologies and processes to actual production, and improve the Company's overall energy-saving and carbon-reduction levels.

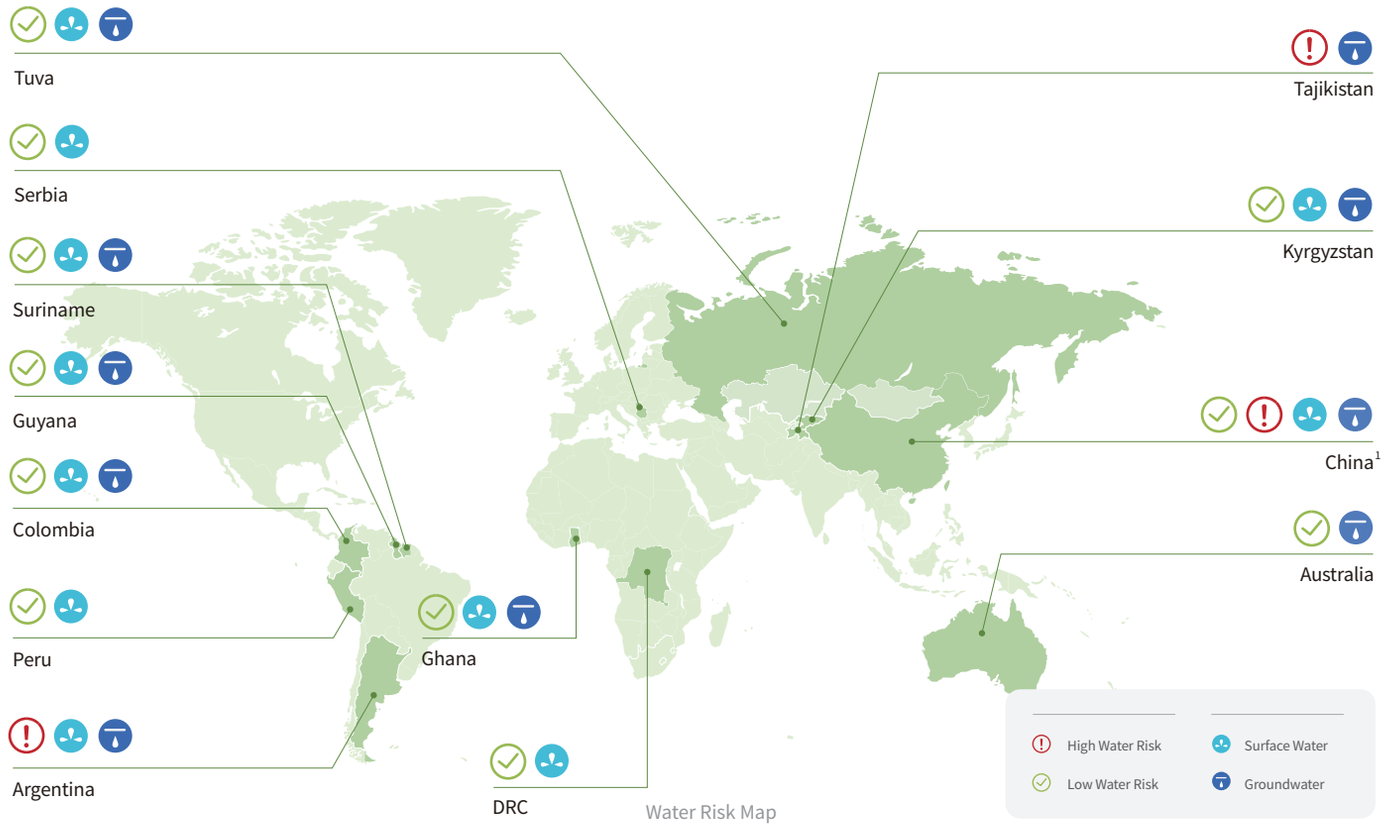
Water Resource Management

Water resources are core basic resources that sustain the production and operations of mining and smelting enterprises. From ore mining, grinding and mineral processing to high-temperature smelting and refining, as well as dust suppression and ecological restoration, all processes are highly dependent on stable and sustainable water resource guarantees. At the same time, the impact of mining activities on the water environment has made water resource management a core environmental challenge and important social responsibility that enterprises must face directly. Building a systematic, full-process water resource management system is not only the operational foundation for preventing water resource shortage risks and ensuring production continuity and stability, but also the key prerequisite for enterprises to achieve safe, efficient, and green sustainable development.

Risk Management

As a multinational mining enterprise with business distributed across many regions globally, we deeply recognise that implementing water resource management strategies tailored to local water environments is fundamental to ensuring water safety and sustainability for both ourselves and surrounding communities. To this end, we require each subsidiary to thoroughly assess local hydrological conditions, ecological sensitivity, and community dependence, systematically identify physical risks, regulatory risks, and reputational risks that water withdrawal, drainage, and water infrastructure may cause, and carefully evaluate the potential impacts of operational water withdrawal on biodiversity and stakeholders. On this basis, we formulate and implement targeted management measures, and through dynamic monitoring and review mechanisms, continuously optimize their reasonableness and effectiveness.

We combined research with environmental professionals from each subsidiary, updated the water risk assessment results based on the previous reporting period, and mapped the water risk map.



Water Risk Map

1.We operate multiple projects in China, and the project locations are influenced by different natural conditions with varying levels of water stress. Different levels of risks may coexist simultaneously.

Strategy and Management Approach

We are committed to responsible water resource management, strictly complying with laws and regulations of project locations, and actively benchmarking against international initiatives and industry best practices. We deeply integrate water resource management into the Company's strategy and business planning, and through establishing normalised communication mechanisms with local communities and stakeholders, jointly address water risks. Through the water resource governance structure with the Board of Directors' Strategy and Sustainability (ESG) Committee as the highest decision-making body (referencing the environmental management structure), we incorporate water resource performance into the performance assessment system to ensure effective implementation of strategic objectives. Our commitments: continuously maintaining a high standard of water recycling rate of no less than 90%, and with 2020 as the baseline, achieving a 10% reduction in water use intensity by 2030.

We carry out water risk management tailored to local conditions, constructing a water withdrawal and use policy with "efficient, circular, and sustainable" as the core. In terms of internal operations, we improve water resource utilisation efficiency through optimising production processes and improving technologies. Simultaneously, we strengthen refined management of the water use process. Through establishing a real-time water use data monitoring platform, we precisely master water consumption volume and patterns for each production process, dynamically adjust water use plans based on actual needs, and eliminate water resource waste. In terms of external cooperation, we establish normalised communication and water resource co-management mechanisms with surrounding communities and local governments to promote regional water resource sharing and security assurance; we carry out technical cooperation with research institutes and universities to tackle key technologies for water resource conservation and circular utilisation. Furthermore, we conduct normalized water resource protection publicity and training for key stakeholders such as employees and communities, strengthen water conservation awareness, and create a good atmosphere of water resource management with full participation and whole-process control.

Water Withdrawal and Use Management

We systematically identify and assess water resource risks at project locations, incorporating factors such as basin water resource carrying capacity, water resource competition status, and extreme climate events into project site selection, design, decision-making, and operational management. For projects located in areas with high water resource stress, on the premise of complying with the legal and regulatory requirements of the operating location, we implement more stringent water withdrawal permit management and promote strategies of prioritising water conservation and circular utilisation, prioritising process optimisation and reuse improvement to minimise dependence on fresh water resources.

Water resource management performance is continuously monitored through key indicators such as water withdrawal intensity, reuse rate, and discharge compliance, and regularly reported to management for guiding the formulation and implementation of water conservation measures and improvement actions.

We have included the commitment to responsible water use into the "Zijin Mining Co., Ltd. Ecological and Environmental Protection Policy", clarifying that the Company's Board of Directors and management are responsible for water resource management strategy and performance, and incorporating water resource management into the Company's business planning. Simultaneously, we have formulated a series of management measures to protect water resources at project locations:

01 Scientific Planning and Source Assessment

At the project initiation and early stage of operations, comprehensive water resource demonstration and basin water ecological assessments are conducted. Enterprises that directly withdraw water from rivers, lakes, or groundwater are required to prepare the "Water Resource Assessment Report", systematically analyzing the potential impacts of project water withdrawal, use, and drainage, ensuring the rationality and sustainability of water resource utilisation, and avoiding irreversible impacts on the local water system from the source of decision-making.

02 Full-process Water Conservation and Efficiency Improvement

Through conducting annual water balance testing and water use audits, water conservation potential in each process is precisely identified, and diversified water conservation technology solutions are continuously implemented and explored, including promoting high-efficiency circulating water systems in production processes and comprehensively installing water-saving fixtures in non-production areas such as offices and living spaces, systematically improving water resource utilisation efficiency.

03 Comprehensive Wastewater Treatment and Resource Utilisation

We have built high-standard wastewater treatment and recycling facilities to match production scale. Tailored to the specific characteristics of wastewater from mining and smelting operations, a combination of processes such as "neutralisation-coagulation-advanced desalination" is employed to ensure compliant treatment. Significant efforts have been made to promote the reuse of recycled water, with treated water being utilised for non-process purposes such as dust suppression and cooling. This approach minimises the consumption of fresh water and reduces discharge loads to the greatest extent possible.

04 Water Risk Monitoring and Intelligent Response

We have established a three-dimensional monitoring network consisting of groundwater monitoring wells and discharge outlet online monitoring systems. Subsidiaries are required to regularly conduct water quality monitoring of surrounding water bodies and key locations, with all outlet data real-time networked to environmental protection departments, ensuring timely early warning and response to water quality changes.

05 Differentiated Management Based on Water Risk

Based on the water resource pressure characteristics of the basins where each operating point is located, we implement differentiated and localized water management strategies. For locations in water-scarce areas, such as Xinjiang and Inner Mongolia in China, the management focus is on "optimising water use and reducing consumption". On the premise of ensuring sufficient water to maintain production operations, production wastewater is circulated and reused within various production systems of the Company without external discharge, maximizing the replacement of fresh water withdrawal. For locations in water-abundant areas, the focus is on "prevention and control coordination", establishing clean-sewage separation systems to collect initial rainwater flowing through production areas, with wastewater treated through treatment facilities for reuse or discharged after meeting discharge standards of the project location.

Through the above systematic measures, while achieving steady growth in production capacity, the Company has effectively controlled water resource consumption intensity. During the reporting period, our water withdrawal and use data showed significant fluctuation due to the consolidation of Zangge data (some projects of Zangge Mining involve significant water withdrawal to extract lithium resources from salt lake water bodies). To more clearly present our water withdrawal and use data and enhance year-on-year comparability, we have presented the data in two ways.

Excluding Consolidation of Zangge Data

78.73 million tonnes
Our total water withdrawal was 78.73 million tonnes

8.56 %
an increase of 8.56% compared to the previous reporting period

93.56 %
Water resource recycling rate reached 93.56%

225.52 tonnes per RMB million of revenue
Fresh water use intensity reached 225.52 tonnes per RMB million of revenue

Including Consolidation of Zangge Data

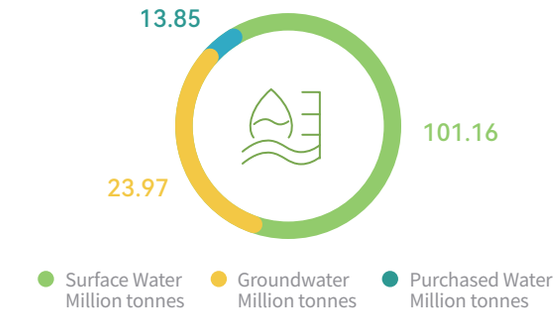
138.98 million tonnes
Our total water withdrawal was 138.98 million tonnes

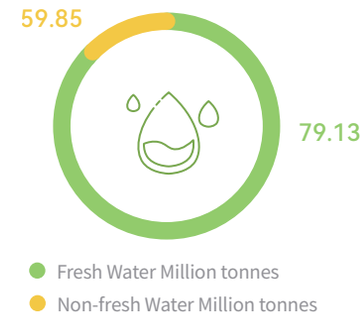
90.52 %
Water resource re-use rate was 90.52%

394.07 tonnes per RMB million of revenue
Fresh water use intensity reached 394.07 tonnes per RMB million of revenue

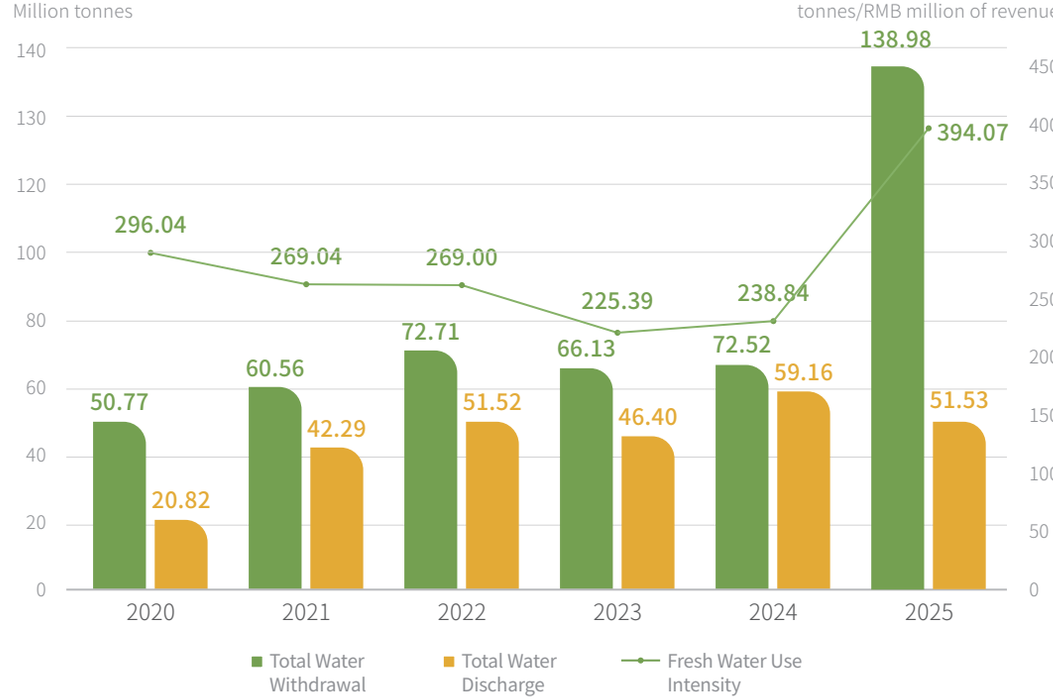
No water withdrawal or drainage violations occurred during the reporting period

▶ Water Withdrawal Sources





▶ Water Withdrawal and Drainage Status



Wastewater Management

Wastewater from our production and operations mainly includes mine dewatering generated during extraction, process wastewater containing heavy metals and flotation reagents discharged from mineral processing operations, heavy metal-containing wastewater from smelters, and site runoff from rainfall. If improperly managed, wastewater may carry suspended solids, heavy metals, and residual chemicals into surrounding water bodies, causing long-term pollution to soil, groundwater, and aquatic ecosystems. It may also affect community health through food chain bioaccumulation effects, thereby triggering environmental compliance and community relations risks. Therefore, building a systematic and efficient wastewater management system to achieve compliant treatment and resource recovery of wastewater is not only a basic requirement for mining enterprises to fulfill environmental responsibilities, but also a strategic initiative to safeguard operating permits, reduce environmental liabilities, and enhance corporate resilience.

We manage wastewater following the full-process management principle of "clean-dirty water separation - tiered interception - dynamic reuse".

Wastewater Separation

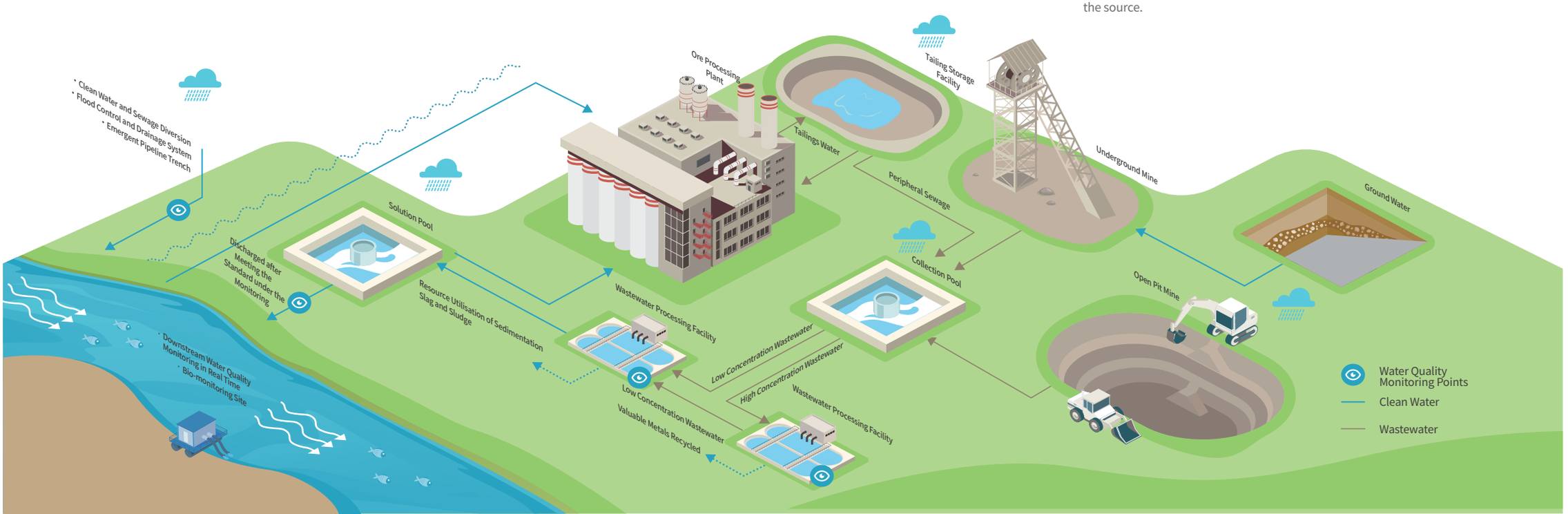
During project design and operational phases, we construct independent drainage network systems to completely separate production wastewater with high pollution loads and complex compositions from clean wastewater with low pollution levels. This prevents clean wastewater from becoming contaminated, significantly reduces the total volume and difficulty of subsequent treatment, and creates prerequisite conditions for "quality-based treatment" of wastewater.

Tiered Interception

Tiered interception is a critical link for risk control and resource optimisation. We establish multi-level barriers and buffer facilities for wastewater of different risk levels, such as constructing flood interception ditches and emergency accident ponds at plant boundaries, key workshops, and downstream of tailings storage facilities, to effectively intercept and temporarily store potentially contaminated runoff or accident wastewater, preventing its direct discharge into the external environment. Meanwhile, collected wastewater is classified according to its quality characteristics: high-concentration heavy metal-containing wastewater first undergoes valuable metal extraction and recovery processes to achieve resource enrichment and recovery, then enters subsequent advanced treatment units to meet compliant discharge or recycling standards; low-concentration wastewater is prioritized for reuse after simple pretreatment.

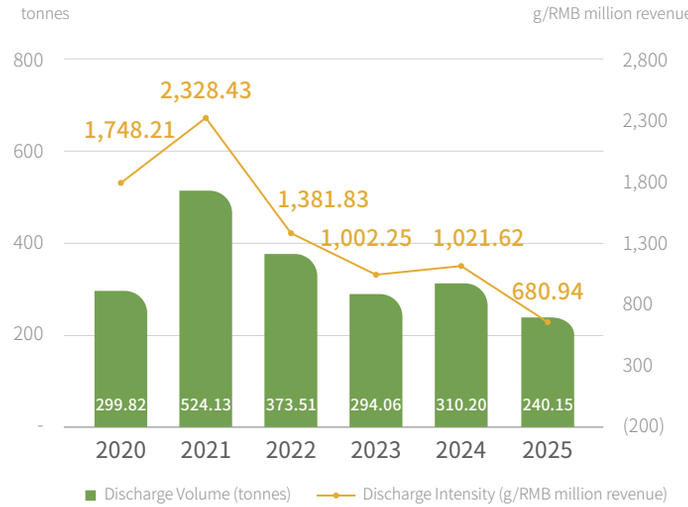
Dynamic Re-use

Dynamic re-use is the ultimate goal for achieving wastewater resource recovery and reducing freshwater withdrawal. Based on water balance testing, we establish intelligent water resource dispatch platforms. According to the different water quality requirements of various production process stages, we precisely allocate and cascade-utilise compliant wastewater that has undergone corresponding levels of treatment. Treated wastewater is also used for auxiliary processes such as dust suppression. This dynamic model of "treatment on demand, reuse by quality" significantly improves internal water recycling efficiency and reduces water withdrawal demand and total discharge volume from the source.

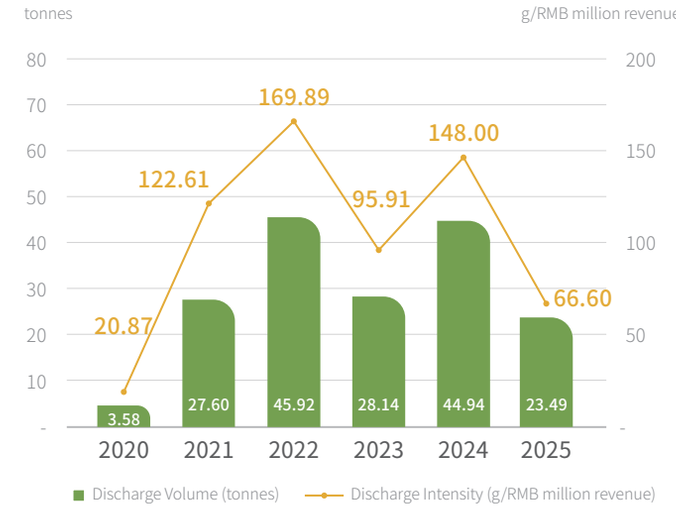


To ensure the effectiveness of wastewater management and build transparency and trust, we have implemented strict monitoring and reporting mechanisms. All enterprises with external discharge have achieved full coverage of online water quality monitoring, incorporating water quality indicators required by applicable regulations, such as pH, chemical oxygen demand (COD), suspended solids (SS), and various heavy metal ions, meeting corresponding compliant discharge standard limits. Enterprises that do not discharge production wastewater, such as Serbia Zijin Mining and Zeravshan, have also established downstream water quality monitoring points to monitor water body environmental risks. We continuously advance the improvement of wastewater online monitoring systems, with real-time data from key discharge points connected to local regulatory platforms, enabling timely early warning and rapid response to abnormal discharge situations.

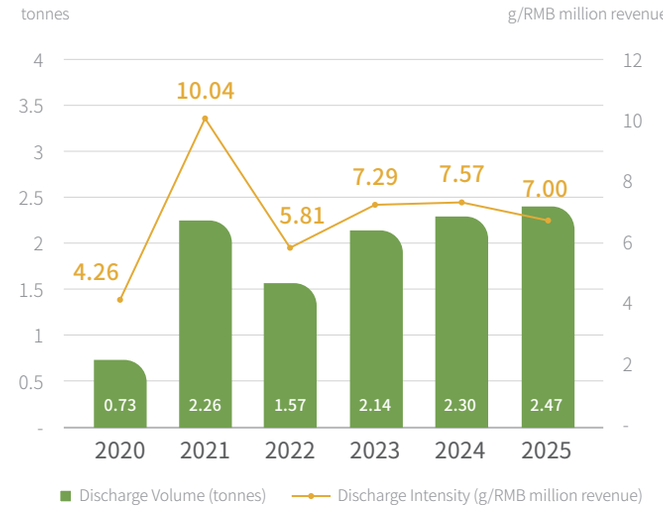
▶ Main Water Pollutant Discharge Data



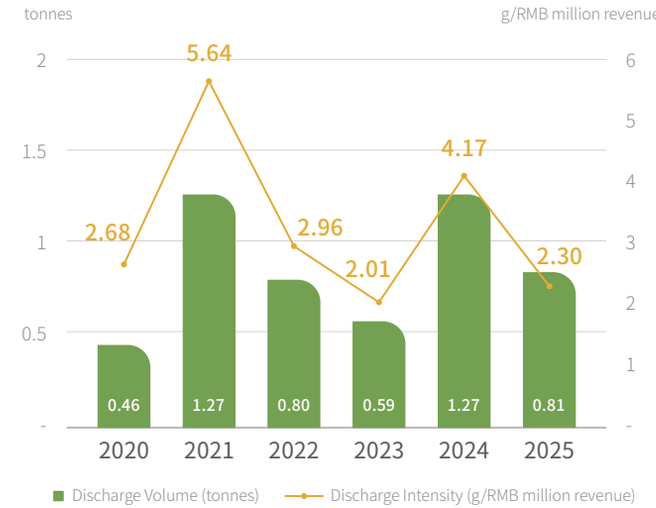
COD Discharge Data



Ammonia Nitrogen Discharge Data



Total Copper Discharge Data



Total Zinc Discharge Data

Serbia Zijin Copper Bor River Comprehensive Environmental Remediation Project

In our ESG/Sustainability Reports from 2021 to 2024, we have consistently described the pollution status and remediation progress of the Bor River surrounding Serbia Zijin Copper. For an extended period prior to Zijin Mining's entry into this project, outdated environmental protection facilities and chronic underinvestment in remediation had resulted in nearly a century of historical pollution from acidic mine wastewater and smelting wastewater. Compounded by direct discharge of municipal sewage, the river water exhibited strong acidity with serious heavy metal exceedances, and sediment-based pollution in river bottom mud was particularly prominent, making ecological restoration extremely challenging.

To address this environmental challenge, Serbia Zijin Copper has cumulatively invested approximately USD 90.73 million, continuously collaborating with local stakeholders to advance comprehensive remediation. The remediation project has been systematically implemented since 2020: dismantling old wastewater treatment systems and constructing multiple new wastewater treatment facilities; from 2021 to 2023, continuously optimising treatment systems through technical upgrades, constructing the Red Lake wastewater treatment project and the TBM new tunnel project; in 2024, sealing old flood discharge adits, diverting clean water around the mining area, and launching municipal wastewater treatment and river channel dredging; ultimately completing all remediation works during this reporting period. The process also established real-time water environment monitoring mechanisms, commissioned third-party monitoring, and proactively engaged in communication and cooperation, with multi-stakeholder participation from local government, NGOs, contractors, and others. Ultimately, heavy metal concentrations in Bor River water quality decreased by 99% compared to 2018, restoring clearance for the first time since 1948, achieving Class IV surface water quality standards, with acidic beach ecosystems gradually recovering and the river ecosystem continuously restoring.

Zijin Mining's Water Resource Management Practices

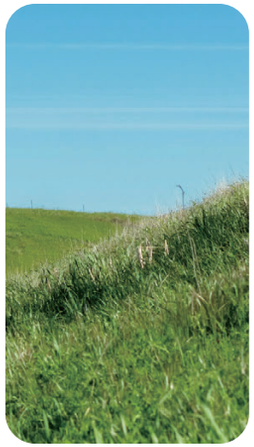
Zijinshan Gold-Copper Mine, driven by technological innovation and management optimisation, advances water conservation, emission reduction, and resource recycling. Under the leadership of core backbone personnel such as He Weijian, through precise dispatching, clean-dirty water separation, and other measures, the mine has achieved integration of production wastewater resource recovery and valuable metal recycling. In 2025, it comprehensively utilised 5.892 million cubic meters of copper-containing acidic wastewater, cumulatively saving 16.98 million cubic meters of water withdrawal. These water conservation achievements have received media coverage and promotion, with He Weijian, the core driver, awarded the title of "China Water Conservation Advanced Individual" (First Edition).

Bayannur Zijin has established a comprehensive water use management system, systematically constructing a water use management system of "water conservation priority, efficient recycling, intelligent control, and all-staff participation". Through water-saving renovations, the company's annual total water withdrawal decreased from 4.11 million cubic meters to 2.10 million cubic meters, saving approximately 1.90 million cubic meters of fresh water annually, with a water recycling rate of 95.7%. Significant achievements in zero wastewater discharge have been made, with 500,000 tonnes of production wastewater and initial rainwater reused annually. Implementing key projects such as water use renovation, multi-purpose water use in purification processes, and concentrated brine recovery, annual water savings exceed 940,000 tonnes.

Zijin Copper implements full-process water conservation measures, saving nearly 2.70 million tonnes of water resources annually. In September 2025, Zijin Copper completed the largest single water withdrawal rights transaction in Fujian Province, transferring 121 million cubic meters of water volume. This not only revitalized idle water withdrawal rights and optimised regional water resource allocation, but also provided stable water supply guarantees for local industrial development, achieving win-win outcomes for both the enterprise and the region.

Xizang Julong Copper High-Altitude Mining Area Wastewater Treatment System Project

Xizang Julong Copper addressed the challenge of high background water quality values in high-altitude mining areas and the threat to the Lhasa River ecosystem by constructing wastewater treatment systems in phases with capacities of 30,000 to 60,000 cubic meters per day. The project innovated a dual-mode process of "parallel operation in rainy season (neutral electroless copper plating) + series operation in non-rainy season (acid electroless copper plating)", simultaneously recovering copper sulphide. In 2025, the wastewater treatment station cumulatively treated 11 million cubic meters of acid rock drainage (ARD), producing 3,462 tonnes of copper sulphide and achieving annual revenue of RMB18 million. All treated effluent is reused in production, reducing annual water withdrawal from the Lhasa River by 7.76 million cubic metres and saving water withdrawal costs of RMB20 million. The project achieved compliant discharge of heavy metals and successfully withstood flood prevention tests during the 2025 rainy season, providing a replicable solution for wastewater treatment in high-altitude mining areas.



Regarding acid rock drainage (ARD), we refer to the "Global Acid Rock Drainage (GARD) Guide" and employ comprehensive methods including geological exploration, hydrogeological surveys, and geochemical rock analysis to assess and develop measures for reducing acid rock drainage generation at mining sites where ARD may occur. For high-risk areas, priority is given to implementing preventive measures to minimise direct contact between rainwater and acid-generating rocks, thereby reducing ARD generation. For ARD that has already been generated, priority is given to recovering valuable metals from high-concentration ARD streams, followed by neutralisation treatment with low-concentration ARD streams. After meeting discharge standards, the treated water is reused internally or discharged, preventing pollution to the surrounding environment.

▶ Acid Rock Drainage (ARD) Overview

Indicator	Number	Percentage
Total number of mining areas with ARD risk	9	12.16%
• Mines where acid rock drainage is predicted to occur	1	1.35%
• Mines where acid rock drainage is actively mitigated	4	5.41%
• Mines where acid rock drainage is under treatment or remediation	4	5.41%

Future Plans

01 Strengthen digitalisation construction, through deep integration of industrial water systems and digitalisation, efficiently utilise data to optimize water balance models, and further improve water use planning.

02 Continuously strengthen investment in technology research and development for water resource protection, deepen cooperation with research institutions, and jointly develop more efficient and environmentally friendly water treatment technologies and water conservation processes to address increasingly complex water resource challenges.

03 Based on the conditions of water withdrawal, water use, and water drainage at each stage, further formulate and update the Company's own water balance diagrams. Under the premise of compliance and economic feasibility, rationally allocate and utilise unconventional water sources, incorporate unconventional water sources into unified water use planning management, conduct pilot programmes for water resource efficiency management system certification in certain subsidiaries, and continuously improve the utilisation of wastewater resources.

04 Deepen communication and cooperation with surrounding communities and stakeholders, jointly establish a more comprehensive water resource monitoring and early warning system, and ensure the safety and sustainable utilisation of water resources.

Land Use

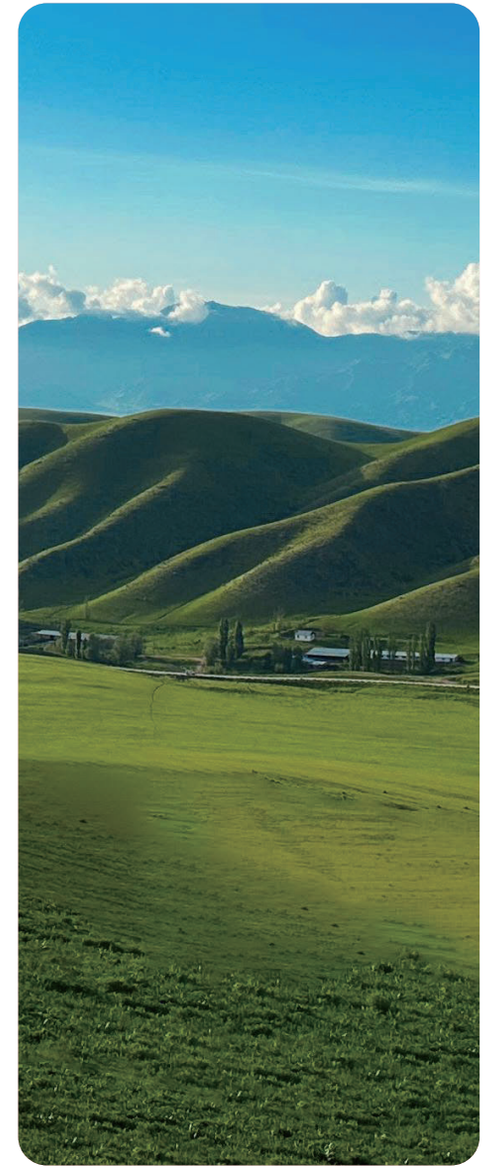
Land is not only the foundation upon which mining activities rely to operate, but also the cornerstone for maintaining ecosystem balance and supporting community livelihoods and development. We are deeply aware that our operations inevitably cause disturbances to land resources, including changes to terrain and landforms, impacts on soil structure and fertility, as well as occupation of space for vegetation growth. Therefore, how to minimize land occupation and disturbance throughout the entire lifecycle, and commit to effectively restoring its ecological functions, constitutes our core philosophy and key objective for achieving sustainable mining. We are dedicated to integrating land management into every aspect of operational decision-making. Through scientific planning, efficient rehabilitation, and progressive ecological restoration, we strive to create land assets with greater resilience and value for project locations while mitigating ecological impacts.

Risk Management

Mining and smelting enterprises create economic value while simultaneously experiencing significant environmental and social risks during land development and utilisation. Effectively identifying and managing these risks not only represents the core embodiment of corporate fulfillment of environmental responsibilities and social commitments, but also serves as a key prerequisite for maintaining legitimacy and social recognition as well as ensuring long-term stable operations. Through research with environmental experts and environmental professionals from subsidiaries, combined with issue identification encountered in actual operations, we have identified the following core risks and adopted targeted response measures to minimise land management risks.

Risk	Risk Description	Response Measures
Land Degradation and Heavy Metal Pollution	• Mining activities may cause physical, chemical, and biological changes to land. Additionally, dust deposition containing heavy metals, waste rock leaching solution, or wastewater leakage may pollute soil, affecting its future ecological functions and agricultural utilisation value.	• Conduct environmental impact assessments during project planning and before land disturbance activities, and formulate pollution prevention and control plans for heavy metals and other contaminants. • Promote sustainable land management plans to ensure the long-term availability and health of land. • Establish a long-term soil quality monitoring network to promptly detect land degradation and pollution issues, assess soil evolution trends, and adopt targeted remediation measures. • Construct composite impermeable liner systems in potential pollution source areas such as waste rock dumps and heap leaching sites, equipped with rainwater drainage channels and leachate collection ponds to achieve physical isolation between pollution sources and surrounding soil. • Prioritize adoption of environmentally friendly processes that generate less heavy metal waste residue to reduce heavy metal pollutant generation at the source. • Strictly regulate the storage and use of mineral processing reagents, petroleum products, and other chemical agents, implement classified collection and harmless disposal of waste materials, and prevent hidden soil pollution from leakage, spillage, and dripping. • Implement regular soil and water quality monitoring, forming a coordinated "soil-groundwater" monitoring system to achieve early warning of pollution trends. • Strictly enforce pollutant discharge standards in project locations and adopt advanced pollution control technologies.
Ecological Impacts and Habitat Fragmentation	• The construction of facilities such as open-pit mining areas, waste rock dumps, and tailings storage facilities may clear vegetation and destroy animal habitats, leading to ecosystem fragmentation and affecting regional biodiversity.	• During the project planning phase, identify and avoid important ecologically sensitive areas through remote sensing surveys, data collection, field investigations, and interviews with surrounding communities. • Formulate ecological protection plans to ensure that mining activities do not cause permanent damage to surrounding ecosystems. • During the mining process, advance the "simultaneous mining and restoration" ecological restoration model. Through timely terrain reshaping, soil improvement, and vegetation reconstruction, shorten the cycle and area of ecosystem disturbance. • Effectively connect habitat patches separated by roads and mining areas through technical approaches such as wildlife passages, underground culverts, or elevated green bridges, maintaining the smoothness of species migration and gene exchange and mitigating habitat fragmentation impacts. • Formulate land planning and management plans to promote multi-functional land utilisation within mining areas, reducing habitat fragmentation impacts on ecosystems.

Risk	Risk Description	Response Measures
Land Use Conflicts and Social Relations Impacts	• Land occupation may alter the original land use patterns or create conflicts with stakeholders regarding resource usage rights. Insufficient communication or improper compensation can easily trigger social conflicts and affect social license to operate.	• Conduct transparent and sufficient communication with communities to clarify land occupation scope, timing arrangements, compensation standards, and ecological restoration plans for each phase from exploration to operation to mine closure, reducing doubts and conflicts caused by information opacity. • Comply with relevant legal and compliance requirements, formulate and implement land use plans, and prevent illegal occupation and use of land. • Conduct regular independent land resource audits to systematically assess the actual impacts of land occupation on local ecosystem service functions and community livelihoods.
Terrain and Landform Changes and Geohazards	• Large-scale excavation and backfilling may permanently alter the original terrain, inducing soil erosion, ground subsidence, landslides, debris flows, and other geohazards, posing threats to the safety of personnel and facilities within and around the mining area.	• Conduct professional geotechnical engineering design and reinforcement in areas such as slopes, waste dumps, and tailings storage facilities. • Deploy monitoring networks to monitor key indicators such as displacement and subsidence. • Establish early warning mechanisms and conduct regular stability assessments to ensure the safety of related facilities.
Mine Closure Management	• Poorly managed abandoned mining areas may cause long-term pollution and ecological damage to the surrounding environment.	• Prepare detailed mine closure plans, clarifying land restoration plans after mine closure. • Establish a dedicated ecological restoration fund account for land management and restoration work during the mine closure phase. • Conduct friendly consultations with local governments, communities, and other stakeholders to ensure mine closure plans comply with local laws, regulations, and social expectations. • Conduct regular mine closure effectiveness assessments to timely adjust and improve mine closure plans.



Strategy and Management Approach

Land Use and Ecological Restoration

Our production and operations inevitably cause disturbances to land resources. Systematically advancing land use planning and ecological restoration is not only the practice of the "mountains, waters, forests, farmlands, lakes, grasslands, and deserts" life community concept, but also the core stage for enterprises to fulfill environmental responsibilities, resolve community conflicts, and realize the value reconstruction of land after mine closure. Our currently disturbed but not yet restored land primarily consists of waste dumps, mining areas, storage facilities, and landfill sites in active production use. These areas will be promptly restored after their use is concluded.

27.21 million square metres

During the reporting period, we added approximately 27.21 million square meters of land disturbance area due to production needs. For land that has stabilized and meets restoration conditions, we carried out ecological restoration work based on local climate and ecological conditions

250 million RMB

In 2025, we invested a total of RMB 250 million in dedicated ecological restoration funds

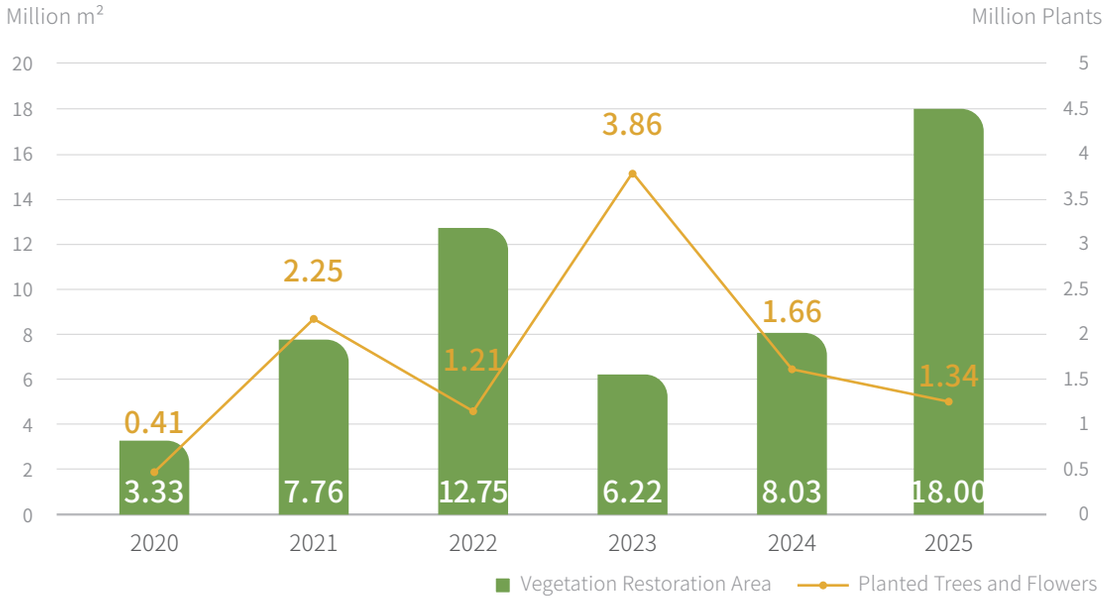
18 million square metres

Cumulative vegetation restoration area of approximately 18 million square metres

1.34 million plants

Planted approximately 1.34 million trees and flowers, striving to achieve restoration for all areas that should be restored

▸ Vegetation Restoration Data



COMMUS: Building a Green Mining Benchmark in the Democratic Republic of Congo

COMMUS Mine faces challenges associated with the tropical climate, including soil erosion at waste dumps and tailings storage facilities, low vegetation survival rates, and difficulty and high cost in procuring greening equipment. Through technological innovation, the project formulated locally adapted ecological restoration plans, implementing greening measures by regional differences: grass seeds were sown on slopes and slope protection plants were planted, banana trees were planted on flat ground following the "plum stake" principle, while customized greening plans were developed for areas such as schools and ore transportation roads, coordinated with local communities to ensure implementation.

As at the end of the reporting period, the greening planting area reached 400,000 square meters with a coverage rate exceeding 90%, effectively alleviating dust and soil erosion problems in the mining area. The ecological environment has continued to improve, attracting bird habitats while enhancing the community living environment. The soil improvement technology provides a referable solution for ecological restoration in tropical mining areas. The plan targets a total greening area of 523,000 square meters by 2026.

Xizang Julong Copper Mine's Ecological Restoration Practices and Innovation

Julong Copper faces challenges in high-altitude mining areas above 4,000 meters where the ecosystem is extremely fragile with weak natural recovery capacity. The project has carried out large-scale ecological restoration engineering. The project strictly implements the principle of "topsoil stripping, classified storage, and backfill utilisation." Through key technologies such as terrain reshaping, substrate improvement, and soil and water conservation, the project effectively solves the difficulty of greening plateau slopes. In terms of vegetation reconstruction, the project adheres to the principle of "matching species to site conditions", selecting cold-resistant and drought-resistant native species such as Elymus dahuricus and Salix myrtillacea to build a stable tree-shrub-grass composite ecosystem. This practice has successfully achieved "landscaping of the mining area environment", significantly improved the soil and water conservation rate, and was selected as one of the second batch of typical cases of ecological restoration in mining areas nationwide published by China's Ministry of Natural Resources in 2025.

Mine Closure and Post-Closure Management

We view mine closure as a professional process that begins with mine planning and ends with successful land reuse, rather than an isolated event at the end of operations. During the reporting period, we prepared and issued the *"Mine Closure Management Guidelines"*, which clarify the full-process requirements for responsible closure and reclamation of mines. With this as the core principle, we systematically advance the achievement of the mine closure goal of "sustainable ecological environment and shared benefits for the community".

Mine Closure Planning Phase	Prepare mine closure plans simultaneously during the project design and planning phase. During the mining period, plans are dynamically adjusted and regularly updated following the principle of "simultaneous mining and restoration". At least one year before closure, detailed closure objectives and implementation plans are completed, and employee retraining and community public facility reservations are initiated in advance. Based on mine resource reserves, ecological characteristics, and community needs, multi-dimensional objectives are set, including environmental protection and ecology, safety, and community development. Simultaneously, basic surveys on environmental, social, and technical-economic aspects are conducted. Ultimately, a comprehensive plan covering closure scope, technical solutions, fund budgets, responsibility assignments, and emergency plans is formed.
Mine Closure Preparation Phase	Unresolved compliance issues are reviewed and rectified. Plans are adjusted according to the latest applicable laws and regulations, and relevant permits are obtained. Adequate special funds are prepared and deposited into dedicated accounts. External partners are determined, and materials and equipment are procured. Community meetings are held to publicize the plans. Employee job transfer compensation and training plans are formulated. Personnel participating in mine closure receive training on standards, safety, environmental protection, and emergency response to ensure support from all parties and matching capabilities.
Mine Closure Implementation Phase	Equipment is dismantled according to the plan, and dust and noise control measures are implemented. Various wastes within the site are cleaned up, and polluted soil and water bodies are treated according to law until standards are met. Industrial site treatment is carried out, including tailings storage facility safety evaluation and closure, waste dump stability reinforcement and vegetation planting, underground stope goaf treatment and entrance sealing, open-pit slope treatment and backfill reconstruction, mineral processing plant demolition and reclamation, heap leaching site tailings leaching and closure, as well as demolition or repurposing of auxiliary facilities. Simultaneously, ecological restoration and reclamation projects are advanced. Disturbed soil is leveled, improved, and reconstructed with testing. Native vegetation species are prioritized for planting and maintenance. Hydrological connectivity is restored and wildlife habitats are created, achieving dynamic advancement of simultaneous mining and restoration.
Monitoring and Handover Phase	Continuous monitoring of ecological environment, safety, and community satisfaction is conducted. Data is obtained through manual, automatic, or remote sensing methods and regularly assessed for rectification. Monitoring frequency is adjusted in gradients based on site stability. When the site meets criteria such as ecological restoration standards, elimination of safety risks, no unresolved community requests, and passes third-party audit, a handover application including monitoring and audit reports is submitted to regulatory authorities. Site handover is completed according to agreements. When necessary, long-term monitoring agreements are signed, and a mine closure archive is established with records kept for no less than 30 years. Additionally, for special circumstances such as early closure of tailings storage facilities or temporary closure of mines due to early production cessation, special plans are formulated and implemented by referring to the above processes, ensuring compliant and orderly mine closure management under special scenarios.
Stakeholder Engagement	A multi-dimensional communication mechanism is established. Regular progress reports on mine closure are submitted to governments. Plans and monitoring data are publicized through community newsletters, public hearings, and feedback channels. Employee meetings are held to report mine closure progress and employee placement plans. Environmental organisations are invited to participate in mine closure plan formulation and implementation. Cooperation with universities on technical research is conducted. Information is disclosed to the public through media. Local residents are prioritized for employment in mine closure projects. Affected unemployed residents are provided with employment training and temporary living subsidies. After mine closure, occupied land is returned with priority. If water resource shortages are caused, investment is made in constructing water supply facilities. Communities are supported in developing alternative industries with funding and technical support, ensuring community requests are effectively addressed.

Mine Closure and Ecological Restoration Funding Mechanism

We have established a systematic funding guarantee mechanism for mine closure and ecological restoration. This mechanism ensures full, compliant and transparent support for full-lifecycle capital requirements, laying a solid financial foundation for sustainable ecological recovery and community co-benefits. Through full-lifecycle dynamic budget management, we cover costs across planning, implementation, monitoring and handover stages, and set aside emergency reserves for contingencies. Budgets are adjusted dynamically based on mine closure progress, price fluctuations and regulatory updates. For fund raising, we have built a diversified system, including statutory deposits per local rules, self-raised funds from a portion of mine net profits, third-party sustainable financing such as green bonds, and supplementary funds like insurance claims and government ecological subsidies. In fund supervision and utilisation, we strictly implement earmarking principles to prioritize core needs for ecological restoration and safety risk control. We regularly disclose fund usage to regulators, investors and stakeholders, and undergo annual third-party audits. This ensures traceable fund flows, compliant and efficient utilisation, and fulfills our ESG commitment through transparent management.

Vegetation Restoration of Duzi Pit Waste Dump at Zijinshan Gold and Copper Mine

Future Plans

We will further optimise our land use management measures.

01

We will increase investment in R&D of ecological restoration technologies, and develop a replicable, low-cost and high-efficiency technical system for ecological restoration in extreme environments, to address restoration challenges in extremely fragile ecosystems such as plateaus, arid and frigid regions.

02

We will strengthen hazard identification and routine self-monitoring. For existing pollution risks, we will maintain enhanced monitoring to strictly contain risk spread, and formulate dedicated long-term remediation plans with clear full-cycle objectives, technical pathways and supporting measures to ensure gradual mitigation of pollution issues.

03

On land after mine closure, we will not only restore original ecological functions, but also adopt systematic ecological design to introduce native species and rebuild wildlife corridors, enhancing the resilience and service value of regional ecosystems. Our goal is to transform closed mines into ecological demonstration zones.

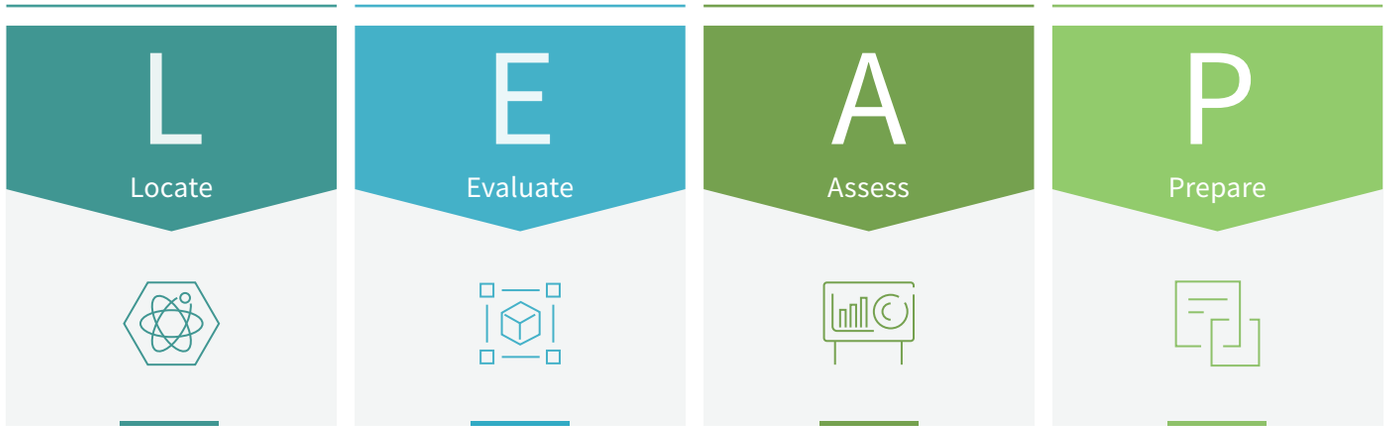
Biodiversity Conservation

Biodiversity is a defining feature of Earth's life system and the foundation for human survival and development. Although mining activities inevitably exert impacts on ecosystems, we are deeply aware that biodiversity conservation is not only our moral responsibility but also a core strategic issue critical to the long-term resilience and value of the Company. We therefore adopt scientific management approaches to comprehensively protect diverse flora and fauna communities. We are committed to achieving coordinated development between project development and ecological protection, and support the building of resilient and vibrant ecosystems in regions where our projects are located.

Risk Management

As a key player in the global mining industry, we attach great importance to biodiversity issues. We have developed our Biodiversity Conservation Guidelines by drawing on international standards and industry best practices, including the UN Convention on Biological Diversity (CBD), the Kunming-Montreal Global Biodiversity Framework (GBF), ICMM Good Practice Guidance on Mining and Biodiversity, and GRI 101: Biodiversity (2024), as well as input from external biodiversity experts. In 2025, we officially became an adopter of the Taskforce on Nature-related Financial Disclosures (TNFD).

We are committed to demonstrating our determination and contribution to global nature and biodiversity conservation. Aligning with the accelerating progress of global biodiversity governance and the final TNFD framework for nature-related risk governance and disclosure, we apply the LEAP approach (Locate-Evaluate-Assess-Prepare) to identify and assess nature-related impacts, dependencies, risks and opportunities across our major assets[1]. We will further improve relevant work and release a dedicated thematic report in the future.

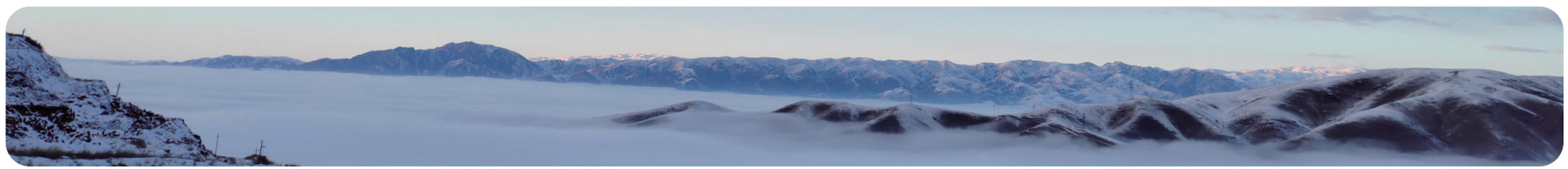


1. Zangge Mining is excluded from the scope of analysis in this section, as we did not hold operational control over the company when we commenced our assessments of nature-related impacts, dependencies, risks and opportunities.

Locate

Our core assets fall into two operating categories: mining (including supporting activities and services) and smelting & other operations. Based on the information disclosure preparation report provided by IBAT, we conduct targeted analyses with buffer zones of varying scopes according to the different characteristics of the two asset types. By overlaying the geographic locations of each asset with multiple open-source datasets and geospatial layers, we analyse four sensitivity dimensions against eight data indicators: biodiversity significance, ecosystem integrity, water stress, and the importance of ecosystem services.

TNFD Assessment Dimensions	Data Indicators	Data Sources & References
Biodiversity Significance	Key Biodiversity Areas	Key Biodiversity Areas (KBAs) are internationally recognised critical zones for biodiversity that support significant populations of protected species or unique habitats.
	Protected Areas	The World Database on Protected Areas (WDPA) contains information on marine and terrestrial protected areas worldwide.
	Average Species Richness	A quantitative indicator of local biodiversity status, ranging from 0 to 1. A score of 1 indicates an intact native species composition, while 0 indicates the local extinction of all original species.
	Sensitive Species	Based on the IUCN Red List of Threatened Species, reflecting the number of threatened species in the area.
Ecosystem Integrity	Eco-regions	Eco-regions represent ecosystems with distinct biodiversity assemblages across all taxonomic groups, with boundaries defined to maintain essential ecological processes. Nature Needs Half is a science-based, comprehensive biodiversity conservation strategy that calls for the protection of approximately 50% of the Earth's land and oceans.
Water Stress	Baseline Water Stress	Developed by the World Resources Institute (WRI), baseline water stress reflects the ratio of regional water withdrawals to total renewable surface and groundwater supply.
Importance of Ecosystem Services	Natural Lands	The SBTN Natural Lands Map serves as a baseline map for natural and anthropogenic land cover, developed to support land-based targets under the Science Based Targets Network.
	Indigenous and Community Lands and Territories	Landmark is a coalition of local, regional and international organisations dedicated to supporting indigenous peoples and local communities in protecting their land rights globally. Its database covers Indigenous community territories worldwide.



Evaluate

To further identify our assets' significant nature-related impacts and their dependencies on ecosystem services, we conducted a preliminary assessment of our business-related impacts and dependencies using the ENCORE tool recommended by the TNFD. Based on this, we verified the materiality and prioritized such impacts and dependencies by considering the importance of each sector to our actual operations and operational feedback.

Dependency Category	Dependency Level
Biomass supply	
Water supply services	
Other supply – animal-based energy	
Global climate regulation	
Rainfall pattern regulation	
Local climate regulation	
Air filtration	
Soil and sediment retention	
Solid waste remediation	
Water purification	
Water flow regulation	
Flood mitigation	
Storm mitigation	
Noise attenuation	
Dilution capacity of the atmosphere and ecosystems	
Sensory impact regulation (excluding noise)	

Impact Category	Impact Level
Land use area	
Freshwater use area	
Water consumption	
Extraction of other abiotic resources	
Greenhouse gas emissions	
Emissions of non-greenhouse gas air pollutants	
Discharge of toxic pollutants to water and soil	
Generation and discharge of solid waste	
Discharge of nutrient pollutants to water and soil	
Disturbance	
Introduction of invasive species	

Impact / Dependency Level:

High Medium Low

The assessment identifies our most significant impacts as: changes in land use area resulting from mining activities and related infrastructure development, abiotic resource extraction inherent to mineral production, emissions of non-greenhouse gas air pollutants, discharge of toxic pollutants to soil and water bodies, as well as generation and discharge of solid waste. These reflect the primary pressures that the mining industry exerts on the natural environment. In terms of dependencies, our high-materiality ecosystem services comprise water supply, global climate regulation, rainfall pattern regulation and water flow regulation. These ecosystem services are critical to ensuring the continuity and operational stability of mining activities.

Assess

Based on priority sites identified in the Locate stage and material nature-related impacts and dependencies confirmed in the Evaluate stage, we further comprehensively identified 57 key assets' nature-related risks and opportunities, as well as their potential financial implications for the Company. We also systematically reviewed existing mitigation measures already implemented for nature-related risks, which helps unlock potential growth opportunities in green technologies, new market expansion and other areas.

Type	Category	Nature-related Risks	Potential Impact on Operations	Time Horizon	Mitigation Measures
Natural Physical	Chronic	Ecosystem Regulating Function Degradation	• Inadequate implementation of ecological protection measures in mining operations may lead to the degradation of terrestrial ecosystems in project areas (e.g., forest degradation or loss), thereby increasing the risk of damage from floods, storms, landslides and air pollution. • Degradation of terrestrial ecosystems and changes in precipitation patterns pose risks of operational disruptions (e.g., flooding caused by extreme rainfall events).	Short, Medium, Long Term	• Strictly follow the hierarchical mitigation strategy of "Avoid, Mitigate, Restore, Offset". • Develop and implement a biodiversity management plan covering the entire mining area. • Restore the ecological environment in areas affected by mineral resource development, formulate the Mine Geological Environment Protection and Land Reclamation Plan, and implement the "develop while restoring" model to minimise land disturbance. • Establish an efficient information communication mechanism between the mining enterprise and internal and external stakeholders, proactively disclose biodiversity conservation performance, and accept supervision. • Actively communicate and cooperate extensively with external stakeholders including third-party institutions, universities, research institutes, industry organisations and government authorities on biodiversity issues. • Avoid mining development in areas with extremely high conservation value such as legally designated nature reserves and World Heritage sites.
Physical	Chronic	Soil Quality Degradation	• Pollution and improper resource management during mining may exacerbate soil degradation in project areas, significantly increasing the difficulty and investment required for mine closure and habitat restoration.	Medium, Long Term	• Develop a sustainable land management plan to ensure the long-term availability and health of land. • Adhere to intensive land use to minimise land disturbance as much as possible. • Follow the principle of "restore while developing", formulate mine closure environmental protection policies, and integrate mine land reclamation, ecological restoration and closure planning throughout the entire lifecycle of industrial assets. • During construction and production operations, protect forest ecosystems with the goal of "zero deforestation", avoid and minimise damage to primary forests, high-value protected areas and high-carbon stock forests as much as possible, and conduct ecological compensation through afforestation or degraded forest reconstruction in suitable areas for unavoidable forest loss.

Type	Category	Nature-related Risks	Potential Impact on Operations	Time Horizon	Mitigation Measures
Physical	Acute	Extreme Weather and Natural Disasters	• Extreme climate events (e.g., wildfires, tropical cyclones, extreme heat, extreme cold) may damage mining-related facilities, thereby disrupting normal operational activities such as open-pit mining, mineral processing, and material transportation. • Additionally, extreme weather events such as floods and storms increase the risk of disasters including tailings dam breach and mine water inrush, posing a potential threat to the safety of project operations.	Short, Medium, Long Term	• Implement safety and health measures for high-temperature operations to protect personnel from extreme heat; increase the proportion of recycled water use to mitigate the impact of extreme heat on water supply and water-consuming equipment. • Enhance the design of mines and their power supply grids to withstand severe cold weather conditions such as persistent freezing and snowstorms. • Ensure drainage facilities can withstand rare extreme rainstorms (that occur once every 500 or 1,000 years); develop emergency plans for extreme precipitation, prepare sufficient flood control supplies, and conduct at least one flood control drill annually to identify and resolve issues and improve emergency management. • Ensure mine infrastructure and buildings can withstand super typhoon-level hurricane impacts; formulate corresponding emergency plans, prepare sufficient emergency supplies, and pay close attention to typhoon warnings from meteorological agencies before typhoons strike. • Conduct regular geological surveys of slopes, propose prevention and control plans for unstable areas to reduce landslide risks; establish a working mechanism for slope displacement monitoring, forecasting, and early warning, and conduct regular deformation monitoring, stress monitoring, vibration monitoring, and hydrological monitoring; build a landslide prediction system to reduce the impact of landslides; and conduct regular safety inspections and patrols of slopes. • Strengthen the evaluation of weather monitoring and early warning systems for assets and nearby forest areas; increase the use of water cooling methods to prevent wildfires in high-temperature environments; install fire-fighting equipment, and strengthen cooperation with local fire-fighting units.
Physical	Chronic	Water Scarcity or Deteriorated Water Quality	• Current operations rely heavily on water resources. Due to corporate activities, activities of other entities in the same watershed, and climate change, water resources may become scarce or degraded in some operational areas. Water scarcity may impact mineral processing, ore washing, smelting and other operations. • Meanwhile, reduced supply of other raw materials related to production or intensified market competition may lead to price fluctuations, increasing procurement and operational costs, thereby posing potential impacts on the stability of corporate raw material supply, cost structure and financial performance.	Short, Medium, Long Term	• Please refer to the chapter "Water Resource Management" in this report.
Transfor-mation	Repu-tation	Reputation Risks Arising from Impacts on Natural Resources	• If the Company causes negative impacts on the natural environment, it may trigger public opinion crises that spread to indigenous communities, leading to damage to its reputa-tion. In addition, if the response measures taken by the Company fail to meet the expectations of stakeholders, communities and society, it may cause changes in public perception and attitude towards the Company and its brand.	Short, Medium, Long Term	• Please refer to the chapters "Environmental Management System" and "Community" in this report.

Type	Category	Nature-related Risks	Potential Impact on Operations	Time Horizon	Mitigation Measures
Transition	Policy	Tightening of Protected Area Policies	• As countries gradually implement the targets under the Global Biodiversity Framework, policies related to protected areas will continue to tighten. This may raise upfront project costs, for instance by reducing the area available for exploration, cutting the number of mining licenses issued, and restricting or conserving certain new exploration areas.	Short, Medium, Long Term	• Comply with the latest nature and biodiversity-related laws and regulations in the host countries of projects. • Collaborate with third-party firms to assess nature and biodiversity risks of the Company's assets, in order to understand potential risks from new regulations and their impacts on business operations, and enable targeted supervision and management.
Transition	Policy	Increased Nature Offsetting and Mine Closure Costs	• Policy changes may drive up long-term project maintenance costs, including higher mine closure expenses and additional expenditures arising from the introduction of biodiversity offset mechanisms.	Short, Medium, Long Term	• Identify and strictly comply with legal and regulatory requirements for biodiversity conservation applicable to mining activities based on the physical and geographical conditions of project locations. Identify and appropriately avoid high-value protected areas within and around projects. • Construct temporary enclosures in construction areas to prevent wildlife entry. • Conduct regular monitoring of species diversity, population size and distribution, and community composition within ecosystems. • Minimise the risk of invasive alien species introduction from project activities. • Develop tailored biodiversity management plans based on biodiversity surveys and monitoring results. • For directly impacted habitats and species where avoidance, mitigation or restoration measures are not feasible, implement targeted offset measures in line with the principle that in-kind offsets are preferable to non-in-kind, and on-site offsets to off-site, aiming to restore equivalent ecological functions and habitat suitability.
Transition	Market	Risk to Capital Availability from Financial Institution Restrictions on Highly Extractive Mining	• As financial institutions exclude highly destructive mining activities (such as deep-sea mining) from financing eligibility, the Company's access to capital may decrease, increasing financing difficulties and risks.	Medium, Long Term	• Considering the industry and business characteristics of the Company, as well as stakeholder concerns and the continuity and readability of this report, Zijin integrates quantitative analysis of financial materiality into existing processes. Through two-way assessment of external (economic, social and environmental) and internal (financial) impacts of material topics, it more accurately identifies inherent risks and opportunities in the business and further defines material topics. • Conduct internal questionnaires on highly relevant topics to extensively solicit views from senior management and internal experts, and perform financial materiality analysis based on the probability of risks and their potential impacts.

We have effectively reduced potential nature-related risks and impacts, and enhanced our green finance opportunities across multiple dimensions through operational strategies including water recycling and concurrent mining and rehabilitation. This lays a critical strategic foundation for the Company's long-term, steady development and its ability to address global challenges.

	Type	Category	Nature-Related Opportunity	Description
1	Business Opportunities	Resource Efficiency	Water Recycling & Zero Discharge	Reduce reliance on water abstraction permits, avoid production suspension risks during dry seasons, and lower water and pollution discharge costs through tailings water recycling and rainwater harvesting facilities.
2		Products & Services	Low-Environmental-Impact Mineral Products	Develop differentiated green product labels through traceable supply chains, low-ecological-disturbance mining and mine restoration commitments, so as to enhance bargaining power with high-end customers and supply chains and ensure stable medium- and long-term orders.
3			Ecological Engineering & Restoration Services Externalisation	Transform Zijin Mining's ecological restoration capabilities in vegetation restoration, water remediation, habitat creation and other fields into exportable technical services for surrounding projects and government agencies. This turns costs into assets while further strengthening the Company's social license to operate and community recognition.
4		Market	Access to “Responsible Supply Chains” and Preferred Procurement Lists	Meet customers' sustainability requirements including zero deforestation, no net loss and traceability, thereby gaining broader market recognition, reducing the risk of being excluded or replaced in supply chains, and significantly improving the possibility of long-term stable orders.
5		Cash Flow	ESG Management Reducing Insurance Premiums and Claim Risks	Reduce the probability of relevant incidents through tailings risk management, overflow control systems, ecological buffer zones and other measures, thus lowering environmental liability and property insurance premiums, and avoiding major financial claims and operational disruption risks caused by accidents.
6			Green / Sustainable Financing	Integrate natural indicators into corporate management indicators, and upon achieving key performance targets, significantly enhance attractiveness to green and sustainable investors, expand financing channels, reduce financing costs, and strengthen the stability and resilience of the capital structure.
7		Reputation	Co-Management of Natural Resources and Benefit Sharing with Indigenous Peoples and Communities	Effectively prevent social conflicts and shutdown risks and improve the negotiation environment for project approval and capacity expansion by jointly formulating monitoring, land use and restoration plans with indigenous peoples and communities, and establishing sound benefit-sharing mechanisms. Meanwhile, enhance brand reputation and customer loyalty, and reduce valuation discounts caused by ESG controversies.
8	Sustainability Opportunities	Sustainable Use of Natural Resources	Minimised Land Occupation and Zoned Development & Restoration	Reduce cumulative disturbance and reclamation costs, and enhance post-closure land reuse value through modular and phased stripping as well as concurrent mining and restoration.
9			Hierarchical Management of Biodiversity Risk Sensitivity	Implement hierarchical supervision and management based on asset biodiversity risk sensitivity maps developed in cooperation with third-party surveys, so as to pre-empt permitting and litigation risks and control offset costs and schedule uncertainties.
10		Ecosystem Protection	Invasive Alien Species Management	Strictly control invasive species during construction and transportation and build ecological corridors, so as to reduce the risk of long-term ecosystem disorder and imbalance, cut long-term governance costs and prevent potential community objections.

Prepare

Nature and biodiversity are fundamental to the Company's sustainable value creation. As a globally operating mining enterprise, we actively align with the Convention on Biological Diversity (CBD), the Global Biodiversity Framework (GBF), the UN Sustainable Development Goals (SDGs), and China's biodiversity conservation policies. We systematically integrate nature protection and responsible resource development into corporate strategy, governance structure and operational decision-making. We are committed to achieving No Net Loss (NNL) of biodiversity. In projects and regions supported by scientific evidence and sound management capacity, we are gradually exploring pathways to deliver a Net Positive Impact (NPI).

Within the above framework of overall commitments and strategic objectives, we further integrate, coordinate and advance nature protection with key priorities including climate action, resource efficiency and environmental management. We systematically refine our nature-related sustainability goals and supporting strategic systems.

Strategy and Management

We conduct rigorous assessments of ecosystem conditions and biodiversity values around project areas at the early development stage to reduce potential impacts of mining on biodiversity. We abide by international conventions including the Convention on Biological Diversity and the Ramsar Convention, as well as applicable laws, regulations and standards of host countries. We avoid the following high conservation value areas in project planning: UNESCO World Heritage Sites, Man and the Biosphere Reserves, IUCN Category I–IV protected areas, Ramsar-listed wetlands of international importance, and confirmed Key Biodiversity Areas. We carry out detailed biodiversity impact assessments for developments (such as noise and hydrological models) adjacent to these areas and define project-specific ecological buffer distances based on scientific models and species ecological data to prevent measurable adverse effects on the ecological integrity and key functions of conservation targets.

We implement systematic baseline biodiversity surveys covering the distribution of flora and fauna, wildlife migration corridors and natural environmental features in and around project areas, providing complete baseline data for subsequent construction and operation, ecological monitoring programs, land reclamation and ecological restoration.

We require biodiversity and ecosystem impact assessments at the project design stage to predict potential impacts during construction and operation and achieve impact minimisation. We then deploy necessary ecological protection and restoration measures to reduce disturbance to natural ecosystems and support sustainable management of regional ecosystems. To date, 34 subsidiaries have completed biodiversity surveys, recording 6 critically endangered species, 15 endangered species, 30 vulnerable species and 53 near-threatened species. We will continue to update the species database and require all new projects to finish baseline biodiversity surveys prior to construction.

6
Critically endangered

15
Endangered

30
Vulnerable

53
Near Threatened

We follow the integrated management hierarchy of "Avoid–Mitigate–Restore–Offset" to fully protect species and ecosystem diversity.

Avoid
We conduct ecological baseline surveys during project siting, identify high conservation value areas through satellite remote sensing and field investigations, proactively avoid ecologically sensitive zones, and complete biodiversity baseline surveys to provide primary data support for subsequent operations.

Mitigate
During operations, we adhere to the principle of simultaneous mining, management and restoration to minimise ecological disturbance; for unavoidable impacts, we reduce disruptions through measures such as establishing wildlife corridors and protecting vegetation via transplantation.

Restore
We implement native species conservation programs, set up nurseries to cultivate indigenous plants, apply near-nature restoration techniques, and use ecologically suitable native species for vegetation rehabilitation to rebuild ecosystem structure.

Ecological Restoration Offset
We innovatively implement ecological offset mechanisms to counteract ecological impacts by establishing alternative habitats and funding the development of protected areas.

Full-Life-Cycle Monitoring and Protection

Monitoring and Dynamic Adjustment

We have established a biodiversity monitoring system to regularly assess biodiversity conditions around project sites and dynamically adjust conservation measures based on results to ensure effective protection.

Full-Life-Cycle Management

Through full-process ecological management, we achieve coordinated development of project development and ecological conservation, leaving resilient and vibrant ecosystems for mining areas and surrounding regions.

Biodiversity Monitoring and Conservation in South America of Zijin Mining

Aurora Gold Mine, Guyana

- Invested USD 600,000 in an integrated monitoring-restoration-education initiative; completed 30 ha of ecological restoration, installed fencing to reduce human interference, and established wildlife rescue protocols.
- Completed ecological baseline surveys for risk identification; conducted regular monitoring via 28 camera sites, transects, and netting, achieving a 95% data completeness rate.
- Recorded 208 bird and 24 mammal species in 2025, including accurate monitoring of 15 key species.

Target species Jaguar, Tapir

Buriticá Gold Mine, Colombia

- Implemented a 10-year felid conservation program; invested USD 196,600 from 2018 to 2025 to build wildlife corridors, form community environmental teams, and conduct staff and community training.
- Monitored via infrared cameras with quarterly surveys, regular audits and public progress tracking; baseline study launched in 2010, mid-term assessment completed in 2025 to refine conservation actions.
- Expanded protection from ocelots to pumas and oncillas; recorded populations of ocelots and pumas growing steadily, with overall wildlife trends improving.

Target species Ocelot, Puma, Oncilla

Rosebel Gold Mine, Suriname

- Implemented a bird ecological observation program.
- Adopted standardised transect surveys with three fixed 1km routes; carried out cross-season monitoring covering three key seasons from 2023 to 2025, with six field surveys (⩾5 days each); optimised transect layout in cooperation with Amazon conservation teams and international conservation organisations.
- Compiled the Birds of the Pusugruno Area and established the region's first baseline bird species database.

Target species Birds

Tres Quebradas Salar, Argentina

- Implemented salt lake biodiversity conservation and ecological restoration projects, with a total investment of USD 3.8 million (including hydrological monitoring systems, vegetation restoration, and animal conservation research).
- In 2025, heavy metal concentrations in the salt lake area decreased by 98% compared with 2018; alpaca habitat expanded by 20%, and breeding population growth was observed.

Target species Vicuña, Rare birds

Biodiversity Conservation Outside Protected Areas

Zijin Mining integrates biodiversity conservation into its full mine lifecycle management, aiming to achieve "nature-positive" outcomes through ecological restoration. Our global practices reflect science-based, context-adaptive conservation and rehabilitation approaches.

At the Bor Mine in Serbia, addressing wind erosion and ecological degradation of abandoned tailings ponds, Serbia Zijin Copper implemented large-scale, systematic ecological rehabilitation. Within six years, vegetation coverage in the tailings pond increased from less than 5% to 85%, and the regional biodiversity index tripled. It has attracted diverse bird species including Whooper Swans, African White Storks, and other waterfowl and wild ducks, significantly enhancing the ecosystem's self-restoration capacity.

At the Buriticá Gold Mine in Colombia, Continental Gold launched a specialised felid conservation program and restored 120 hectares of degraded forest. Furthermore, we deepened collaboration with local communities through environmental education, predator-proof facility construction, and facilitating the signing of conservation agreements with multiple villages. These efforts effectively mitigated human-wildlife conflict, enabling the return of small terrestrial fauna such as deer, rodents, and birds, and re-established the region's complete food chain foundation.

At the Duobaoshan Copper Mine in Heilongjiang, we focused on enhancing ecological connectivity. Through targeted greening of 161.8 hectares, we constructed wildlife corridors for foraging and migration. Monitoring indicates that the number of observed mammal and bird species within the surrounding mining areas increased by over 70% in five years, with the insect diversity index consistently maintained above 85%. Medium-sized mammals as now form stable populations, and the return of top predators like Lynx signals the emergence of a complete, healthy secondary food chain within the region.

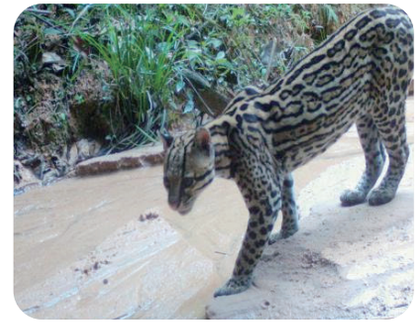
Future Plans

01 We will establish a nature-related information disclosure system to meet stakeholder needs and explore quantitative natural capital management indicators, by advancing TNFD-aligned initiatives and formulating natural risk management and improvement plans to systematically address nature-related risks and opportunities.

02 We will integrate biodiversity impact considerations into all production and operation activities, by strengthening biodiversity training and enhancing the ecological awareness of all employees.

03 We will exercise refined control over project impacts on biodiversity and ecosystems, by further improving the biodiversity conservation system in line with international standards such as ISO 17298.

04 We will promote the R&D and application of biodiversity conservation technologies by deepening cooperation with research institutes and international organisations.



Waste Management and Circular Economy

General industrial wastes such as waste rock, tailings, and smelting slag generated during mining, mineral processing, and smelting, as well as hazardous wastes including waste oil and waste chemical reagents, may cause land occupation, water pollution, biodiversity loss, and trigger community concerns and compliance risks if not disposed of properly.We regard waste management as a key component of corporate environmental responsibility. Through standardized and full-process management mechanisms, we promote waste reduction, resource utilisation, and harmless treatment, practicing the concept of circular economy.

Risk Management

Waste management runs through the entire mining operation chain. Any oversight may significantly impact the environment, communities and business operations. We systematically identify key risks in waste management and develop targeted strategies to ensure continuous risk control and performance improvement.

Risk	Risk Description	Mitigation Measures
Environmental Legal Compliance	As global environmental legislation becomes increasingly stringent, non-compliance of waste collection, storage, transportation, utilisation, and disposal with local laws, regulations and international standards may result in fines, license revocation, project delays, and reputational damage.	• Establish a dynamic compliance tracking mechanism to timely update and train on environmental laws and regulations of various countries. • Apply the "higher standard prevails" principle for all types of waste. • Implement full-process ledger management for all waste from generation to final disposal, and cooperate only with qualified treatment vendors to ensure traceability and verifiability.
Environmental Pollution Liability	Improper design, construction or closure of waste rock dumps, tailings facilities and other structures may cause long-term pollution such as acid mine drainage (AMD) and heavy metal leaching, leading to soil and groundwater contamination, ecosystem damage, and substantial environmental remediation costs.	• Predict and prevent AMD risks at the source through geological exploration, hydrogeological surveys and geochemical analysis during feasibility study. • Adopt design standards exceeding regulatory requirements for key facilities, and establish long-term post-closure monitoring to ensure full life-cycle environmental accountability.
Increased Environmental Pressure from Waste Treatment	Improper treatment or poor management may exert pressure on regional environmental capacity, potentially exceeding ecological carrying capacity in the long term.	• Conduct environmental carrying capacity assessments for large-scale waste (tailings, waste rock) and optimise facility layout. • Use low-toxicity, low-hazard and low-waste raw materials as much as possible. • Optimise production processes and technological innovation to improve yield and reduce waste generation. • Follow best management practices including operational procedures, equipment maintenance and staff training to ensure efficient and safe waste treatment.
Accidental Release of Waste	Leaks, spills or other accidents during collection, storage, transportation, utilisation and disposal may release hazardous substances, causing sudden pollution, public safety incidents and negative public opinion.	• Establish a full-chain traceability system covering “generation-storage-transfer-disposal” with strict ledger management for hazardous waste. • Designate dedicated waste storage areas to ensure proper and compliant storage. • Implement appropriate anti-seepage measures to prevent leakage or diffusion into the environment. • Select qualified transporters and plan routes avoiding environmentally sensitive areas. • Develop emergency response plans for environmental incidents and conduct drills.

Strategy and Management Approach

We have systematically identified key risk points in waste management and developed targeted management strategies to ensure continuous risk control and performance improvement.

- Implement hierarchical and classified waste management, with differentiated collection, storage and disposal measures for general industrial waste and hazardous waste.
- Promote waste reduction at source through process optimisation and equipment upgrading to reduce waste generation in production.
- Vigorously develop resource utilisation technologies and promote comprehensive utilisation of tailings, waste rock and other bulk solid wastes in backfilling mining, building materials and other fields.
- Implement full-process ledger management for hazardous waste to ensure traceability and supervision from generation to final disposal.
- Conduct regular special inspections and risk assessments on waste management to identify and rectify potential hazards in a timely manner.
- Strengthen qualification review and on-site inspection of third-party disposal vendors to ensure compliant waste disposal.

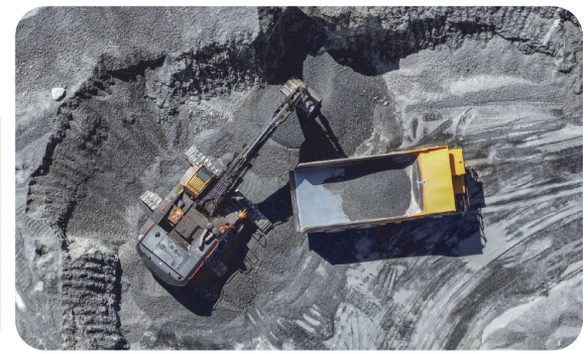
General Waste Management

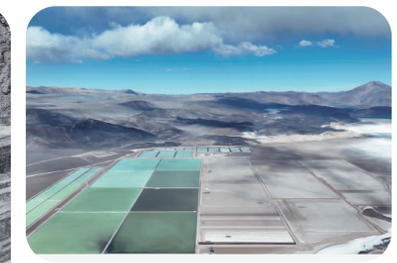
For general waste, we promote waste reduction at the source. By optimising production processes and improving resource utilisation, we effectively reduce waste generation per unit of product.Tailings and waste rock are the main general wastes generated during mining, accounting for more than 99%.We implement strict classified collection and standardised storage management, and prioritize resource utilisation.For resource utilisation, we focus on R&D and innovation:Underground backfilling: Waste rock is used to fill underground goafs, reducing surface discharge and preventing ground pressure disasters.High-value conversion: Tailings are used in building materials production, maximising waste-to-resource conversion in compliance with regulations.For waste without current utilisation channels, we use storage or disposal facilities meeting environmental standards and establish regular monitoring to avoid adverse environmental impacts.In addition, we have established a comprehensive ledger management system to ensure full traceability of general waste from generation and storage to transfer and disposal.During the reporting period, tailings generation amounted to 219.49 million tonnes (including Zangge salt tailings), with a comprehensive utilisation rate of 24.80%.Waste rock generation amounted to 798.65 million tonnes, with a comprehensive utilisation rate of 12.82%.Total general waste generation was approximately 1,029.03 million tonnes (including Zangge), with a comprehensive utilisation rate of 15.29%.General waste generation per unit revenue was 29.18 tonnes per RMB 10,000 of revenue.

1,029.03 million tonnes
General waste generation: approx. 1,029.03 million tonnes (including Zangge)

15.29 %
Comprehensive utilisation rate: 15.29%

29.18 tonnes / RMB10,000 revenue)
General waste generation per unit revenue: 29.18 tonnes / RMB10,000 revenue





General Waste Generation (million tonnes)

1,026.96 | 2.07 | Total 1,029.03

- On-site Comprehensive Utilisation (million tonnes)

Total 153.83

153.83 | 0

- Off-site Comprehensive Utilisation (million tonnes)

Total 3.51

3.51 | 0

- On-site Final Disposal (million tonnes)

Total 871.58

869.51 | 2.07

- Off-site Final Disposal (million tonnes)

Total 0.11

0.11 | 0

- Comprehensive Utilisation Rate (%)

Total 15.29 | 15.32 | 0

- General Waste Generation per Unit Revenue (tonnes / RMB10,000 revenue)

Total 29.18 | 29.42 | 5.79

Tailings Data

- Total Tailings Generation (million tonnes)

Total 219.49

217.42 | 2.07

- Comprehensive Utilisation (million tonnes)

Total 54.44

54.44 | 0

- Comprehensive Utilisation Rate (%)

Total 24.80

25.04 | 0

Zijin Zangge

▶ Waste Rock Data

Indicator	Unit	2025	2024	2023
Total Waste Rock Generation	Million Tonnes	798.65	744.93	772.94
Total Waste Rock Recovered	Million Tonnes	102.41	93.79	92.98
• Internal Recovery	Million Tonnes	101.74	93.01	92.41
• External Recovery	Million Tonnes	0.67	0.78	0.57
Recovery & Utilisation Rate	%	12.82	12.59	12.03

"Turning Waste into Wealth" — Comprehensive Utilisation of Solid Waste Resources

Through technological innovation, Zijin Mining systematically promotes the large-scale comprehensive utilisation of solid wastes including low-grade resources, waste rock and tailings. While improving resource utilization efficiency and reducing environmental impacts, the Company has achieved significant economic and social benefits.

At Norton in Australia, upgraded photoelectric sorting technology has been successfully applied to low-grade ore and mineralised waste rock once deemed uneconomical to process, greatly enhancing the enrichment ratio of low-grade ore. The sorted waste rock can be processed into aggregate for underground backfilling, which enhances resource value and effectively reduces production costs.

Xinjiang Ashele Copper has established an integrated circular model featuring "sulphur recovery from full tailings plus backfilling with total tailings and waste rock". The harmless sulphur tailings after sulphur recovery are used for goaf backfilling, saving more than RMB10 million per year. This significantly relieves the pressure on tailings storage capacity and steadily advances toward the goal of "zero tailings discharge into storage facilities".

The Qinghai West Project adopts tailings secondary recovery technology to revitalise stock resources in closed mining areas and recover valuable components such as iron and sulphur on a large scale, greatly extending the service life of the mine. While delivering stable economic benefits, it effectively mitigates environmental risks associated with tailings storage.

In addition, Zijin Environmental Protection has actively introduced tailings backfilling gelling agent technology, which uses tailings to produce curing agents to replace traditional cement for backfilling. This significantly reduces cement consumption at mines and truly achieves green and efficient operation with the philosophy of "treating waste with waste" and "mining-backfilling balance".

Hazardous Waste Management

Hazardous waste is the most significant and impactful environmental risk generated during our operations. Proper management of hazardous waste is not only critical to the stability of ecosystems and the health and well-being of surrounding communities, but also a key measure to strengthen the ecological security barrier and prevent environmental risks.

We always prioritise the standardised management of hazardous waste in environmental governance, strictly comply with relevant laws, regulations and standards of the host countries, and establish a closed-loop management system covering the entire life cycle of hazardous waste: generation – storage – transportation – disposal. We fulfill our commitment to sustainable development through systematic and refined practices. The hazardous wastes we identify and manage in accordance with the law are mainly generated from smelting operations, including: cyanide residue from gold smelting; lead filter cake, white fume, arsenic filter cake, and copper telluride residue from copper smelting; lead-silver residue and jarosite residue from lead smelting; hazardous waste such as acid mist and high-concentration waste liquid from laboratories; waste oil, waste lead-acid batteries, and waste packaging from equipment maintenance and replacement.

Production Stage

During the production stage, we actively adopt non-toxic and low-toxic alternative raw materials, optimise production processes, improve resource utilisation efficiency, and reduce hazardous waste generation at the source.

Storage Stage

During the storage stage, we construct special hazardous waste temporary storage facilities that comply with the standards of the host country, equipped with anti-leakage, anti-diffusion and anti-loss facilities. We implement classified management of hazardous waste, conduct accurate identification and classified storage based on hazardous characteristics to ensure proper management of all types of hazardous waste.

Transportation Stage

During the transportation stage, we strictly select qualified transportation entities and implement a rigorous ledger management system to ensure full traceability of hazardous waste from generation to disposal.

Disposal Stage

During the disposal stage, we prioritise resource utilisation. For hazardous waste that cannot be recycled, we entrust safe disposal to professional entities with corresponding qualifications.

Regular Training on Hazardous Waste Management

We regularly conduct training on hazardous waste management to enhance employees' safety awareness and operational skills. We have established a sound emergency response plan and drill mechanism to ensure timely and effective response to all types of environmental emergencies.

Hazardous Waste Data

Indicator	Unit	2025			2024	2023
		Zijin	Zangge	Total		
Total Hazardous Waste Generated	tonnes	251,683.00	116.21	251,799.21	284,861.58	160,885.78
• On-site Comprehensive Utilisation	tonnes	14,913.95	0.00	14,913.95	182,661.67	5,478.61
• Off-site Comprehensive Utilisation	tonnes	159,454.88	97.13	159,552.01	29,756.60	73,325.69
• On-site Final Disposal	tonnes	72,793.19	13.86	72,807.05	69,289.40	76,072.02
• Off-site Final Disposal	tonnes	4,520.98	5.22	4,526.20	3,153.90	6,009.46
Comprehensive Utilisation Rate	%	69.28	83.58	69.29	74.57	48.98
Hazardous Waste Generated per Unit Revenue	tonnes per million RMB revenue	0.72	0.03	0.71	0.94	0.55

During the reporting period, the total amount of hazardous waste we generated was 251.80 kilotonnes, a year-on-year decrease of 11.61%, and the comprehensive utilisation rate was 69.29%, a decrease of 5.28 percentage points. This fluctuation in the utilisation rate is related to the timeliness of the utilisation and treatment of our hazardous waste. We generally store hazardous waste until a certain volume is accumulated and then entrust qualified third-party companies for centralised treatment or utilisation. Therefore, when the storage and utilisation of part of the hazardous waste fall into two different reporting periods, it will lead to annual fluctuations in the utilisation rate. In addition, to ensure the accuracy of the reported data, some hazardous waste that is subject to comprehensive utilisation across reporting periods is presented under the item of "Final Disposal", so the actual utilisation rate may be higher than our statistical value.

251.80 kilotonnes
The total amount of hazardous waste we generated was 251.80 kilotonnes

11.61 %
a year-on-year decrease of 11.61%

69.29 %
the comprehensive utilisation rate was 69.29%

5.28 %
a decrease of 5.28 percentage points

Air Emission Management

Our air emissions mainly consists of dust generated during mining operations from open-pit mining, blasting, excavation and transportation, ore crushing and grinding, as well as process exhaust gas from smelting.

To control dust pollution during mining, we have adopted the following key measures:

Dust diffusion is controlled by optimising process flow and equipment design

Water spray systems are installed in key operation areas to effectively suppress dust dispersion. Roads are kept smooth and well-maintained to reduce vehicle vibration and fugitive dust. Ore stockpiles are covered and enclosed to prevent weathering, leaching and dust diffusion.

Ventilation and dust collection systems are installed in areas with high dust generation

Dust is treated centrally through underground ventilation, enclosed dust control for crushing and conveyor systems, and dust collection systems to mitigate impacts on the surrounding environment.

A strategy combining source control and end-of-pipe treatment is adopted to reduce process exhaust gas from smelting

Electrostatic precipitators are first used to capture flue dust for comprehensive utilisation of valuable metals prior to safe treatment. Dust is further reduced by bag filters and electrostatic precipitators, followed by desulphurisation and denitrification. This achieves resource recovery while ensuring pollutant emission concentrations are below national, local or industry limits.

While adopting various measures to reduce exhaust gas emissions, we have established an online exhaust gas monitoring system to track key indicators in real time at main emission points, including particulate matter (PM), sulphur dioxide (SO_2), and nitrogen oxides (NO_x). In accordance with local regulatory requirements and internal environmental risk management rules, we also include heavy metal indicators such as arsenic in our monitoring. Regular manual data verification is conducted to ensure accuracy and reliability. We continue to upgrade the online exhaust gas monitoring system, connecting real-time data from key emission points to local regulatory platforms. This enables timely early warning and rapid response to abnormal emissions.

During the reporting period, the output of our main products such as copper and gold continued to grow. However, we continuously improved and upgraded exhaust gas treatment technologies, and strengthened the monitoring and management of exhaust gas emissions to ensure that exhaust gas pollutants meet discharge standards. Our nitrogen oxide emission intensity was 0.17 tonnes per RMB100 million of revenue, a year-on-year decrease of 22.73%; particulate matter emission intensity was 0.14 tonnes per RMB100 million of revenue, a year-on-year decrease of 30%. Emissions of other major exhaust gas pollutants remained stable.

0.17 tonnes per RMB100 million of revenue

Our nitrogen oxide emission intensity was 0.17 tonnes per RMB100 million of revenue

22.73% ↓

a year-on-year decrease of 22.73%

0.14 tonnes per RMB100 million of revenue

Particulate matter emission intensity was 0.14 tonnes per RMB100 million of revenue

30% ↓

a year-on-year decrease of 30%

- Emissions of other major exhaust gas pollutants remained stable.

▶ Air Emission Data

Indicator	Unit	2025		
		Zijin	Zangge	Total
Nitrogen oxides (NO_x)	Tonnes	584.63	1.67	586.30
Sulphur dioxide (SO_2)	Tonnes	1,361.92	0	1,361.92
Particulate matter (PM)	Tonnes	494.76	13.05	507.81
Sulphuric acid mist	Tonnes	81.87	0	81.87
Hydrogen chloride	Tonnes	1.91	0	1.91
Ammonia	Tonnes	6.53	0	6.53
Hydrogen sulphide	Tonnes	0.04	0	0.04
Lead and its compounds	Tonnes	0.78	0	0.78
Arsenic and its compounds	Tonnes	0.42	0	0.42
Mercury and its compounds	Tonnes	0.05	0	0.05
Volatile organic compounds (VOCs)	Tonnes	1.88	0	1.88

Noise Management

We consistently focus on noise pollution prevention and control, and strictly comply with applicable laws and regulations in the host countries and regions of our projects to ensure full compliance with noise management requirements throughout the project lifecycle. During the initial preparation and construction phase, we initiate regional acoustic environmental impact assessments to provide a scientific basis for the subsequent implementation of noise control measures.

To minimise the adverse impacts of noise on the surrounding environment and employee health, we give priority to low-noise models when purchasing equipment. We also establish a systematic maintenance system and conduct regular inspection and maintenance work to ensure stable and efficient operation of equipment, thus reducing noise at the source.

For key noise sources such as crushers and ball mills, we have implemented comprehensive noise reduction solutions. By installing enclosures inside and outside the equipment, together with matching sound barriers and noise reduction protection devices, we effectively block noise transmission. In addition, we arrange green vegetation noise reduction belts around plant areas to form a natural ecological barrier, further reducing noise levels.

For noise from transport vehicles, we effectively control traffic noise by strictly limiting driving speed and encouraging no unnecessary horn use.

Thanks to the above systematic and refined noise reduction measures, we have successfully achieved compliance with noise emission standards. These meet not only the relevant standards of the host countries (such as China's Emission Standard of Environmental Noise from Industrial Enterprises at Boundary), but also the requirements of the International Finance Corporation (IFC) General EHS Guidelines.

Future Plans

We continuously improve production processes and optimize workflows to reduce waste generation across all operational links, driving the Company's transition toward a resource-conserving, environmentally friendly green mining model.

01

We actively explore new pathways for resource-based utilisation and establish an internal “large-circulation” philosophy. We also explore targeted utilisation and collaborative treatment at the county or industrial park level to effectively reduce waste stockpiling pressure and environmental risks.

02

Tailings Management

Our mines are located in many countries and regions around the world, and we operate various types of tailings storage facilities. We fully recognise the importance of managing tailings storage facilities risks and have integrated tailings storage facilities safety management into our overall ESG management system. In accordance with relevant laws and regulations of host countries, each subsidiary bears primary responsibility for tailings storage facilities safety management. By establishing a dedicated tailings storage facilities management department that reports directly to the management team, we ensure the effectiveness of tailings storage facilities safety management. The Company has established an Independent Expert Committee or a mechanism of senior independent technical reviewers to conduct independent technical reviews of high-risk tailings storage facilities. This ensures that tailings storage facilities safety management complies with the requirements of the Global Industry Standard on Tailings Management (GISTM).

Risk Management

The main risks related to our tailings storage facilities include safety risks and environmental risks. Based on risk characteristics and management practices, we have established a tailings storage facilities risk management system supported by both the safety governance team and the environmental governance team. Routine work is mainly carried out by the safety management team, and ultimately reports to the executive Director and vice president in charge of safety and environmental protection. We update tailings storage facilities risk monitoring data on a monthly basis and regularly follow up on abnormal alerts from online monitoring systems. This enables continuous tracking and regular updating of tailings storage facilities risks.

Risk	Risk Description	Response Measures
Natural Disasters	Heavy rain and floods may cause the tailings storage facilities water level to rise rapidly, even leading to overtopping or dam failure. Earthquakes may damage tailings storage facilities and trigger landslides and collapses around the tailings storage facilities.	In the design phase of tailings storage facilities, fully consider factors such as geological conditions, hydrological characteristics and tailings properties to reasonably determine tailings storage facilities parameters. Prepare sufficient emergency response resources and capabilities during operation.
Pollutant Leakage	Tailings storage facilities may contain heavy metals such as lead, cadmium and mercury, as well as organic compounds such as phenols, ketones and aromatic hydrocarbons. Leakage or dam failure will cause long-term pollution.	Improve tailings water treatment systems, upgrade return water facilities, standardise leachate collection and treatment, optimise rain-sewage separation facilities, and enhance anti-seepage and monitoring facilities.
Human-caused Damage & Non-compliant Operation	Unauthorised excavation, blasting and other activities near tailings storage facilities may cause instability of the tailings dam. Illegal operations such as excessive discharge or unauthorised changes to discharge methods will also affect dam stability.	Supervise activities around tailings storage facilities to prevent any unauthorised work and non-compliant operations.
Facility Defects & Equipment Aging	Damage or blockage of flood discharge structures, and aging of flood channels, drainage systems, monitoring systems and other equipment may lead to functional failure and inability to respond effectively to emergencies.	Encourage subsidiaries to increase technical and capital investment in tailings storage facilities, upgrading and replacing them with advanced technologies and equipment.

Strategy and Management

We have formulated the *Safety Management Specification for Tailings Dams* in accordance with regulations and standards such as the *Global Industry Standard on Tailings Management, China's Regulations on the Safety Supervision and Administration of Tailings Dams* and *Technical Specifications for the Safety of Tailings Storage Facilities*, combined with international best practices. We have established a management system covering the entire lifecycle of tailings storage facilities—from planning, design, construction, operation, maintenance and monitoring to closure and post-closure management—all of which comply with industry standards and best practices. We implement a risk classification management mechanism for tailings storage facilities, categorising them into four levels based on risk severity, and formulating differentiated control strategies and resource allocation plans. We commit that no tailings from newly built tailings storage facilities will discharge into rivers.

Our tailings storage facilities adopt dynamic risk classification, being divided into four grades (Grade A to Grade D)[1] according to risk levels, with corresponding differentiated control strategies and resource allocation in place.

Our goals:

Achieved — All Grade D tailings dams are 100% equipped with intelligent real-time monitoring systems.

2027 — Complete process optimisation and upgrading for all tailings storage facilities above Grade B to further reduce inherent operational risks.

1 By the end of the reporting period, we had a total of 1 Grade D tailings storage facilities.

85% 85% of tailings storage facilities in Grade C and above have been equipped with intelligent real-time monitoring systems.

Classification of Tailings Storage Facilities (TSFs)

We conducted a re-evaluation of the risk classification for all tailings storage facilities during the reporting period, in accordance with the Global Industry Standard on Tailings Management and our internal Safety Management Specification for Tailings Storage Facilities. By the end of the reporting period, we operated and controlled a total of 65 tailings storage facilities[2].

▶ **TSFs Types and Statuses**

	Upstream	Centreline	Downstream	Others
In Operation	24	2	3	10
Decommissioned or Closed	21	1	2	2
Total	45	3	5	12

Grade A	Grade B	Grade C	Grade D
18	33	13	1
Reviewed and controlled once a year (daily management by team level)	Reviewed and controlled once every six months (daily management by workshop level)	Reviewed and controlled once a quarter (daily management by plant/department level)	Reviewed and controlled once a month (daily management by subsidiary level)

Classification of Tailings Dams by Risks/Consequences

Each management level shall carry out risk control independently in accordance with the risk review requirements for each grade, and may freely allocate resources within its available capacity for management purposes. When necessary, any level may immediately require an upgrade of management control, up to the group-level full-scale response. The Group may promptly dispatch various experts and engineering teams from subsidiaries for support as needed, so as to achieve efficient resource allocation and risk management.

1. All closed and stabilised tailings dams are classified as Grade A; decommissioned tailings storage facilities, Grade V tailings storage facilities, Grade IV tailings storage facilities and Grade III tailings storage facilities are classified as Grade B; Grade II tailings storage facilities are classified as Grade C; Grade I tailings storage facilities are classified as Grade D.
2. Zangge Mining is mainly engaged in lithium extraction from salt lakes and has no tailings storage facilities.

Full Lifecycle Management of TSF

Management Stage	Management Content	Our Management Measures
Design & Construction	Design Standards	Align with GISTM and ICMM best practice guidelines, and strictly follow the principle of "simultaneous design" for safety, environment and society. Combined with site-specific conditions (topography, geology, hydrology, seismic activity, climate), implement high-standard design for stability (anti-sliding, anti-seismic), flood control and seepage control.
	Design Unit & Independent Review	Entrust qualified professional design units to conduct design work, clearly appoint responsible engineers and grant corresponding authority; establish a multi-level review mechanism to conduct strict internal audits and third-party reviews of design plans.
	Construction & Quality Control	Formulate scientific phased construction plans and construction schedules. Implement strict management procedures for design changes during construction. Construction quality is supervised and verified by responsible engineers and third parties, forming complete completion documents and quality assurance/quality control records.
Operation and Management	Operation & Monitoring	Adopt automated online monitoring systems (such as GNSS displacement, pore water pressure monitoring) combined with manual inspections to conduct real-time monitoring of dam displacement, phreatic line, reservoir water level, dry beach length, flood discharge facilities, etc.; implement clear performance indicator thresholds and "alarm, response, reporting" mechanisms; formulate comprehensive daily inspection and regular maintenance plans, and establish complete maintenance record logs.
	Risk Management & Change Management	Implement systematic "risk-based decision-making", execute strict "change management" procedures for all operational changes, and conduct risk assessments. Conduct comprehensive risk reassessments regularly (e.g., annually).
	Emergency Preparedness & Response	Formulate and regularly update emergency plans for each tailings storage facility, clarifying potential failure modes, impact scopes and emergency measures. Conduct regular joint emergency drills with local communities and government agencies, reserve sufficient emergency resources, and ensure the openness and transparency of emergency information.
Closure & Reclamation	Closure Plan & Implementation	Before the end of the facility's service life, formulate closure, stabilisation and reclamation plans based on comprehensive closure risk assessments. The goal is to restore the land to a safe, stable state that supports sustainable long-term use (such as ecological restoration, agricultural and forestry land).
	Post-Closure Management	Formulate long-term monitoring and maintenance plans after closure. Assign specific personnel responsible for long-term monitoring and maintenance work, regularly monitor dam stability, soil and water quality, and vegetation conditions; establish an ecological restoration fund security mechanism to ensure sufficient funds cover all costs of closure implementation, long-term monitoring and maintenance, and ecological reclamation.
Technological Innovation & Circular Economy	Tailings Reduction & Resource Utilisation	Proactively research and apply technologies for tailings reduction and resource recovery/reuse to reduce storage capacity demand, improve stability and save water. Please refer to the "Waste Management & Circular Economy" chapter in this report
Stakeholder Communication & Transparency	Affected Community Engagement	Identify communities affected by tailings storage facilities and establish continuous information sharing, consultation and participation mechanisms, especially in key decisions such as emergency response and closure planning.
	Information Disclosure	Disclose key information of all tailings storage facilities on the Company's official website or sustainability report to enhance transparency.

TSF Monitoring and Supervision System

We adopt a risk-based management approach. For high-risk tailings storage facilities (Grade D and Grade C), we develop special control plans with clear objectives and measures, allocate dedicated budgets for facility upgrading, and increase monitoring frequency including 24-hour dynamic monitoring to ensure risk points are under control. For medium and low-risk facilities (Grade A and Grade B), we conduct routine monitoring in line with risk management levels and perform regular reviews semi-annually or annually.

We implement a dynamic early-warning system combining automatic monitoring and manual verification, which tracks key operational indicators in real time and supports dynamic risk reclassification, in order to enable flexible risk monitoring and adjustment. We maintain consistent management of operational data through standardised operation logs, including ten operation record forms covering inspection frequencies and mandatory inspection items for all facility levels. Standards and control requirements for key elements are clearly defined, ensuring full-process data tracking and traceability of tailings facility operations.

Monitoring Items	Automatic Monitoring Frequency	Manual Monitoring Frequency
Dam Displacement	At least once every 6 hours	At least once a month
Phreatic Line Depth	At least once every hour	At least once a week
Dry Beach Length	At least once every hour	At least once a week
Dam Water Level	At least once every hour	At least once per shift
Dry Beach Slope	/	At least once a month

During the reporting period, we upgraded the online monitoring systems for multiple high-risk tailings storage facilities, achieving 24/7 continuous online monitoring. We also optimised the emergency response plan system based on specific risks and conducted more than 100 practical emergency drills, which significantly improved emergency response efficiency.

For key tailings storage facilities such as main drainage tunnels and culverts, we created operation diagrams to mark potential hazards identified in each risk assessment. We implemented continuous dynamic management and closed-loop management to ensure all hazards are properly eliminated.

We systematically evaluated the effectiveness of improvement measures through multiple methods: regularly monitoring risk data after implementing the measures, integrating tailings storage facility safety performance into managers' assessment systems, inviting third-party institutions to conduct independent evaluations, and analysing the root causes of accidents. Based on the evaluation results, we dynamically optimised risk control strategies, forming a closed-loop mechanism to ensure the continuous improvement and precise optimisation of tailings storage facility safety management. For example, the tailings storage facility of Heilongjiang Duobaoshan Copper Industry Inc. has established a comprehensive safety management system. In daily management, it adopts an online monitoring system with a "cloud + microservice" architecture, which conducts 24/7 real-time monitoring of more than 10 parameters such as water level in the dam area and dam displacement, and shares data with national and provincial emergency platforms. It innovatively installed emergency gates in the branch tunnels of the tailings storage facility, which are intelligently linked with the monitoring system and can automatically cut off the connection between the dam area and the flood discharge system in case of emergencies. In response to the severe cold climate in northern China, a seasonal rotational tailings discharge strategy has been implemented. During winter, tailings are centrally discharged beneath the ice, effectively mitigating risks associated with freeze-thaw cycles.

TSF Emergency Management

Our emergency management for tailings storage facilities adopts a prevention-oriented approach, integrating emergency preparedness with emergency response. We divide the tailings storage facilities into grid-based zones, assign responsible persons to each zone, and formulate corresponding emergency plans according to the risk characteristics of different zones, clarify staffing arrangement and response levels, and equip corresponding emergency supplies and equipment. Routine drills are carried out in each zone based on special zone drill plans, and at least one company-level drill is organised before the annual flood season to test the emergency response capability of the entire system. We have established a tailings storage facility safety risk early warning and a community linkage mechanism, and regularly publicise the tailings storage facility safety risk level, monitoring data and emergency contact information to surrounding communities. We jointly carry out annual emergency drills for scenarios such as tailings storage facility failure with local governments and community residents, specifying evacuation routes, temporary resettlement sites and material allocation and distribution plans.

Guizhou Zijin: Practice of the "Xiaochang" TSF

Guizhou Zijin has carried out systematic tailings storage facility remediation and intelligent control upgrading projects to prevent natural geological risks in the area. To strengthen engineering protection, Guizhou Zijin has invested more than RMB2.8 million in a special grouting project, effectively preventing tailings leakage. During the design phase, it proactively avoided hazardous geological zones, upgraded flood control standards, installed anti-seepage facilities and separated internal and external water, reducing safety and environmental risks at the source. Meanwhile, it has upgraded intelligent management by establishing a 24-hour online monitoring system to track the safety status of the tailings facility in real time, with monitoring data synchronously uploaded to the government supervision platform. A standardised inspection system has been put in place, with regular cleaning of drainage facilities to ensure unobstructed drainage. In addition, Guizhou Zijin has improved its emergency support system, formulated special emergency plans for different risk scenarios, clarified resident evacuation routes, conducted annual emergency drills and maintained sufficient emergency supplies, comprehensively enhancing emergency response capabilities. At present, the tailings storage facility operates steadily, effectively safeguarding the safety of downstream residents and the surrounding ecological environment. Going forward, Guizhou Zijin will further promote the comprehensive utilisation of tailings, reduce tailings volume at the source, continuously improve intelligent control levels, and consolidate the effectiveness of risk prevention and control.

Tailings Storage Facilities Audit

We conduct regular audits on tailings storage facility safety management. In addition to the Company's internal special reviews, we invite external or third-party professional institutions to perform independent audits of tailings storage facilities each year. We link audit results to the performance appraisal of entities and individuals to ensure accountability in tailings storage facilities management.

Future Plans

We will introduce intelligent control technologies for real-time monitoring and precise regulation of tailings storage facilities, including key indicators like internal water level and dam stability, to enhance operational safety and management efficiency. We will promote applicable technologies such as online monitoring, tailings backfilling and dry tailings disposal, and gradually establish an "integrated" monitoring system.

01

We will introduce a third-party audit mechanism, strengthen supervision over third-party operating units, and implement dynamic management of tailings storage facility risks.

02

Social

112 Employees Development

125 Occupational Health and Safety

137 Community

152 Responsible Supply Chain

159 Product Responsibility

161 Information Security

163 Technological Innovation

The SDGs addressed in this chapter

Local employment rate

95.88%

Average employee training hours

56.90 hours

Community Investment

RMB **1.045** billion

Social Contribution

RMB **109.114** billion

Local procurement rate

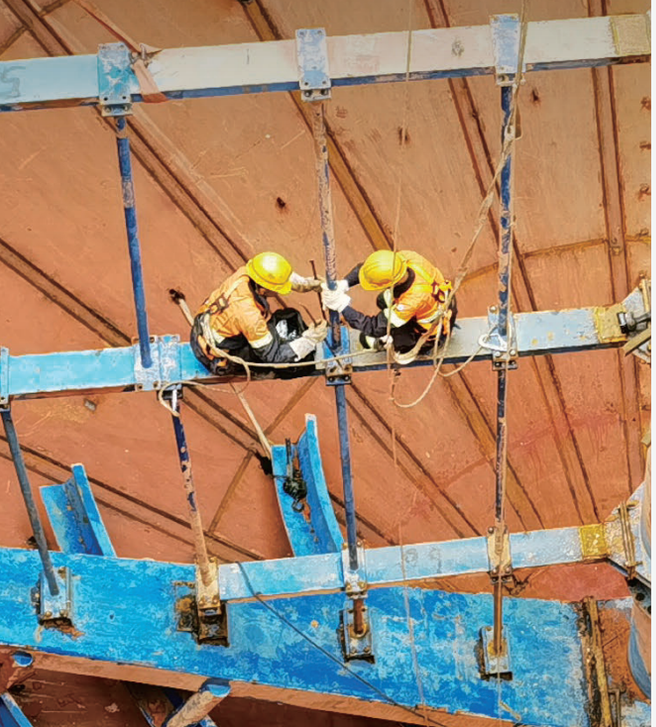
82.41%

Proportion of suppliers assessed against ESG criteria

97.55 %

Employees Development

Zijin Mining upholds the core values of" Value Creation and Development for All " and the talent philosophy of" Putting Value Creators First". The Company respects and effectively protects the human rights and labour rights of its employees, prioritises their health, safety and well-being, and advocates diversity, equality and inclusion. It attaches great importance to talent development, improves career paths and promotion mechanisms, and provides tiered and categorised training to continuously enhance employees' professional competence and overall capabilities. By offering decent work and broad development opportunities, the Company promotes its sustainable development.



Governance

Employees are the foundation of the Company's business development. Focusing on the core industry requirements in safety, skills and professional competence, the Company prioritises employee capability building and career development. It has established a comprehensive employee development system that spans all job roles and stages of the career lifecycle, with an emphasis on fostering skilled industrial workers, technical professionals, and talent for international operations, ensuring alignment between employee capabilities and business development.

The Board of Directors is responsible for strategic decisions concerning labour employment and employee development, with an Executive Director overseeing human resources. The ESG Management Committee manages employee development affairs. The Company has a Chief Human Resources Officer leading the Human Resources Department, which oversees compensation and benefits, diversified employment, labour rights, employee training and other matters. Each subsidiary has established a corresponding human resources department or dedicated position to implement annual training and talent development plans based on business and local conditions, ensuring effective delivery of all initiatives. For more information on labour and human rights protection, please refer to the Human Rights section of this report.

Risk Management

As our internationalisation process continues to accelerate, the demand for talents with international business experience, foreign language proficiency and cross-cultural communication skills has increased significantly. However, due to industry characteristics such as the challenging work environment in mining, the sector has limited appeal to talents, exposing us to considerable risks relating to the sustainability of human resource development. Based on the Human Capital Assessment Framework[1] of the World Economic Forum (WEF), we have conducted a systematic assessment of the Company's human capital and talent resources. The current risks and corresponding mitigation measures are as follows:

1.The World Economic Forum (WEF) Human Capital Assessment Framework is primarily derived from its "Human Capital as an Asset" (2020) report and the "Future of Work" series. It focuses on dimensions such as "talent attraction", "skills alignment", and "labour market integration" to assess the alignment between an organisation's human capital and its business needs.

Risk	Risk Description	Risk Mitigation / Response Measures
High Pressure on Talent Recruitment	Globally, the number of students enrolling in and graduating from mining-related majors has been on a continuous decline. Meanwhile, inherent public prejudices may exist toward mining careers, exposing mining enterprises to persistent difficulties in talent recruitment and rising risks of employee turnover.	• Broaden talent pipelines through diversified approaches such as global campus recruitment, social recruitment and targeted development programmes. • Enhance the attractiveness of mining positions and reduce turnover risks for key roles by improving the compensation and benefits system, opening up clear career development paths, and upgrading working and living conditions.
Relative Shortage of High-Level International Talents	As the Company advances its global presence and engages in cross-border operations, there is an urgent need for a group of versatile professionals with a broad international outlook and the ability to adapt to multicultural environments to serve as core support. However, based on market conditions and practical operational experience, the supply of high-calibre international management talent and critical technical experts remains relatively scarce.	• On the external recruitment front, attract professional talents with international project experience from across the globe. • For internal development: enhance the international vision and cross-cultural collaboration capabilities of existing managers and technical personnel through international job rotations, global assignments and specialised training. At the same time, gradually improve the international talent pipeline mechanism to reduce reliance on high-end international talents for key positions.
Lack of Localised Technical and Managerial Talents	Most mining projects are located in economically developing regions with limited local educational resources, resulting in a shortage of local technical talents and middle-to-high level management personnel.	• Adhere to the principle of combining local employment with capacity building, prioritise recruitment from project host communities to create local job opportunities. • Strengthen the problem-solving capabilities of frontline employees through skills training, competency assessments, and targeted development programmes. Additionally, integrate skills training with production practices by adopting and applying new technologies and processes, gradually addressing the imbalance between the supply and demand of high-skilled talents. • Gradually cultivate middle and senior management personnel through internal development systems.

Strategy and Management Approach

Zijin Mining abides by the "UN Guiding Principles on Business and Human Rights ", the "Universal Declaration of Human Rights", and the ILO "Declaration on Fundamental Principles and Rights at Work", and formulates corresponding policies and measures accordingly to ensure that the lawful rights and interests of employees are fully protected and free from any infringement. During the reporting period, we formulated policies and systems applicable to all employees, suppliers and contractors of the Company, including the "Human Rights Policy", "Employment and Labour Policy", "Integrated Management Standard for the Protection of Labour Rights of Overseas Affiliates and Contractors", providing basic principles and value guidance for global employment, labour rights and employee rights and interests, which will be updated in due course in accordance with relevant international standards and changes in the Company's relevant operations.

Programme	Policy and Governance Framework
Basic Policies	Code of Conduct (Trial Version); Human Rights Policy; Employment and Labour Policy; Integrated Management Standard for the Protection of Labour Rights of Overseas Affiliates and Contractors; Human Resource Management Regulations
Diversity, Equity and Inclusion	Detailed Rules for Diversity, Equity and Inclusion Management
Equal Opportunities and Promotion	Position Management Measures
Working Hours and Leave	Measures for Attendance and Leave Management
Remuneration and Welfare Protection	Remuneration Policy; Measures for Employee Benefits Management
Skills Improvement Training	Artisan Cultivation Management Measures
Education and Continuing Education	Training Management Measures; Detailed Rules on the Foreign Language Requirements for Certain HR Processes
Cultivation of Outstanding Talents	Measures for the Management of Outstanding Young Talents; Measures for the Management of Senior Reserve Talents; Measures for the Training and Management of Fresh University Graduates

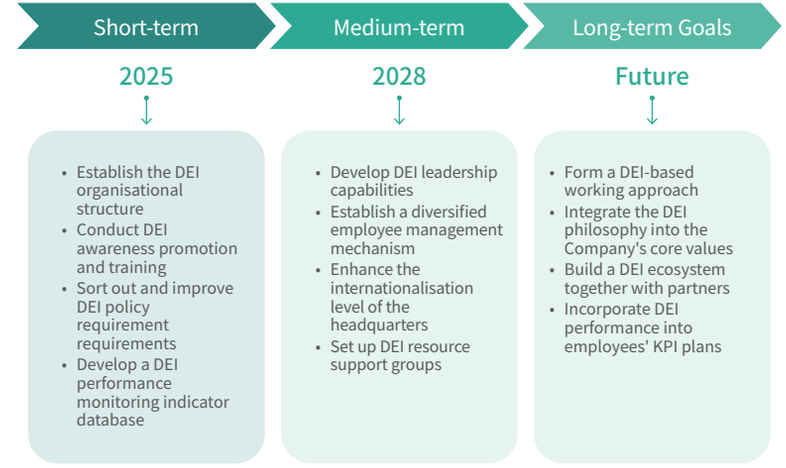
Diversity, Equity and Inclusion (DEI)

We uphold the talent philosophy of "Putting Value Creators First" and remain committed to the principles of diversity, equity and inclusion (DEI). We have formulated the "Detailed Rules for Diversity, Equity and Inclusion Management", set DEI objectives and integrated them throughout the entire human resources lifecycle. Through institutional and system development, we continuously refine human resource management policies and practices to build a fairer, more dynamic and sustainable workplace. During the reporting period, Zijin Mining Group Headquarters successfully obtained the ISO 30415 Human Resource Management — Diversity and Inclusion Management System certification, taking a solid step forward in promoting workplace diversity and inclusion.

To advance and implement the Company's DEI-related policies and measures, ensure diversity, equity and inclusion in recruitment, training, promotion, compensation and other aspects, and foster a fair, harmonious and creative workplace for employees, so as to drive the Company's long-term development and enhance competitiveness.

Supported by senior executives of the Company who promote the DEI philosophy in their respective business areas, facilitate the full integration of DEI into business operations, participate in DEI-related meetings and activities on a regular basis, and provide guidance and support to employees from diverse backgrounds, ensuring that DEI objectives align with the Company's business strategy. Examples include DEI project sponsorship and employee mentoring programmes.

The Company encourages employees with shared characteristics or interests to voluntarily form Employee Resource Groups (ERGs), which provide support for specific employee groups, promote career development, strengthen a sense of belonging, and advance the building of a diverse and inclusive corporate culture.



DEI Goals

Aurora, Guyana: Mother's Day celebration & anti-harassment training

Zijin Mining Empowers Women in Mining with "Her Strength"

The Company actively champions gender equality, diversity and inclusion. Across its global operations, it continues to enable women to create greater value in career development, talent cultivation, community empowerment and rights protection, steadily raising female participation and sense of achievement, and breaking traditional gender barriers in the mining industry through concrete actions.

Zijin Mining & Metallurgy Research Institute has established an all-female technical team dedicated to R&D and on-site practice, overcoming numerous technical challenges and defying gender stereotypes about women's physical capacity in mining. The team takes full part in laboratory research, solution design and on-site operation, nurturing young female technical talents and becoming a key force in the Company's technological innovation. The Continental Gold Women's Rescue Team, the only all-female team in Latin America, competed against 21 strong teams from 7 countries at the 13th International Mine Rescue Competition in 2025. It won the women's team championship with professional expertise and teamwork, demonstrating the professional caliber of women in mining. Serbia Zijin Mining continues to foster a diverse and inclusive culture. By the end of the reporting period, women accounted for 18% of its workforce and 18.8% of management, notably above the global mining industry average released by the International Council on Mining & Metals (ICMM).

The Company prioritises building a female talent pipeline, stipulating that women represent no less than 10% of selected outstanding young managerial and technical talents, providing a growth platform for women. By the end of the reporting period, 47 women had joined the programme, with 21 promoted to higher positions, growing into backbone talent for the Company's development. Xizang Julong Copper launched the "Eagle Programme" local talent initiative, supporting local women's career growth through multi-stakeholder collaboration, skills training and higher education at colleges. The initiative has successfully cultivated its first batch of seven local female technical and managerial backbone personnel. Among them, Sonam Tseten, a graduate of Xizang University, has been promoted to Deputy Director of the floatation processing workshop through systematic training and personal effort, serving as an inspiration for the professional advancement of local women.

Going forward, the Company will further advance gender equality, improve support systems for women's development, and continue to enable women to play a greater role in corporate operations and community development, building a more inclusive and sustainable future.

Talent Attraction and Retention

As Zijin Mining continues to deepen its global layout and international operations, we have intensified talent introduction, focusing on core talent shortage areas including key international positions, headquarters international capacity building, professional technical experts and risk management to precisely allocate human resources, and targeted the introduction of nearly 100 professionals in core talent shortage areas such as mining and mechanical and electrical engineering, which has effectively supported the development of key businesses. During the reporting period, we recruited 226 talents in high-demand fields, representing a year-on-year increase of 90%, of which 190 possessed international working capabilities[1], accounting for 84%. We have further improved the quality of campus recruitment, with more than 800 fresh graduates signed for the 2026 "Zijin Elite" management trainee programme, including over 700 graduates from domestic universities and nearly 100 overseas students; meanwhile, our overseas subsidiaries advanced localisation efforts, with more than 100 local campus hires, and built an international talent pipeline through global collaboration. Recruitment processes and platforms have been upgraded, leveraging data systems to continually optimise quality and efficiency evaluations and implement risk warning mechanisms, ensuring a solid foundation for international talent acquisition and securing the Company' s global development. During the reporting period, we recruited a total of 12,749 new employees globally (including Zangge Mining).

We have promoted the independent training of highly adaptable interdisciplinary talents, and launched targeted "Zijin Classes" in cooperation with China University of Geosciences (Wuhan), China University of Mining and Technology and Kunming University of Science and Technology. Through the training model of "major + mining professional extension + foreign language", we have secured nearly 150 interdisciplinary talents in advance, building a well-matched talent pipeline and securing a competitive edge for the future.

1. International working capability refers to talents with professional skills, language proficiency, international mindset and proven experience in international practices.

We implement a global talent development strategy, continuously optimising our talent structure to support the Company' s growth in international operations. By broadening global talent acquisition channels, we actively attract outstanding professionals from diverse countries, cultural backgrounds, and professional fields, effectively mitigating human resource development risks and building a diverse, inclusive, and collaborative international team. During the reporting period, we continued to recruit exceptional talent across multiple countries and regions. As at the end of the reporting period, our workforce included employees from over 70 countries and regions worldwide. This diversity and localisation of talents have provided Zijin Mining with a constant source of creativity and innovation. The Company' s total workforce reached 66,708 employees (including 1,638 from Zangge Mining), with women accounting for 14.27%. The total number of contractors reached 34,240 (including 648 from Zangge Mining).

70+

As at the end of the reporting period, our employees are from more than 70 countries and regions around the world

66,708

The total number of employees of the Company stood at 66,708

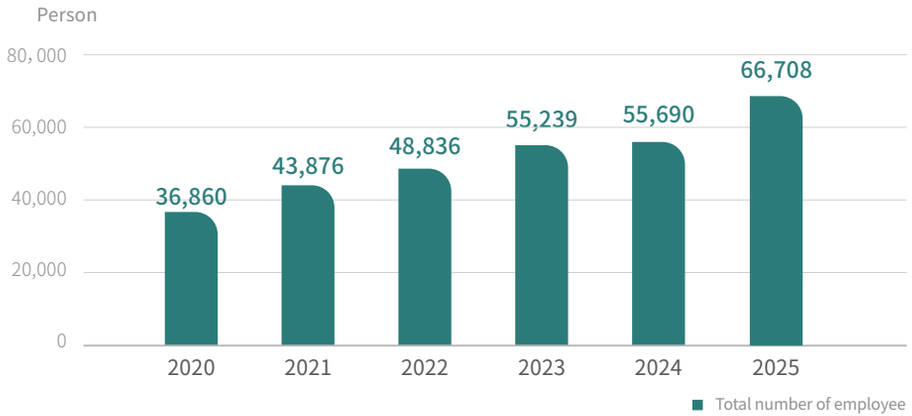
14.27%

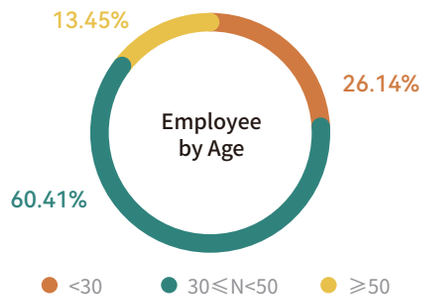
Female employees accounted for 14.27% of the total workforce

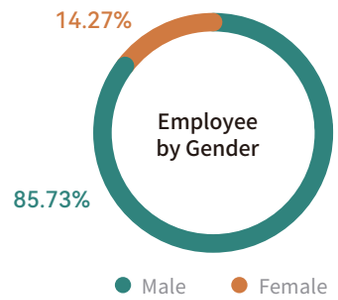
34,240

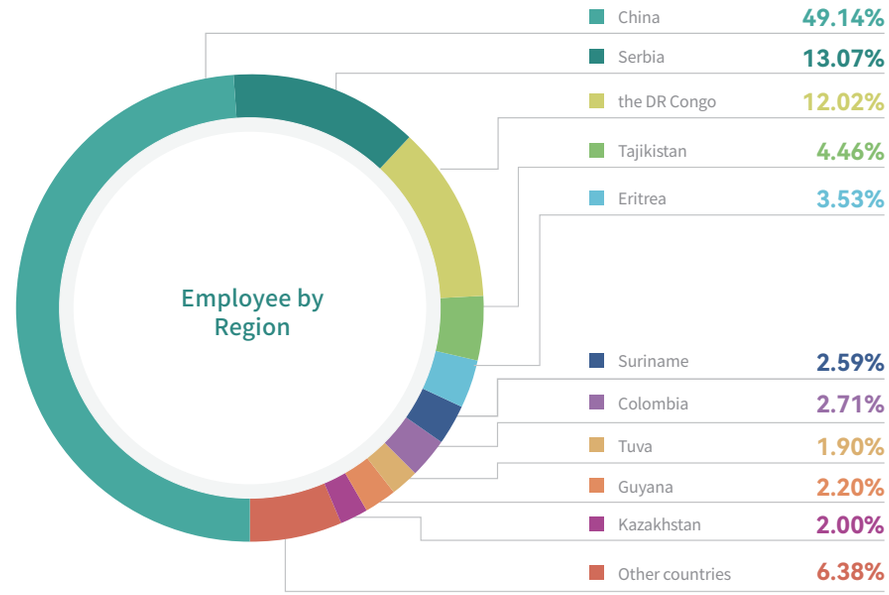
The total number of contractors reached 34,240

▶ Employee Data









We continue to advance our local employment strategy by implementing local talent hiring and development initiatives. Annual hiring plans for local personnel are established for senior, mid-level, and frontline management positions in overseas subsidiaries, complemented by recruitment, training, and internship programmes targeting local colleges. These efforts actively provide competitive job opportunities in the countries and regions where our projects are based. We require all subsidiaries to increase the proportion of local employees in their management teams and include diversity across nationalities as a key consideration in senior management development programmes.

Promoting Industry-Education Integration

To address key challenges including shortages of mining talents, weak local talent training systems, and poor connectivity between academic institutions and enterprises in talent supply, Zijin Mining's subsidiaries have developed tailored local talent development models based on local conditions. Through college-enterprise cooperation, local talent incubation, and industry-education integration, the Company has built a full-chain training system that deeply integrates talent development with corporate growth and regional development.

In response to the gap between community employment in mining processing and corporate workforce needs, Liex in Argentina has partnered with Fiambalá Higher Education Institute to launch the "Vocational Practice Talent Programme". This college-enterprise collaboration has established an integrated training model combining "academic practice with employment alignment". Over two consecutive years, students from the institute's mining processing programme have participated in practical training at the processing plant. The retention rate of the first cohort exceeded 80%, with some participants now serving as key technical personnel within the company. This initiative has not only provided valuable employment opportunities for the local community but also helped the company build a pipeline of local professional talents.

Manono Lithium in the DRC focuses on improving the professional capabilities of local talents and team building by launching the "Local Talent Incubation Plan". It has established a full-process management mechanism covering trainee selection, mentor assignment, and monthly report review and feedback. Mentors including executives, department managers, and skilled technicians provide one-on-one coaching, creating a professional learning and innovation platform for local employees and effectively enhancing their professional skills and job adaptability.

Serbia Zijin Mining, aligning closely with the company's development and the talent needs of Serbia's mining industry, has launched a targeted talent development programme in collaboration with the Faculty of Mining and Geology and the Faculty of Technology at the University of Belgrade. The programme has built a full-chain training system of ''USD 400 monthly special scholarship + internship and employment" for students majoring in geology, mining, and mineral processing, co-established talent training bases, and provided on-site practice platforms and guidance from engineer mentors. Meanwhile, Serbia Zijin Mining has built an overseas talent training base with China University of Mining and Technology to jointly develop curricula and practical training programmes, advancing the joint cultivation of mining talents between China and Serbia.

Duobaoshan Copper, to tackle bottlenecks in training in-demand professionals such as mine mechatronics and electrical automation, has signed college-enterprise strategic cooperation agreements with China First Heavy Industries Technician Institute and other institutions. It has launched a specialised programme for the development of industrial workers and established a modern apprenticeship model featuring "recruitment as employment and enrollment as entry into the enterprise". By co-building training bases and conducting vocational skill level certification, it has created a fast track for skilled talent development.

Zijinshan Gold-Copper Mine focuses on cultivating interdisciplinary talent in mine emergency response. It has inaugurated the Driver Training Base of the Fujian Team of the National Mine Emergency Rescue at Zijinshan. Building on joint talent training in areas such as jumbo drilling and heavy machinery maintenance, it has further enriched training scenarios, marking the maturity of the "emergency response + interdisciplinary" talent development model and reserving dual-competent talents for mine emergency management and production operations.

Employee Changes

Indicator	Unit	Zijin	Zangge	2025 In Total
New employees	Person	12,611	69	12,680
Overall turnover rate	%	8.82	9.35	8.86
By gender				
Male employee turnover rate	%	8.682	7.88	8.68
Female employee turnover rate	%	7.40	12.61	7.77
By age				
<30	%	14.82	7.59	14.66
30≤Y<50	%	7.05	2.73	6.94
≥50	%	5.11	31.30	6.22
By region				
Within China	%	7.62	9.35	7.76
Overseas	%	9.32	0.00	9.32

Development channel

Administrative Management	Class (group) leader, section chief (workshop director level), factory (department) level, director level, general manager level
Business Management	Officer, section head, department chief, commissioner
Professional Technology[1]	Technician, assistant engineer, engineer, senior engineer, professor-level senior

1. Including socially recognised professional titles such as engineer, economist, accountant, etc., listed here as engineer

Nevertheless, the Company has noted certain uncertainties among young talents regarding career choices and planning, along with relatively high employee turnover, which poses challenges to talent stability and long-term retention. To this end, the Company has launched a series of targeted measures to help young employees quickly integrate into the workplace, clarify their development paths, and underpinned by a robust remuneration and benefits system, enhance their sense of identity and belonging and improve retention. During the reporting period, the Company continued to carry out induction training for new employees, such as "mentoring scheme" and "young eagles going abroad". College graduates can receive personalised career development support after completing induction training and front-line rotations. The Company provides each new employee with a career mentor, business mentor, and front-line mentor to fully assist them in integrating and growing, planning their career development path, and at the same time improving the appraisal mechanism for new employees. Meanwhile, the Company further leverages the strategic support role of the international operations center, establishes standardised internal personnel mobility standards and processes, and efficiently allocates management and technical talents for global key projects. The Company has continued to implement a "Global-China" and "Headquarters-Subsidiaries" two-way exchange and development model, providing young talent with multi-disciplinary and multi-role rotations to gain practical experience in global positions, enhancing organisational vitality. The Company actively identifies and tracks high potential talents, implements special training mechanisms such as "excellent young talent, young eagle talent, and young eagle going abroad", and continuously improves its talent management system, focusing on ''matching the right people with the right roles''. The Company has diversified methods for selecting and promoting management personnel, introducing open selection processes and encouraging exceptional individuals with strong abilities, a sense of responsibility, outstanding potential, and a strong desire for growth to stand out. These efforts contribute to optimising the talent structure and driving the Company' s international development.

''Elite'' Graduate Training

2025 Outstanding Young Talent Action Learning and Training Camp

We value employee participation and two-way communication, and continuously understand employees' opinions and suggestions on career development, training resources, and work environment through employee discussions, questionnaire surveys, and opinion collection platforms. During the reporting period, we conducted an anonymous employee satisfaction survey with randomly distributed questionnaires (evaluating employees' comprehensive satisfaction with the Company's human resources policies, career development, remuneration and welfare, work environment, etc.). The questionnaire results showed an employee satisfaction score of 4.62 (out of 5), and employees were generally satisfied with the Company's labour employment policies and practices. We have also successfully collected a number of valuable suggestions for improving the Company's human resources policies in the questionnaire. The relevant feedback has been submitted for management review and will be used to optimise employee development policies and management practices, creating an open, respectful, and inclusive work environment.

A Comprehensive Remuneration and Welfare Plan

We have developed core policies such as the "Remuneration Policy" and "Measures for Employee Benefits Management", and implemented a comprehensive remuneration plan applicable to all employees, covering four dimensions: remuneration, welfare, career development, and work-life balance. We adhere to the concept of inclusive human capital management and reward employees through a comprehensive remuneration and welfare system (including remuneration, performance bonuses, paid leave, childbirth allowances, and further education opportunities), while also emphasising on supporting employees' career growth and fostering a culture of care.

Serbia Zijin Mining hosting annual employee sports day

We publicise the remuneration and welfare system and remuneration adjustment procedures through channels such as labour contracts, internal announcements, and emails, and have set up a computer OA and mobile payroll query system to enable employees to obtain monthly remuneration details in real time, ensuring transparency of remuneration information. The Company and its subsidiaries formulate remuneration plans annually based on their operating conditions, consumer price index, and industry salary research results. They dynamically track and strictly comply with the wage standards in the operating location to ensure that salaries are not lower than the statutory minimum wage. At the same time, they conduct research on employees' living costs to ensure a healthy and sustainable life for employees and their families.

We deeply integrate performance appraisal mechanisms, balancing the dual goals of fair distribution and growth empowerment. We not only adhere to the bottom line of fair salary distribution, but also inject endogenous motivation into employees' career development, achieving precise linkage between salary income, job value, and personal contribution, ensuring that every employee participates fairly in performance reward programs. To strengthen the long-term incentive and talent retention effects, we have established a diversified and complementary incentive system, achieving full coverage of the point based salary adjustment mechanism, synchronously supporting restricted share schemes, employee stock ownership plans, and special bonus, and building a comprehensive talent incentive and retention system that emphasises both universal protection and special incentives.

During the reporting period, we systematically optimised and upgraded our remuneration,welfare, and leave system, effectively responding to the core demands of each employee and demonstrating respect and care for the value of employees and their families.

In terms of remuneration optimisation

We adhere to the core principles of "fairness, precision, and motivation", and have raised the overall salary standards, focusing on building a competitive remuneration mechanism with market competitiveness, so that each employee' s contribution receives commensurate recognition and reward. To further enhance the alignment of remuneration to individual work scenarios, we have refined the plateau coefficient, dynamically adjusted the regional coefficient, and added an environmental coefficient to ensure that remuneration levels fully match the particularities of different work scenarios. At the same time, optimise the policy of cross regional allowances for dual employees to provide more tailored assurance and demonstrate care for employees and their families.

In terms of welfare enhancement

We focus on the core needs of employees throughout their entire life cycle and have introduced several employee care initiatives: increasing the annual holiday welfare standard by nearly 50%, so that every employee has sufficient budget to celebrate key public holidays in their country/region with their families; addressing employees' family development needs by introducing a one-off childbirth allowance, relieving the financial burden of raising children and supporting both employee well-being and social sustainability; for the retired employees, we have comprehensively upgraded the living-allowance scheme, adding seniority related subsidies on the basis of raising the basic subsidy standards, establish a minimum guarantee compensation mechanism to provide robust income security for retired employees and ensure a more comfortable, secure retirement.

In terms of leave entitlement

We provide employees with more flexible paid leave arrangements to help them achieve a healthy work-life balance, fostering their well-being and strengthening family connections.

To ensure that the comprehensive remuneration and benefits plan is effectively implemented, we have developed precise protection strategies for different groups: for externally recruited talents, we offer competitive remuneration above the industry average,in order to attract high-calibre talents with generous packages; for current employees, on the premise of fully implementing basic rights such as statutory social security, maternity leave, and parental leave, diversified supplementary benefits are launched, including affordable housing supply, dedicated rental subsidies, support for continuing education expenses, reimbursement of travel expenses for family visits, and holiday special gifts. At the same time, supporting facilities such as libraries, medical rooms, gyms, and various leisure and entertainment facilities are built to comprehensively enhance employees' sense of happiness and belonging, steadily improve the retention rate of core talents, and lay a solid talent foundation for the sustainable development of the enterprise.

What is the reimbursement policy for family visit transportation expenses of Zijin Mining?

The reimbursement of family visit expenses is an important component of Zijin Mining's leave benefits, and the relevant system is determined by our "Expense Reimbursement Management System". The system clearly states that "family-visit leave expenses for employees working away from their home location are borne by the employee' s employing unit". "Remote employees" refer to employees whose permanent workplace is not in the same area as their family and who cannot reunite during weekends; ''Family visit'' refers to an employee travelling from their permanent workplace to the location of the aforementioned relatives.

Subject to compliance with regulations, the Company and its subsidiaries will bear the round-trip expenses for six visits per year, and also cover the cost of "reverse visits" by relatives to the employee's work location. In cases where it is not possible to use the reimbursement for all six visits per year, the remaining visits can be cashed out and paid.

For example, for colleagues working at Liex in Argentina, we will cover the following expenses for their trip to China for family visits (aligned with normal business-travel standards):

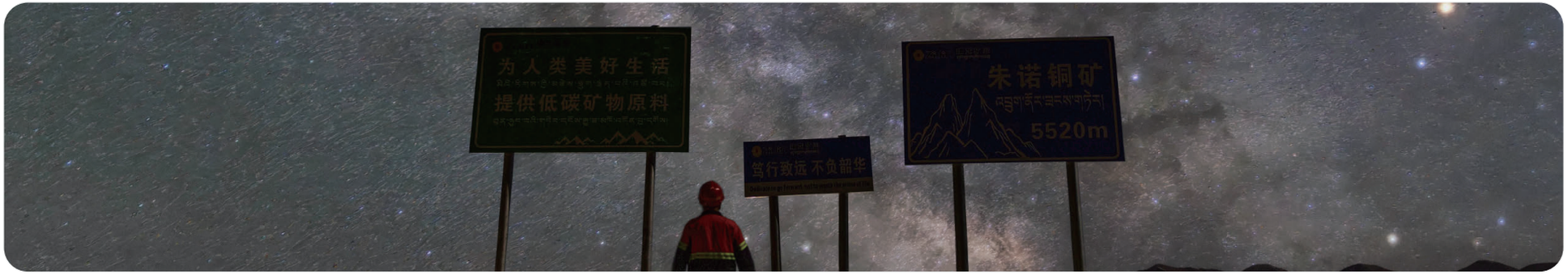
- Transportation expenses within Argentina
- Round trip airfare between Argentina and China
- Transportation expenses within China
- One night' s accommodation at each end of the journey (outbound and return)
- Taxi expenses for two calendar days

Practice of safeguarding employee rights in COMMUS, the Democratic Republic of the Congo

COMMUS project always regards improving employee benefits and ensuring a dignified life for employees as its core social responsibility, continuously improving the remuneration and welfare system, comprehensively safeguarding the legitimate rights and interests of employees, and helping the enterprise and employees grow together.

Benchmarking the average income level of the region where the project is located, ensuring that the salary of employees within the survey scope meets 100% standards. At present, the average monthly income of employees exceeds USD900, which meets the local minimum wage standard. On the basis of strictly complying with the Labour Law of the Democratic Republic of Congo, the project continues to introduce benefit-enhancement initiatives: implementing an annual increase mechanism for basic salary, improving the medical security system, and increasing the education subsidy for employees' children from USD80-100 per person per year to USD400 per person from 2025, in order to improve employees' quality of life in multiple dimensions.

In the future, COMMUS will establish a dynamic salary adjustment mechanism and regularly review salary levels to cope with economic fluctuations and changes in living costs. At the same time, the plan is to expand the coverage of salary protection, promote the coordinated implementation of living wage goals in the upstream and downstream of the supply chain, and make the benefits of salary improvement reach more groups. This not only enhances employees' sense of belonging and enthusiasm, but also lays a solid foundation for the long-term sustainable development of the enterprise.



Talent Cultivation and Development

Guided by internationalisation, we established a comprehensive education and training system with a sound system, complete hierarchy, and wide coverage to meet the skill development needs of our employees. We have established a diversified employee growth mechanism, providing all employees with three career development paths: administrative management, business management, and professional skills. Employees can choose according to their personal preferences. During the reporting period, all of our employees underwent regular performance and career development assessments. To alleviate the pressure of the shortage of international talents faced by the Company and increase the reserve of international talents, we have partnered with the TOEIC China Management Center of the Educational Testing Service (ETS) in the United States, and together with our internal learning platforms to provide a series of foreign language proficiency enhancement and international exchange courses, as well as foreign language proficiency testing services for employees, to improve their foreign language proficiency and help them obtain internationally recognised foreign language proficiency certificates.

We encourage employees to continue their education and obtain various qualification certificates. The Company fully subsidises the examination fees for obtaining certificates that meet job requirements or career development, and provides funding for training and book expenses incurred during the certification process. The Company has also developed a series of training and development plans for different types of employees to fully leverage their personal value. During the reporting period, we organised 21,229 external training sessions and 37,233 internal training sessions. The average duration of career-development training per employee was approximately 56.90 hours.

During the reporting period, we collaborated with a third party to further optimise the iLearning online platform for digital employee training, rolled it out and promoted it across all subsidiaries, and, via Zijin's online qualification-learning platform, enabled online qualification training covering different business scenarios to meet the continuous-learning needs of all employees. The platform launched 46 series comprising 2,094 specialised courses in mining core disciplines, safety and environmental protection, information technology, artificial intelligence, legal affairs, business ethics and ESG, among others. During the reporting period, the total number of iLearning online learners reached 8,884, completing 147,818.9 hours of study in aggregate, with an average of 16.64 hours per person. learning system iLearning online learning platform, and promoted and applied it to all subsidiaries. Through the Zijin Qualification Online Learning Platform, we achieved online training and learning of employee qualifications, covering different business scenarios to meet the continuous learning needs of all employees. The platform has launched 46 series of 2,094 specialised courses, including Mining Major, Safety and Environmental Protection, Information Technology, Artificial Intelligence, Legal Affairs, Business Ethics, and ESG. During the reporting period, the total number of online learners of iLearning reached 8,884, with a total of 147818.9 hours of learning completed and an average of 16.64 hours of learning per person.

During the reporting period, the Company increased its investment in training and continued to carry out routine training programmes such as excellent young talent training, Golden List student training, enterprise manager geological and mineral professional training, and craftsman training. Through classroom questionnaire ratings, the average satisfaction rate of training programs throughout the year exceeded 93%. At the same time, in order to continuously strengthen the construction of the industrial worker team, relying on the self-evaluation qualifications of 17 approved job types, we have successfully completed the self-certification of vocational skill levels for a total of 910 people, including flotation workers and machine maintenance fitters, and simultaneously promoted the formulation of relevant occupational standards, gradually building a sound self-certification evaluation system.

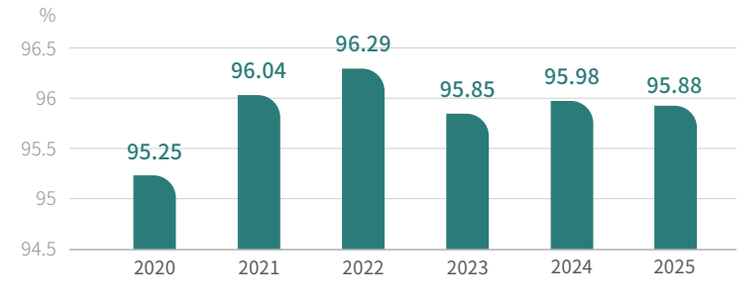
We continue to strengthen the training and selection of local project management talents worldwide, and accelerate the implementation of local employees being included in the Zijin Global Talent Rolling Training System. During the reporting period, we continued to monitor the development of outstanding local talents in our subsidiaries and organised the third "DeepDive" global employee headquarters training and "LinkUP" headquarters rotation learning programme. 57 employees from 10 countries and 14 subsidiaries were invited to the headquarters for training, and 5 local employees from the subsidiaries were selected and matched to the corresponding business departments of the Company headquarters to complete a one-month project activity. Through systematic training and in-depth participation in job practice, we effectively help employees improve their professional abilities and business perspectives, while further enhancing global team cohesion. While continuously deepening the "localisation" employment strategy, we also pay more attention to the sustainable development of local employees. We have released the "Guidelines for Enterprise Localisation Talent Training", which is committed to cultivating and developing outstanding talents from different countries, and further promoting the development of local excellent talents in our global subsidiaries.

During the reporting period, we revised our employment policy to explicitly require subsidiaries to prioritise local recruitment for vacant positions. For individuals within each subsidiary community who are willing to join but whose skill level does not meet the job requirements, the Company will provide free skill training to help them meet the Company's employment standards. If there are no suitable candidates locally, global recruitment will be conducted for the relevant positions. During the reporting period, our local employment rate reached 95.88%.

95.88%

During the reporting period, our local employment rate reached 95.88%

▶ Local employment rate



▶ Employee training data

Position	Trainees (Person)	Training coverage (%)	Average training (Hour)
Senior level	814	96.33	46.10
Middle level	3,774	97.32	41.50
Basic level	58,173	95.68	58.00

Development of Skilled Talent

To address common industry challenges, such as narrow career development pathways for skilled talent and the need for continuously enhanced rights protection, Zijin Mining has developed a comprehensive workforce development system for industrial workers. This system is built around three key dimensions: institutional support, skills development, and rights protection, enabling employees to achieve career advancement and realise their full potential.

On the institutional level, Zijin Mining has refined its "dual-track" career development mechanism, streamlining promotion pathways for both technical and operational roles as well as management and technical tracks. Skill levels are directly linked to remuneration, and the Company implements "two-way rights protection" through measures such as the "Collective Labour Contract". In terms of skills development, the Company has established an integrated online and offline multi-level training system. It promotes a "mentorship-based" training model alongside a competition framework that includes "internal skills contests, industry-level competitions, and international exchanges". Regular innovation competitions focused on "Five Smalls" (small inventions, small creations, small improvements, small designs, and small suggestions) are held, with an annual output of over 300 patented innovations on average. For rights protection, the Company advances democratic management through employee representative assemblies. A "biennial comprehensive and annual targeted health check-up" system has been implemented to ensure comprehensive health support. The humanistic care and recognition-based incentive mechanisms are being upgraded, and outstanding employees as well as highly skilled professionals are identified and honoured, with a focus on prioritising their career development opportunities.

Zijin Golden Ridge participated in the Ghana National Mine Emergency Safety Competition

During the reporting period, the Company made significant progress in vocational skill level recognition, relying on the "Fujian Province Enterprise Vocational Skill Level Recognition Self Evaluation Qualification" approved since August 2024, and completed the recognition work for the first time. A total of 910 vocational skill level certificates (including 1 senior technician, 134 technicians, 247 senior workers, and 528 intermediate workers) registered with the Ministry of Human Resources and Social Security were issued, effectively stimulating the enthusiasm of skilled talents and providing institutional guarantees for the construction of a high skilled talent pool. Based on the one-time subsidy standards of the human resources and social security departments in various provinces and cities for vocational skill level recognition personnel, a subsidy of approximately RMB1.8 million was directly generated, which was applied for and received by certified employees. These economic incentives help employees obtain professional qualifications, enhancing their employability and career-development prospects.

The Company has long supported the construction of training bases for highly-skilled talent. Its directly affiliated enterprise, Zijinshan Copper-Gold Mine, has been selected as a top industry chain enterprise training base in Fujian Province and has received a supporting subsidy of RMB3 million. The Company will continue to build a skill talent training platform that integrates skill training, skill evaluation, skill competition, and skill exchange, forming a skill talent training matrix and promotion network that covers various regions, key industries, and urgently needed and scarce occupations.

During the reporting period, the Company and Jinchuan Group Employee Training Center jointly held a "Mining Craftsman Mechanical and Electrical Maintenance Skills Talent Training Class", training 28 mechanical and electrical maintenance backbone personnel from 17 subsidiaries of the Company. Combining training with mining equipment technology management system to improve employees' fault diagnosis efficiency and equipment lifecycle management level. In cooperation with Shandong Lanxiang Technicians College, we launched an "International Technician Class for Mining Engineering Equipment", selecting 20 trainees with electromechanical backgrounds during the year for six-month targeted training. At the same time, we treat the strengthening of professional skills, English proficiency and cross-cultural communication as key training components, supporting the Company’ s overseas business with skilled talent.

Team Leader Management Ability Enhancement Training Course

910 certificates

A total of 910 vocational skill level certificates have been issued and filed with the Ministry of Human Resources and Social Security (including 1 senior technician, 134 technicians, 247 senior workers, and 528 intermediate workers)

Comprehensive Employee Development Channel

Target audience	Development direction	Main training programmes
Senior management	We develop training for senior management in areas such as industry research, language proficiency enhancement, and corporate and organisational management.	Intensive learning seminars, geological and mineral professional knowledge training courses, etc.
Middle and basic management	We develop learning plans and training assessment standards for middle-level managers in different levels of administrative positions to ensure that they possess the necessary professional and managerial qualities.	International Thinking Lecture Hall, Basic Management Training Course, etc.
Young talent	We have developed programmes such as "Outstanding Young Talents" and "Eagle Plan" for the training and selection of young talents, in order to cultivate multi-skilled professionals with expertise across multiple fields and roles.	Youth talent training, Eagle's overseas plan, talent symposium, etc.
Newly hired employee	We assign dedicated business and career mentors to new employees, and send them to frontline units for on-site learning to track the 'Run Up Plan' and improve their business skills while also enabling them to understand the Company culture.	"Elite" Graduate Training and New Employee Training Course.
Industrial worker	We establish a comprehensive training system for industrial workers throughout their entire career life cycle through the implementation of the "Craftsman programme", "mentorship programme", specialised training for skilled talents, and skill level recognition training.	Craftsman programme, mentorship programme, skilled talent training course, international technician course.
Localised talents	We actively cultivate the professional-technical capabilities of local employees, provide them with more promotion opportunities, fully integrate them into the Zijin Global Talent Training System, and enhance their sense of belonging and cultural identity.	Training at headquarters for local employees

Plans

01 Comprehensively upgrade and establish a global talent development centre by planning on-site training facilities and supporting infrastructure. Consolidate job-specific operational equipment across the organisation, develop a structured curriculum, and align it with skills certification standards. Ensure close integration of business training, safety training, and professional qualifications, providing strong talent support for the Company' s growth.

02 Establish a mechanism linking a highly skilled workforce with competitive compensation, ensuring employees are well rewarded while supporting the Company' s sustainable and healthy growth.

03 Promote the building and upskilling of the industrial workforce, formulate and implement development plans and management measures for skilled talent, provide supporting evaluation and incentives, build a complete training pipeline, and systematically promote the development of skilled talent teams.

04 Continuously attract high-level and in-demand international professionals, further expand recruitment channels, develop a talent map for precise identification, deepen insights into candidate preferences, and implement targeted recruitment strategies.

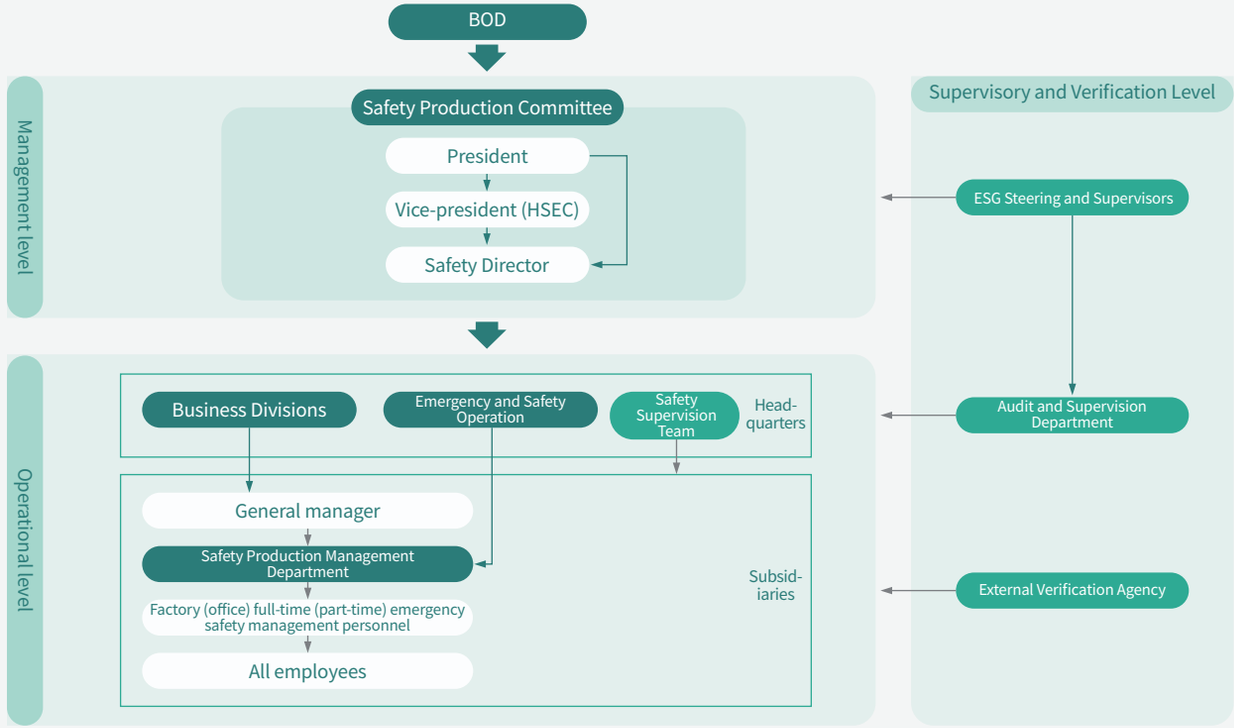
05 Continue to enhance open and transparent communication channels, encourage employees to express their ideas and suggestions, and foster a healthy communication environment and feedback mechanism.

Occupational Health and Safety

Governance

The Company has established the Board's Strategic and Sustainable Development (ESG) Committee to oversee key responsibilities related to safety management and to define the Company' s safety strategic objectives and management directions. The Board's Execution and Investment Committee approves the fundamental policies for occupational health and safety management. At the operational level, the Production Safety Committee, chaired by the President, serves as the highest decision-making body for OHS, production safety, and emergency management. An executive director and vice president is designated to oversee safety production and occupational health, supported by a dedicated safety director. The Emergency and Safety Operation Department manages daily safety operations.

The Emergency and Safety Operation Department of the Company coordinates the construction of safety systems, system operation, risk assessment, and supervision and control. According to the principle of "safety must be managed when managing production, and safety must be managed when managing business", each business unit and competent department shall directly supervise and manage the safety production of their respective sectors. The Technical Services and Supervision Committee brings together expertise in mining, mineral processing, smelting, civil explosives, hazardous chemicals, and tailings storage facilities to support the resolution of major technical issues related to workplace safety, as well as inspection, evaluation, and emergency response. Each production unit and subsidiary is required to establish a safety management office and assign dedicated safety management personnel. Contractors are obligated to assume their corresponding safety responsibilities in compliance with laws and regulations and are subject to the Company' s unified supervision and management.



Occupational Health and Safety Management Structure of Zijin Mining

The Company directly links safety management responsibilities with performance and remuneration appraisals, covering the Company' s leaders, various functional departments, and positions. It has also implemented a "safety accountability veto system", under which major safety incidents trigger a "one-vote veto" for Directors, senior management, and leaders across the business, technical, and safety divisions at all levels. Consequences may include performance-based pay deductions, clawback of compensation, disciplinary suspension, or demotion.

The Company establishes a regular safety meeting mechanism:

- Hold a safety production special meeting every quarter, with the chairman or the president deploying key tasks.
- The President's Office Meeting (Safety Production Committee) reports on the safety production situation every month.
- Each business division and production unit shall hold monthly safety and environmental protection meetings and contractor safety communication meetings simultaneously, continuously promoting problem rectification and work improvement.

Risk Management

Risk Identification

Our safety risk identification covers all operational activities and process systems. Apart from unsafe human behavior, the process system risks we have identified are mainly concentrated in three businesses: mining, metal smelting, and engineering construction. We focus on the risk classification and control mechanism of "risk pre-control and dynamic management". During the reporting period, we focused on controlling high-risk systems such as underground mine lifting systems, ventilation systems, goaf and open-pit mine slopes, tailings storage facilities, etc., and continuously investigated and controlled risks in all aspects of the system. In conjunction with on-site operational conditions, such as changes in risks related to hazardous or temporary operations, we update risk levels accordingly. Additionally, we enforce the "no work without risk identification" policy, ensuring that in daily operations and special rectifications, newly identified hazards and risks undergo dynamic evaluation. Risk levels are adjusted, and specific corrective measures are formulated based on the evaluation results.

While manually identifying risks, we also utilise real-time data from various intelligent monitoring systems to update risk levels. Based on monitoring data such as ground displacement and water level, a professional team evaluates the geological hazard risk level and adjusts the risk level according to a four-tier warning system, including blue and yellow alerts.

To ensure the effectiveness of risk identification results, we regularly organise comprehensive risk identification and assessment every year. When there are permanent or temporary changes that may affect safe operation, such as process upgrades, equipment replacement, production scale adjustments, external environmental changes, etc., the risks brought by the changes will be identified in a timely manner, and the risk level will be re-evaluated and updated. At the same time, the updated risks will be included in the risk list at all levels, and differentiated control measures will be improved for different risk levels. The implementation effect of control measures will be dynamically monitored to ensure closed-loop management. During the reporting period, a total of 11 high-risk system ledgers were collected and sorted out. Our identification results of major risks remain largely consistent with the previous reporting period.

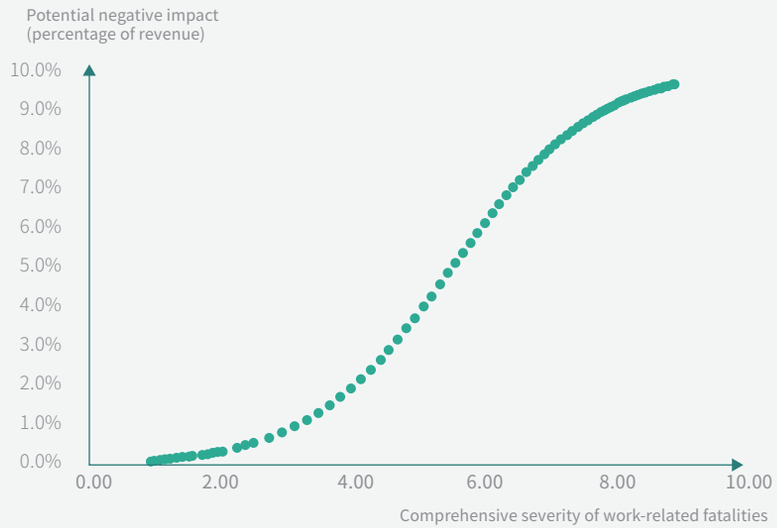
Enterprise Category	Risk point	Risk	Possible negative impacts	Expected impact level and scope
Open-pit mine	Stope slope	Collapse	Causalities, damage to machinery and vehicles	middle
	Waste dump	Collapse, object impact, falling from height, vehicle injury	Causalities, damage to machinery and vehicles	low
Underground Mine	Surrounding rock of mine	Roof fall and rib spalling	Causalities, damage to machinery and vehicles	middle
	Mine ventilation	Poisoning, suffocation, and heatstroke	Causalities	upper middle
	Elevating transportation system	Elevation accidents and vehicle injuries	Causalities, vehicle equipment damage	upper middle
Other high-risk process systems	Civil explosive materials	Blasting, gunpowder explosion	Causalities	high
	Tailings storage facilities	Dam break, flood overflow, blockage or damage of flood discharge facilities	Water pollution, ecosystem destruction, property damage, casualties, community issues, and damage to Company's reputation	high

In the previous reporting period, we conducted a quantitative statistical analysis of the actual financial impact of workplace safety and used it as a basis to estimate the potential scope of risk exposure. Our quantitative risk assessment considered three financial impact factors of workplace safety incidents: direct economic losses, indirect economic losses, and potential reputational damages. The iceberg model of economic losses from accidents was employed for preliminary exposure estimation.

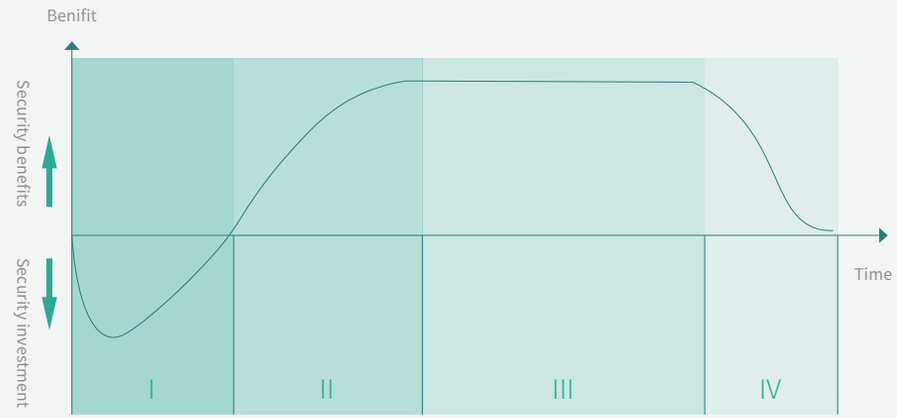
During the reporting period, the model parameters were optimised based on the latest data. After optimisation, the center point of our curve moved forward by about 10% towards the X-axis, and the maximum upper limit was still set at 10% of the Company's revenue. This adjustment further conforms to the comprehensive potential impact of occupational health and safety accidents on employees, society, and the Company, and is more in line with the logical inference that "major safety accidents may lead to disruptive consequences". During the reporting period, all of our work-related fatalities caused a total of RMB17.8 million in direct economic losses and approximately RMB97.88 million in indirect economic losses. These accidents have potential negative impacts on indirect matters such as our financing costs, corporate reputation, employee confidence, and securities prices, some of which are perceptible. We estimate that the potential impact exposure during the reporting period is 0.24% of our operating revenue, approximately RMB800 million.

At the same time, based on the safety investment benefit analysis, we further evaluated the potential risk control benefits of our safety production investment. During the reporting period, our safety investment was RMB3.465 billion, and in the past five reporting periods, it was RMB13.086 billion. With the acquisition, construction, and production of multiple new projects, our overall safety investment still falls within the (I) period. According to our risk finance quantitative model, our current investment in safety production is approximately 0.99% of our operating revenue, which is equivalent to the potential negative impact when the overall severity level of work-related fatalities is 2.90. After a comprehensive investment benefit assessment, we will further increase our annual investment in safety production and allocate dedicated funding to address major risks and hidden hazards. This will further increase our "capital expenditure" in the short term, but we believe that the long-term benefits brought by investment in safety, such as production stability and social recognition, will bring us sustained comprehensive benefits.

▶ **Severity of work-related fatalities - potential negative impact curve**



▶ **Safety investment-return curve**



Risk control

With the goal of standardising safe behaviour and ensuring the integrity of process systems, we adopt the ALARP (As Low As Reasonably Practicable) principle to formulate and implement risk control measures in order of engineering technology, safety management, education and training, personal protection, and emergency response. After any incident, we conduct thorough summaries of its causes, analyse the sources of hazards, and identify management oversights. The details of the incident are communicated to all subsidiaries, prompting comprehensive inspections of similar risk points and management measures. Hidden hazards are required to be rectified within a specified timeframe, and emergency response plans are refined accordingly.

Slope collapse risk

Reduction and control:Organise production in strict accordance with the design, carry out regular safety inspection, install real-time online monitoring system for slopes, timely capture the information of landslide precursors, and adjust the operation plan in advance. To further reduce the operational risks faced by personnel, we have implemented remote control based on 5G technology. Julong Copper Industry, Zijinshan Gold-Copper Mine, and other parties have cooperated to build an automated remote control system. Their remote control excavators can be operated remotely within 500 metres by handheld remote control or under 5G network, greatly reducing personnel operational risks.

Reduce risk impact: By using remote control excavators, electric wide body dump trucks and other equipment to work together, even if there is a small-scale landslide on the slope, it can continue to be treated through remote control, avoiding the expansion of injuries caused by close range operations of personnel; Dynamically adjust the slope treatment plan based on mining data to reduce the impact of landslides on mining progress and surrounding facilities.

Emergency response and remedial measures for accidents:urgently mobilise engineering equipment to clean up the landslide, reinforce the surrounding slopes and related dams; Conduct comprehensive inspection and evaluation of the landslide area and surrounding geological conditions, commission professional institutions to conduct post evaluation of slope safety, and develop long-term reinforcement and protection plans; If the collapse affects the surrounding roads and facilities, carry out road repair and other work simultaneously.

Underground operation risks (including Roof fall and rib spalling, transportation accidents, heat damage,

Reduce and control:On the one hand, promote "mechanisation of personnel replacement and automation of personnel reduction" to reduce the exposure risks of underground workers; On the other hand, we will strengthen the control of the source and process, formulate documents such as the "Guidelines for Mine Ventilation Safety Management", study the control of thermal hazards and ground pressure monitoring technology in ultra deep mines, and at the same time, through a company-wide safety competency enhancement programme, standardise the underground operation behavior of employees, and reduce risk factors such as fatigue operation. Our Zijinshan Gold-Copper Mine has upgraded the manually operated electric locomotives used for underground ore transportation to 11 interconnected unmanned automatic vehicles. Personnel have been transferred to the ground control room, and mechanised and automated equipment such as rock drilling rigs and remote-controlled loaders have been continuously added to promote intelligent monitoring and unmanned operation of underground drainage systems, substations, and other mechanical and electrical equipment, reducing the risk exposure of underground workers.

Reduce risk impact:A centralised mine data integration platform has been established to enable real-time monitoring and data collection for underground operations. In the event of abnormalities, such as electric locomotive malfunctions or loosening of surrounding rock in tunnels, the monitoring system can quickly issue early warnings, allowing for the prompt evacuation of personnel or the initiation of emergency shutdown procedures.

Emergency response and remedial measures for accidents:The mining area is equipped with emergency medical supplies and full-time (part-time) medical staff stationed in the mine. After an accident occurs, the injured can be quickly treated, and the medical rights and interests of employees are protected by medical insurance and work-related injury insurance; If accidents such as roof fall and rib spalling, equipment and personnel will be urgently mobilised to clean up the site, reinforce the tunnels, repair damaged underground facilities, and conduct similar hidden danger investigations throughout the mining area to prevent secondary accidents.

Tailings storage facilities risks (dam failure, leakage, etc.)

Reduce and control:Incorporate tailings treatment into the entire process management of intelligent mines, and conduct regular inspections of tailings pond construction and operation; Establish strict standards for anti-seepage systems, commission third-party organisations to conduct dam safety assessments, and control risks from the design and operation stages.

Reduce risk impact:By raising the height of the emergency pool cofferdam and improving the flood discharge system, the risk buffering capacity of the tailings storage facilities can be enhanced; Closely monitor the water quality and dam status of the tailings storage facilities. Once there are signs of leakage, immediately initiate diversion measures to reduce the spread of pollution.

Emergency response and remedial measures for accidents: In case of leakage or dam break, emergency equipment will be transferred to transfer tailings water and control the impact range of the overflow body. Neutralising substances will be used to quickly treat the overflow body and affected water bodies, control the impact range, reinforce the dam body and repair anti-seepage facilities. Finally, long-term comprehensive treatment will be carried out on the polluted surrounding soil and water bodies, and the environmental impact will be continuously monitored. At the same time, immediately activate the emergency plans of the surrounding communities, organise the emergency evacuation of affected residents, provide temporary shelter, clean drinking water, food, and medical assistance to ensure the safety of residents' lives and basic living security. After the accident occurs, the community will be promptly informed of the situation through a transparent information disclosure mechanism, and a dedicated community liaison group will be set up to listen to residents' demands.

Strategy and Management Approach

We regard the health and safety of our employees, contractors, and communities as the core values and fundamental premise of our business development, and the highest priority for all business activities. We firmly believe that the deep integration and support of occupational health and safety into all operational functions of the Company is the key foundation for ensuring operational efficiency and achieving sustainable long-term development. The Company's ''Health, Safety, and Security Policy'' elaborates on our commitment, processes, and management system, committed to achieving health and safety goals.

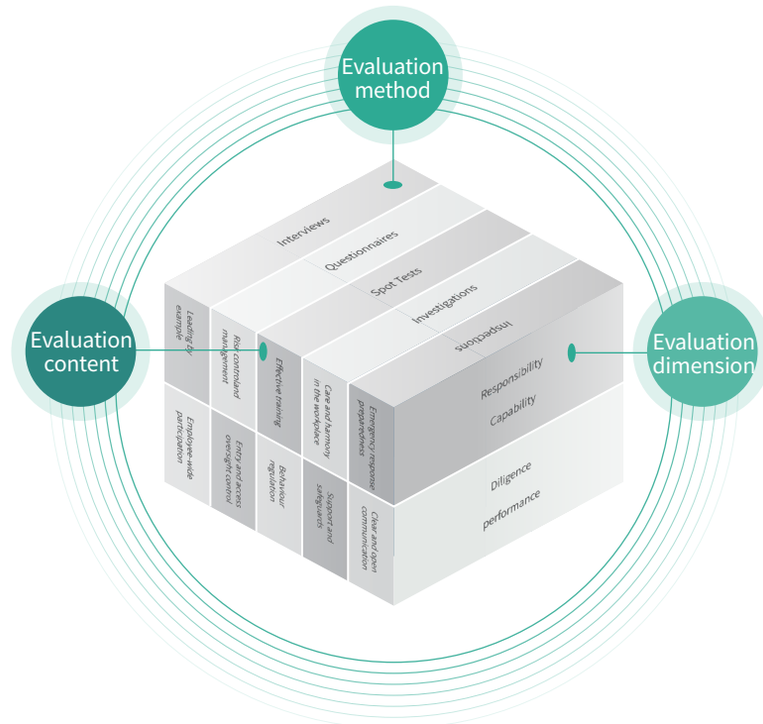
The Company adheres to the concept of "life first" and takes the "Ten Safety Guidelines of Zijin Mining" as its action guide. It solemnly promises to fully fulfill its main responsibility for safety production, and is committed to creating a positive and proactive safety culture, continuously improving its safety guarantee capability and intrinsic safety level. Our firm goal is to achieve "zero work-related fatalities, zero occupational diseases", establish and continuously improve the occupational health and safety management system, integrate safety risk management throughout the entire process, and promote the effective implementation of safety production responsibilities for all employees.

The Company has established a systematic health and safety management framework and obtained ISO 45001 occupational health and safety management system certification, providing scientific guidance and management foundation for risk management, compliance operation, and continuous improvement. We continue to provide necessary training, tools, and resources for our employees, support them in actively identifying risks, implementing risk control measures, and are committed to preventing accidents and occupational diseases from the source, building a long-term and stable safety production governance mechanism.

OHS Management System

Our OHS management system complies with the ISO 45001 standard and fully integrates the legal and regulatory requirements of host countries for each project, alongside industry best practices. At the same time, we strengthen the implementation of proven practices with Zijin-specific characteristics, such as the "leadership-driven safety programme," integrated contractor management, and focused safety initiatives like "one theme per quarter, one action per month."

During the reporting period, we leverage on the self-developed three-dimensional evaluation model of "four dimensions" (responsibility, capability, diligence, and performance) and "ten barriers" (leading by example, employee-wide participation, risk control and management, entry and access oversight control, effective training, behaviour regulation, care and harmony in the workplace, support and safeguards, emergency response preparedness, and clear and open communication) to complete the evaluation of the effectiveness of safety management in 10 subsidiaries. Together with the enterprise, we analysed and identified the difficult issues that affect the implementation of the safety management system, focusing on evaluating the current status of major process risk control, establishment of job safety responsibility system, promotion of standard operating procedures (SOP), performance of key personnel, safety training and mentorship, emergency drills, and other work. A total of 18,399 questionnaires were collected for evaluation, and 489 safety behavior observations were completed, providing assistance in improving the enterprise's safety management system and building the "ten layers of protection".



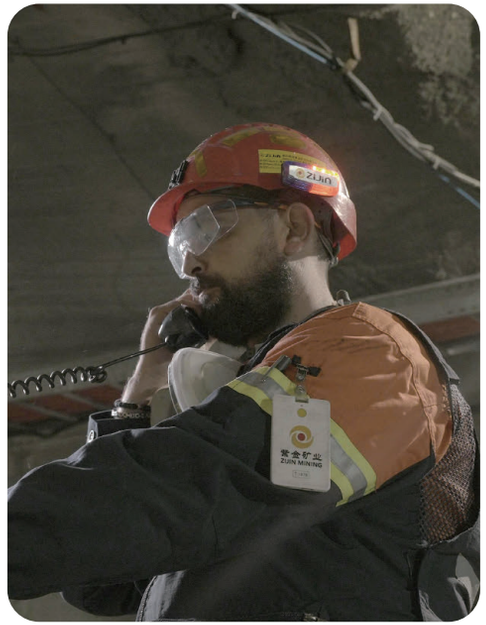
Effective evaluation model for safety management

We implement a comprehensive safety credit system for all employees, which means that the specific activities and results of all employees' participation in safety are quantitatively assessed through points. This points-based management approach evaluates the safety behaviours of all employees involved in production or management activities, aiming to fully encourage participation in safety practices. The main scoring item is the pass rate of safety behaviour in daily work such as attending attending pre-shift meetings, pre -, mid -, and post operation safety inspections, and participation in team activities. The scoring items for activities such as participating in inspections or onsite monitoring, education and training assessments, risk identification, discovering and reporting hidden dangers or accidents, and safety suggestions are used as auxiliary points to establish a scoring rule. Monthly summary and statistics will be conducted, linking personal safety points with overall performance and safety rewards, as well as nominations for recognition and the selection or promotion of managers. Longnan Zijin and Julong Copper Industry have established a safety points supermarket, where safety points can be exchanged for various daily necessities. This "special" supermarket is actually a giant "safety behavior incubator", effectively stimulating the intrinsic motivation of frontline employees to participate in safety work, allowing safety practitioners to be "seen, paid attention to, and benefited", strongly promoting team safety construction, and creating a strong corporate safety culture atmosphere of "everyone strives to be a safety officer".

Our OHS system successfully passed the ISO 45001 annual supervision audit conducted by a third-party certification body in June 2025. During the reporting period, the ISO 45001 certification coverage rate of all our operational sites that have obtained control for more than three years reached 95.83% (including Zangge Mining).

Three-Year Action Plan for Safety System Enhancement

In December 2023, the Company commissioned the China Occupational Safety and Health Association to organise and implement the "Zijin Mining Three-Year Action Plan for Safety System Enhancement" across its subsidiaries in China. Since the implementation of the project, the expert team selected by the association has carried out on-site work for 10 sub-projects with a high sense of responsibility and solid professional competence. They have prepared and submitted the "Summary Report of the Three Year Action Project for Improving the Company's Safety Management System" along with individual sub-project reports. This action is based on the principles of "accurate diagnosis, systematic rectification, and long-term improvement", focusing on tackling the root causes of safety production and promoting the overall improvement of our safety production level. After three years of work, the action has achieved multiple results:



Dynamic management of safety

During the three-year action period, the expert team accurately identified 2,129 security issues and hidden dangers, and provided 228 improvement suggestions. Under the guidance of expert teams, the completion rate of hidden danger rectification in various enterprises has reached over 98%, basically achieving the goal of dynamic elimination of major accident hazards, and greatly improving the ability to ensure safety production.

Comprehensive upgrade of safety management system

The expert team focused on conducting in-depth diagnosis of the difficulties in the reasonable and smooth connection between the subsidiary's safety management system and laws, regulations, standards, and our safety management system, and proposed improvement suggestions. Guided the Company, Zijinshan Copper-Gold Mine, and Zijin Copper Industry to further improve their OHS management system, with a focus on addressing the issue of effective integration between management systems and regulations. By implementing specialised safety management enhancement projects for stakeholders and new renovation and expansion projects, we have further strengthened the integrated safety management of stakeholders and the management of new renovation and expansion projects.

Security capability building

Through various forms such as implementing safety concepts, conducting company-wide safety training, providing specialised training for mining enterprises, on-site explanations, discussions, and exchanges, the professional abilities of safety management and technical personnel have been systematically enhanced. This has promoted the improvement of safety production concepts and awareness among all staff, continuously enhanced emergency response capabilities, and further expanded safety management perspectives.

Based on the Three-Year Action Plan for Safety System Enhancement, we have revised the ''Occupational Health and Safety and Environmental Management Manual'', continuously optimised and improved the occupational health and safety management system, and highly adapted to external policies and regulations as well as new requirements for internal safety management of the Company. In order to effectively control on-site safety risks, we have optimised the risk classification control checklist and clarified that the checklist is the basis for developing operational and emergency standards, clarifying responsibilities and performance, and conducting assessments.

Integrated Management of Contractors

We strictly review the safety qualifications, team quality, construction supervision, on-site management, safety performance, etc. of contractors in accordance with the management requirements of "one system, one standard, one requirement, one assessment". We establish safety performance evaluation standards for contractors, implement graded management for collaborative units, strictly manage the "blacklist" of contractors, and enable contractors who truly value safety production and have a good management level to share development achievements with us. We also remove contractors who do not meet our safety requirements from the site. On the other hand, the self-operated mode of mining engineering can directly control the safety standards of the entire process from equipment maintenance, process design to personnel training, which helps to control operational risks from the source and improve the level of intrinsic safety. The Company is actively exploring the transformation of mining engineering to self-operated mode, adopting independent operation in core high-risk operations, and promoting the transformation of safety management from "external requirements" to "internal consciousness". During the reporting period, three underground mines have achieved full self-operation of underground mining, while the remaining underground and open-pit mines are fully promoting the transition from mining outsourcing to self-operation.

Integrated Management for Serbia Zijin Mining Contractor

The project achieves full cycle control of personnel management through the four controls of "personnel, equipment, time, and space" (4E management, namely "Each Person, Each Machine, Each Time, Each Area"), strengthens onboarding review and pre job training, incorporates all 274 contractor teams into the project team system, implements the management cadre guarantee system, and dynamically solves practical problems through monthly in-depth communication session; At the same time, the entire process of high-risk operations is included in project permit management, and employees can participate equally in risk analysis training and job disclosure; Training resources and certification services are fully shared, and the channels for special operation personnel to obtain licenses and re training are accurately connected. In terms of basic rights protection, catering, accommodation, and transportation are unified into the project management system, and salary payment is ensured to be full and timely through contractual agreements and regular verification, fundamentally eliminating employees' worries.

"On site, no one treats us differently because of our 'contractor' status. We have consistent safety requirements and guarantees, and we are more willing to actively comply with the rules." said Blasko Josip, the head of contractor RUDEX.

The integrated practice has brought significant results: during the reporting period, Serbia Zijin Mining conducted safety inspections, pre-shift meetings, and other safety duties for about 46,000 person-times; organised 4,205 safety training sessions, with the participation rate of all staff (including contractors) increasing from 70% to 95%, and the average training time per person reaching 45 hours. The total number of accidents for the whole year decreased by 9% compared to the previous year, with a 53% decrease in personnel injury accidents and a 70% year-on-year decrease in the lost time injury rate per million hours worked.

Standardized management of safety pre shift meetings for Serbia Zijin Mining's contractors

Occupational Health and Safety Training

We regard training as the core driving force for building a proactive safety culture and achieving the goal of 'zero harm'. In 2025, we significantly increased our training investment and coverage, with 121,000 person-times receiving safety training throughout the year, which is twice as many as in 2024. Through a hierarchical and precise training system, we have systematically improved the safety performance ability of all employees and incorporated contractor safety into unified management.

Our training system focuses on leadership, practical skills, and endogenous capacity building to ensure that what is learned is applied.

121 thousand person-times

The annual safety training reached 121,000 person-times

Deepen safety leadership and systems thinking

We continue to promote the "Three-Year Action Plan for Safety System Enhancement" and provide high-level training for management and key personnel. The course covers topics such as safety behaviour science, job performance capability evaluation, organisational performance, and proactively integrates the application of artificial intelligence in safety management and optimisation of dual pre control mechanisms. During the reporting period, over 6,000 person-times received training, injecting systematic risk management thinking and innovative tools into the management team.

Strengthen specialised risk prevention and control skills

Based on accident analysis and regulatory feedback, we have conducted multiple targeted special training, covering topics such as resumption of work and production safety, team building, occupational disease prevention and control, transportation and construction safety, etc., with a total coverage of over 40,000 person-times. The training assessment pass rate and satisfaction remain high, effectively enhancing the risk response ability in key areas.

Building a professional safety team and internal faculty

Through 5 rounds of "theory practice evaluation" closed-loop training, we have strengthened the practical abilities of full-time safety management personnel. At the same time, 240 certified internal safety trainers have been added, and the "Job Safety Manual" and "Accident Case Compilation" have been continuously updated, establishing a standardised and sustainable internal training resource system.

Integrated contractor safety training

We have identified that the safety training resources for contractor employees often face challenges of insufficient protection, which constitutes a potential weak link in the safety management chain. To completely bridge this gap, we have successfully piloted the "Contractor Safety Training Integration" model at Zijinshan Gold-Copper Mine. This model fully integrates contractor personnel into the Company's unified safety training and management system, ensuring that they receive safety admission education, skill training, and continuous assessment to the same standards and requirements as their own employees.

Indicator	Zijin			Zangge			Total		
	Person-time 2025	Training duration (hours)	Compliance rate%	Person-time 2025	Training duration (hours)	Compliance rate%	Person-time 2025	Training duration (hours)	Compliance rate%
Level 3 safety education for newly hired employees	9,127	535,313.40	100	50	2,154.00	100	9,177	537,467.40	100
Level 3 safety education for newly selected contractors	46,765	2,105,491.64	100	363	19,602.00	100	47,128	2,125,093.64	100
Reeducation of on-the-job personnel	248,744	745,864.90	98.73	1,516	24,081.00	100	250,260	769,945.90	98.14
Reeducation of contractors on duty	153,356	778,537.50	96.40	648	9,720.00	100	154,004	788,257.50	96.00

Employee health

Occupational Health Management

We are well aware that mining operations face complex occupational health risks such as dust, noise, and chemical exposure. To this end, we have established an occupational health management system with the core principle of "prevention first, combination of prevention and control", committed to eliminating work-related health hazards from the source and building a safe and healthy working environment for all employees and contractors.

We strictly implement the "three simultaneities" principle of simultaneous design, construction, production, and use of occupational health and safety facilities and main projects in all operational projects, ensuring that the working environment meets high standards throughout the project lifecycle. In response to key risks such as dust, toxic substances, and noise, we prioritise engineering control through technological innovation and process optimisation, and actively promote automation and intelligent transformation to reduce personnel exposure; Strict graded control and exposure management will be implemented for residual risks.

As of the end of the reporting period, a total of 23 health enterprise constructions have been completed. Zijinshan Gold-Copper Mine, a subsidiary of the Company, has successfully been selected as the fourth batch of excellent cases for national health enterprise construction, committed to providing solid guarantees for the health of all employees.

Occupational health examination

- Before starting work:Conduct symptom inquiries, physical examinations, laboratory and other tests to check for occupational contraindications and reduce health risks.
- During employment:Determine the corresponding physical examination cycle according to the different types of work, positions, and occupational health risk factors in accordance with laws and regulations.
- When leaving the job:Before preparing to leave the job or position where the worker is exposed to occupational hazards, a special physical examination should be conducted to discover whether the worker has contracted occupational diseases or has occupational contraindications during their employment, and to clarify the responsibility for occupational health damage.

During the reporting period, we detected 62 operational sites with occupational hazards. For the factors that did not meet the standards, we have developed specific rectification measures for each item, striving to achieve the goal of "zero exceedance" of occupational hazards in all enterprises. We provide personal protective equipment to employees in relevant positions who are exposed to occupational hazards based on the specific work environment, while maintaining the goal of 100% coverage of occupational health examinations for employees who are exposed to occupational hazards. During the reporting period, we achieved the goal of ''zero new occupational disease cases''.

Duobaoshan Copper Industry's "Silent Workshop" Reduces Occupational Health Risks

There are multiple large mining beneficiation equipment (such as ball mills and crushers) installed in the grinding and flotation workshop of the subsidiary Duobaoshan Copper Industry's processing plant. These equipment generate high-intensity noise during operation, which affects the comfort of on-site operators for a long time and poses a continuous risk to the hearing health of on-site employees. In order to reduce occupational health risks caused by noise from the source, Duobaoshan Copper Industry systematically controls the working noise in the grinding and floating workshop and designs specialised noise reduction for specific job environments. For example, by setting up a high standard soundproof enclosed operating room, noise is isolated outside the operating room, creating a suitable low-noise working environment for central control staff. Through the implementation of the project, Duobaoshan Copper Industry's grinding and floating workshop has reduced the noise level that operators come into contact with to a safe range, effectively preventing occupational noise induced hearing loss and significantly improving employee satisfaction. At the same time, the enclosed design has effectively controlled the impact of production noise on the external environment, reducing the interference of industrial activities on the surrounding acoustic environment of the factory.

Psychological Health Support

Due to the characteristics of the mining industry, our employees need to maintain a high level of focus on safety, environmental protection, and other risks in production, which can easily lead to high work pressure. At the same time, our operational locations are often far away from urban areas, and the psychological stress relief resources available to employees are relatively limited. To ensure the physical and mental health of our employees, we have implemented diversified mental health support measures, including regular psychological counseling, various mental health training and seminars, as well as opportunities to visit professional psychological counselors to establish and maintain employees' psychological adaptability and resilience.

During the reporting period, in order to better balance the work and life of our employees, we further optimised our policies for family visits and vacation benefits, ensuring that employees have more time to spend with their families, helping them alleviate psychological stress, and enhancing their resilience to cope with stress. We also reduce employees' concerns about their families and minimise the impact of family factors on their mental health through the welfare system for expatriate employees' families.

Our goal is to continuously improve the comprehensive mental health level of employees through reasonable work arrangements and vacation welfare plans. At the same time, we believe that the physical and mental health of employees will provide a solid guarantee for creating a safer and more efficient working environment, and promote the sustainable development of the enterprise.

Infectious Disease Management

As a large multinational mining group, our employees have a lot of cross-border travel itineraries, often traveling back and forth between different countries and regions, which increases their likelihood of coming into contact with epidemic risk areas. The prevention and control of infectious diseases is not only an inherent requirement to ensure the health of employees, but also an important responsibility of the Company to the global public health system. The Company's core goal is to safeguard the health of employees and the community, and to establish a comprehensive infectious disease prevention and control management system throughout the entire process.

We have established an infectious disease management system based on personal health information monitoring and emergency management in accordance with the International Health Regulations, relevant regulations of the host country, and the recommendations of the World Health Organisation (WHO), and have made differentiated adjustments according to the main infectious disease risks faced by each project.

Malaria is a contagious disease transmitted by mosquitoes and insects that we have been focusing on long-term prevention and control. We have adopted the professional recommendations for malaria prevention and control technology in the Global Malaria Technology Strategy 2016-2030, including indoor residual spraying (IRS) in malaria endemic areas to reduce the possibility of mosquito bites, and reactive case testing and treatment (RACDT) to ensure that infected individuals receive timely detection and treatment, in order to continuously reduce the threat of malaria to employees and communities.

We adopt a strict adherence strategy to the specific infectious disease prevention measures of each host country. Regarding the yellow fever epidemic situation in South America, we require all employees and contractors to follow the prevention and control recommendations of the host country, receive yellow fever vaccines before traveling to relevant countries, and learn yellow fever prevention and control knowledge to reduce the potential risk of the epidemic.

We agree with the additional health benefits brought by the various vaccines recommended by WHO, as well as the efforts made by more countries in controlling epidemics. We believe that in the future, the risk of infectious diseases faced by our employees and communities will gradually decrease.

We are currently maintaining control over monkeypox, HIV and cholera, and we have fully prepared for future prevention and response to pandemics. We will do our best to protect the health and well-being of our employees and the surrounding community.

Emergency management

Although we have minimised the probability of unexpected events through our OHS management system, we still maintain a high level of response capability to any unexpected events. We require all mines to form a super first-class mine emergency rescue team with rich professional knowledge, equipped with multiple emergency rescue professionals and equipment, and regularly conduct capability training and drills to cope with various emergencies.

During the reporting period, we further merged and optimised the emergency response system, with 868 emergency response plans for different events. After completing the professionalisation of the emergency team, we have 9,900 full-time and part-time emergency rescue personnel, and technical experts in infrastructure, machinery, electricity, chemistry, etc. can also be mobilised for rescue as needed. Relying on the heavy vehicle equipment in the mine and our multi-level duty system, we have formed a 24-hour global emergency response capability throughout the year. We have professional rescue capabilities for internal emergencies such as mining accidents and tailings dam failures, as well as various external emergencies such as earthquakes, floods, natural disasters, and community events.

While maintaining the advanced equipment of the emergency team, we also attach great importance to improving the professional skills of the emergency team. During the reporting period, we conducted a total of 2,811 practical emergency drills, covering all of our operational production projects. A total of 30,650 employees participated in the drills, covering types of emergency drills such as production accidents, heavy rainfall, tailings accidents, and personnel injuries.

During the reporting period, our emergency rescue team participated in 72 external rescue operations, including 26 fire rescues and 20 natural disaster rescues. At Zeravshan, our team responded to an emergency request from the local fire department to assist in extinguishing a fire at the fabric market in Panjakent City. One fire truck and two water tankers were deployed to the scene to help put out the fire. After a fire broke out in the local community, Altynken immediately put out the fire and successfully extinguished it after 3 hours, estimated to avoid direct economic losses of about USD200,000. Xizang Julong Copper sent a mine rescue team to participate in the rescue of the 6.8 magnitude earthquake in Tingri County, Shigatse, Xizang, including 2 rescue command vehicles, 1 ambulance, 1 fire truck, 1 personnel transport vehicle and rescue equipment. Operating in high-altitude, low-oxygen conditions, the team conducted a 51-hour rescue operation, successfully completing all tasks and returning safely.

Participating in competitions is an important way for us to find our own shortcomings in order to further communicate and learn. Our emergency rescue team actively participated in various emergency skills competitions, and multiple subsidiaries have won awards in national level emergency rescue skills competitions.

Although we already have a relatively complete emergency rescue capability, we are well aware that there may still be gaps. Therefore, we have partnered with the world's leading health and safety service organisation, International SOS, to enhance employee health protection, emergency medical treatment, and safety risk prevention and control capabilities.

72

During the reporting period, our emergency rescue teams participated in 72 external rescue operations

2,811

Conduct 2,811 practical emergency drills

The Continent Gold mine rescue team won the overall championship of the 6th Colombian Mine Safety and Rescue Competition

Management of Hazardous Chemicals

We strictly follow international and local regulations on hazardous chemical management and have established corresponding safety management systems to ensure that:

- Chemicals prohibited by law are not used or produced.
- Hazardous chemical storage warehouses are designed according to regulations and equipped with emergency facilities.
- The management of highly toxic chemicals is carried out under a two-person system, and all operations are subject to cross inspection.
- All employees and contractors involved in hazardous chemicals must receive specialized training.
- Major hazard sources adopt a safety responsibility system and clarify the responsibilities of responsible persons at all levels.

Cyanide has highly toxic properties and poses environmental and safety risks during use, so we actively promote low toxicity and non-toxic process alternatives. The subsidiaries involved in the use of cyanide strictly comply with the International Cyanide Management Standards and relevant regulations of the host country, with a focus on implementing full lifecycle control, including the procurement, transportation, storage, measurement, wastewater treatment, tailings disposal, and emergency response of cyanide, to ensure safety and environmental compliance.

During the reporting period, we did not have any major incidents or fines related to hazardous chemicals, nor did we use prohibited chemicals. We follow the Minamata Convention on Mercury and promise not to use mercury to extract gold, nor do we accept gold produced by third parties using mercury. We will dispose and control the mercury element that may be contained in natural ores through measures such as smoke and dust capture and monitoring during mineral processing and smelting to ensure compliant emissions.

Technology Strengthens Security

We firmly believe that technological innovation is the core driving force behind the safe development of the mining industry. In 2025, we will continue to increase investment in safety production, and the Company's related investment will significantly increase. The proportion of expenditure on advanced safety technology and intelligent equipment will further increase, reflecting our firm commitment to empowering safety with technology. We adhere to the concept of "tailored to the mine and precise implementation", and systematically promote the transformation of mechanisation, automation, and intelligence based on the ore body conditions and process characteristics of different mines. We are committed to reducing risks from the source and improving the level of intrinsic safety through technological means.

At Shanxi Zijin, we have successfully deployed a complete set of underground intelligent equipment through independent innovation and collaborative research and development, including intelligent loaders, remote control raise boring machines, down the hole drilling machines, medium and deep hole trolleys, remote control crushers for slide shafts, and automatic inspection robots for belt inclined shafts. These devices are equipped with remote control cabins, allowing operators to complete production operations at the surface control center, completely avoiding direct exposure of employees to high-risk environments. Specifically, the intelligent loader integrates multiple types of sensors to achieve autonomous navigation, obstacle avoidance, and loading. After being put into operation in the underground middle section, the single unit production capacity reaches 800 tonnes/day; The intelligent drilling rig has achieved remote one click automatic operation, with a production efficiency of up to 85% of traditional methods; The inclined shaft inspection robot achieves 24-hour intelligent monitoring of the conveyor belt through multi-sensor fusion, reducing 2 underground inspection personnel per shift and significantly reducing personnel safety risks.

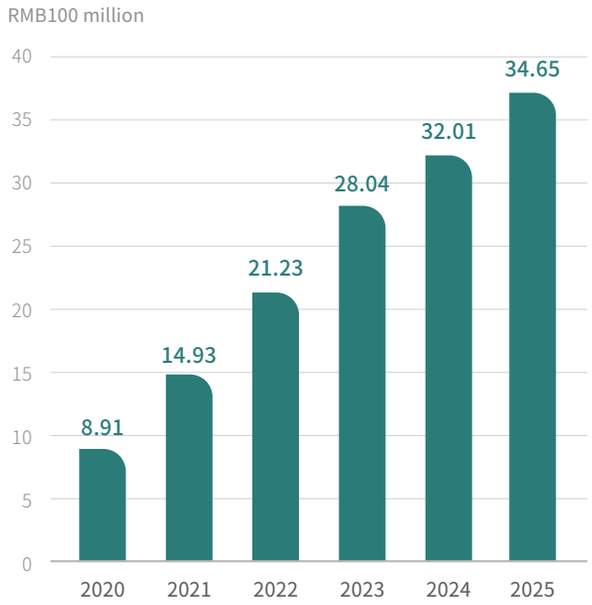
We actively participate in the construction of the National Mining Safety Technology Innovation Centre and take the lead in promoting engineering innovation in the field of metal mining safety. At the same time, we have systematically summarised and promoted internal best practices, such as Guizhou Zijin's experience in developing small customised mining equipment and Zijin Zinc's vehicle intelligent safety control system. By establishing enterprise level major risk control standards and key personnel safety performance norms, and relying on digital platforms such as "Zijin Safety Platform" and "Zijin Safety School" to solidify regulatory processes, we are building an automated security supervision system based on data-driven and intelligent warning, continuously promoting the evolution of safety management towards a modern model of pre-prevention and precise control.

Indicators and Performance

During the reporting period, we did not have any major or above safety production accidents. However, unfortunately, we had a total of 8 mine production safety accidents, resulting in 8 fatalities. There is a significant gap between our goal of "zero fatality" and our safety management system, which still has deficiencies and loopholes, and safety management still has a long way to go. After the accident, the Company immediately issued a warning to all subsidiaries and held a special safety production meeting. The accident 5why analysis method was applied to conduct in-depth analysis of the accident, comprehensively explore the safety management system loopholes and safety culture deficiencies reflected by the accident, and timely make up for them. At the same time, the accident cases were compiled in the Company for learning and reflection, in order to avoid similar accidents from happening again in the future.

Indicators	Unit	Zijin	Zangge	Total	2024	2023	2022	2021	2020
Number of employee fatalities	Person	4	0	4	1	1	1	4	0
Number of contractor fatalities	Person	4	0	4	6	10	2	4	2
Lost working days due to work-related injuries	Day	4,401.00	446.00	4,847.00	4,887.50	9,503.00	12,940.00	2,540.75	5,909.50
Lost work hours rate (per million hours worked)	/	129.87	589.45	139.90	170.89	311.33	494.38	105.62	328.35
Lost time injury rate (LTIR) (per million hours worked)	/	0.43	0.83	0.44	0.34	0.25	0.29	0.3	0.33
Total recordable incident rate (TRIR) (per million hours worked)	/	1.265	0.16	1.27	1.50	0.91	0.64	0.68	0.69
Near miss frequency rate (NMFR) (per million hours worked)	/	0.79	0.00	0.77	0.75	0.88	0.14	0.18	0.07
Total number of hours worked	Million hours	271.14	6.05	277.19	228.80	244.18	209.39	192.44	143.98

Investment in production safety



Future plan

Carry out special governance actions for key areas, major hidden dangers, and risks brought by the application of new technologies. By enhancing the effectiveness of training, strengthening auditing and evaluation, implementing core safety projects, improving the responsibility system and management processes, and consolidating the foundation of safety culture.

01

Implement in-depth remediation of underground pressure, hazardous chemicals, large equipment, tailings ponds, and key construction projects. Comprehensively investigate potential disaster causing factors and focus on eliminating major hidden dangers to ensure effective control of major risks.

02

Establish a sound safety assistance and empowerment system for subordinate enterprises, promote collaborative improvement of overall safety management capabilities through sharing best practices, providing management and technical support.

03

Based on the actual situation of each subsidiary, orderly promote the upgrading of mechanisation, automation, and intelligence, reduce inherent risks from the source of equipment and processes, and improve the level of intrinsic safety.

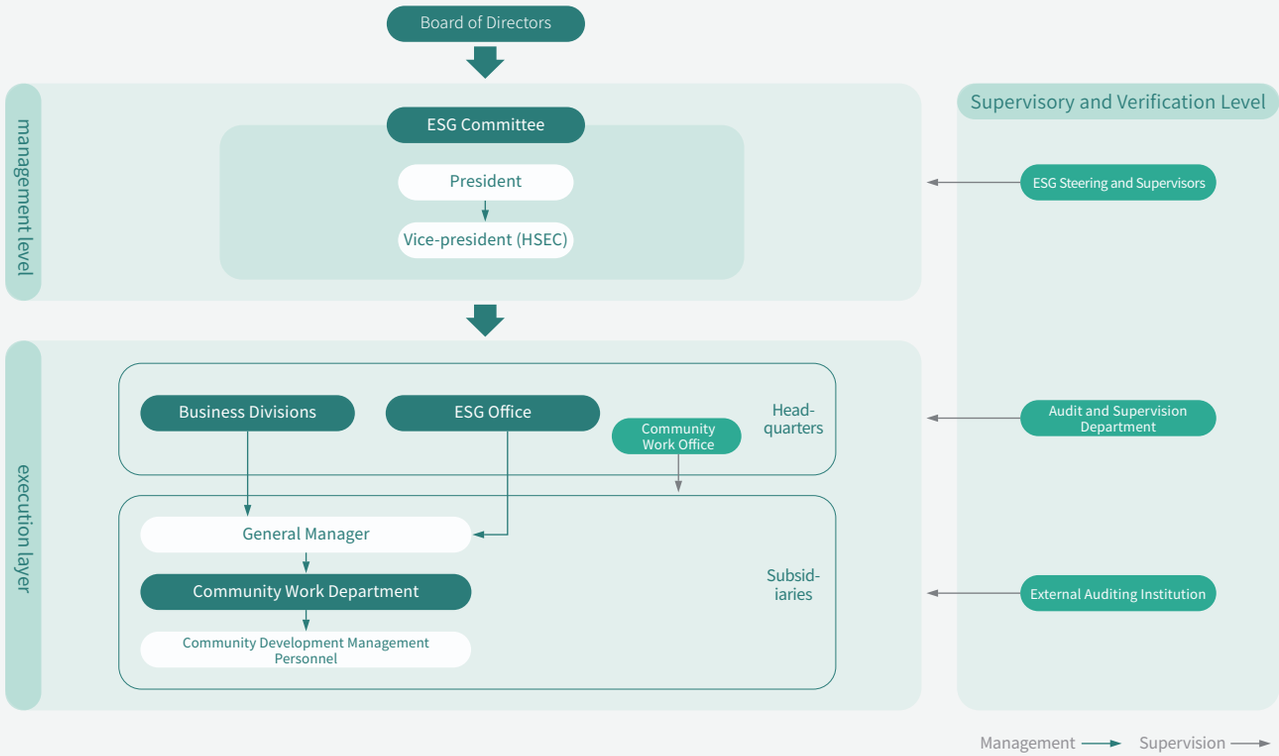
04

Community

We firmly believe that the long-term success of mining operations is closely related to the prosperity of the communities in which they operate. Under the guidance of the United Nations Compact Organisation (UNGC) and the Sustainable Development Goals vision, we build long-term partnerships with communities based on trust and mutual respect by creating employment opportunities, skills training, localised procurement and investment, and contributing taxes and resource fees to public services. We identify community expectations and needs through a systematic and multi-level communication mechanism, and accurately design "empowering" community development projects, striving to minimise potential negative impacts on operations, maximise shared value, and jointly promote sustainable development.

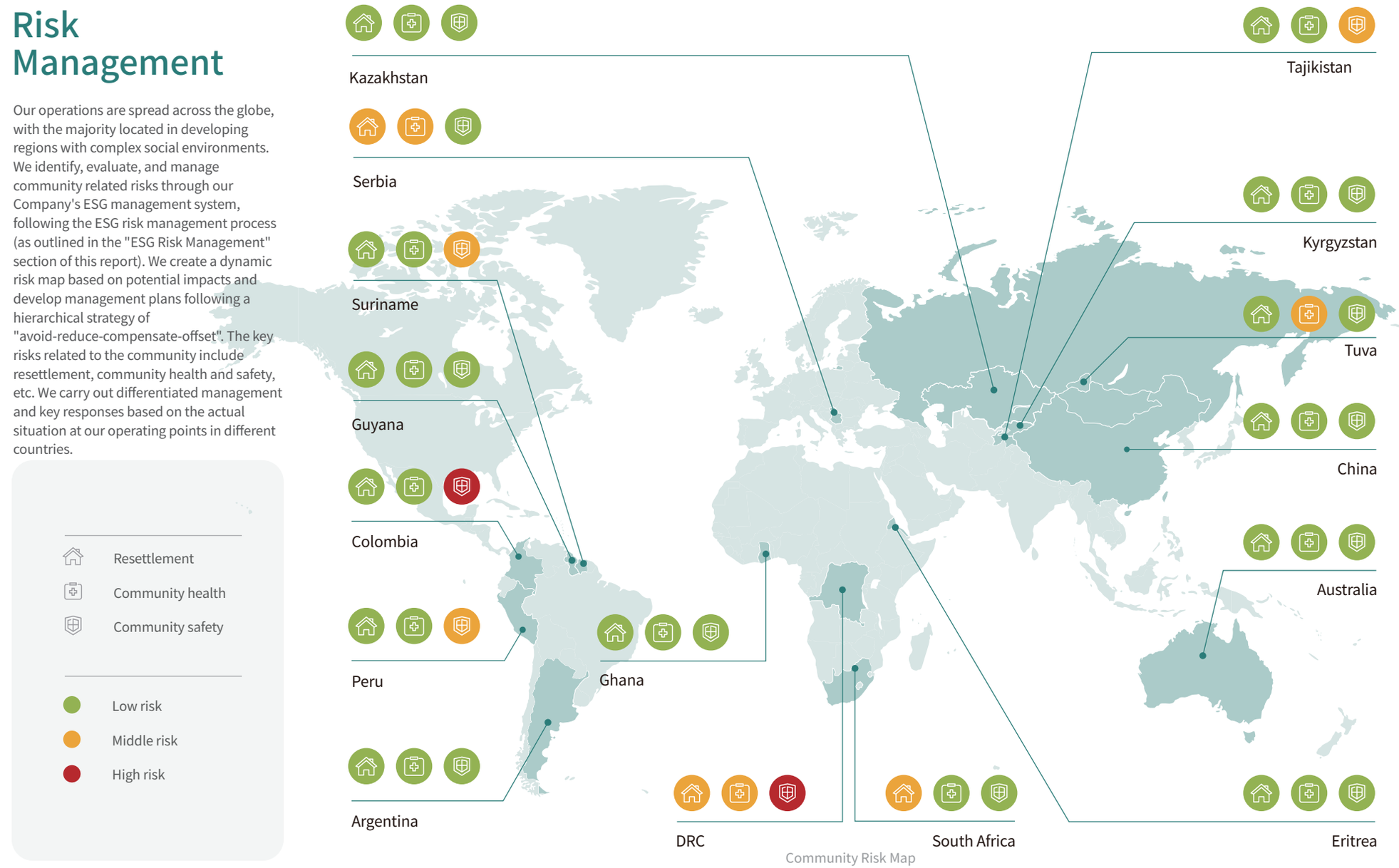
Governance

We recognise that establishing and maintaining a trusting relationship with the community is the cornerstone of sustainable development for businesses. Our community relations governance strictly follows international frameworks such as the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises, and respects human rights and sincere communication throughout the entire project lifecycle. We have established a clear governance structure to ensure the coherence and localised effective implementation of the global community policy system (covering community relations, community investment, indigenous rights, involuntary resettlement, etc.), committed to: (1) building lasting trust; (2) avoiding, minimising, or mitigating adverse effects on operations; (3) maximising positive impact; (4) supporting community capacity building and resilience development both within and outside the lifecycle of the mine.



Risk Management

Our operations are spread across the globe, with the majority located in developing regions with complex social environments. We identify, evaluate, and manage community related risks through our Company's ESG management system, following the ESG risk management process (as outlined in the "ESG Risk Management" section of this report). We create a dynamic risk map based on potential impacts and develop management plans following a hierarchical strategy of "avoid-reduce-compensate-offset". The key risks related to the community include resettlement, community health and safety, etc. We carry out differentiated management and key responses based on the actual situation at our operating points in different countries.



Community Risk Map

Strategy and Management Approach

Zijin Mining has incorporated community relations management into its corporate social risk management system, systematically identifying and addressing community-related risks and opportunities throughout the project lifecycle. By conducting community impact assessments, engaging stakeholders, and maintaining continuous monitoring and evaluation, the Company integrates community development initiatives with local needs, mitigates potential operational impacts on communities, and fosters long-term co-construction and shared benefits.

Our community engagement strictly adheres to international norms and standards such as the United Nations Global Compact Ten Principles, the Responsible Gold Mining Principles (RGMPs), and the International Finance Corporation's Environmental and Social Sustainability Performance Standards (IFC Performance Standards). We also integrate the United Nations Sustainable Development Goals into our community performance. During the reporting period, we formulated the "Community Policy" to provide fundamental guiding principles for the Company's community engagement across mining operations. Additionally, we developed multiple policies and guidelines, including the "Corporate Social Baseline and Impact Assessment Guidelines," the "Corporate Land Acquisition and Involuntary Resettlement Guidelines," and the "Small-Scale and Artisanal Mining Management Guidelines," which standardise the basic principles and implementation rules for various community management tasks. This enables subsidiaries to conduct community management activities more systematically and responsibly.

Stakeholder Identification and Community Participation

We insist on regularly collecting opinions and suggestions on key issues, and maintaining regular communication with communities and other stakeholders directly or indirectly affected by operations. Given the dynamic changes in the needs and concerns of stakeholders, we are well aware that sustained and proactive stakeholder engagement is key to understanding and responding to their constantly evolving needs and expectations.

The Company has established long-term community participation and development mechanisms in all operating mines, emphasising the principles of collaboration, proactivity, and transparent communication, and promoting effective dialogue and exchange. The communication targets include community leaders, resident representatives, vulnerable groups, non-governmental organisations, religious groups, government departments, youth organisations, academic institutions, and other diverse stakeholders. Each operational unit regularly conducts community outreach and interactive activities through community visits, community meetings, on-site visits, mine open days, and other forms, conveying the operational information of the enterprise and listening to the concerns and expectations of the community, continuously deepening mutual trust and cooperation.

Serbian subsidiary held ''Mine Open Day''

Each subsidiary's community team follows a standardised workflow to review and update the list of local stakeholders annually. They implement classified and graded management based on stakeholder categories and impact levels, with a focus on vulnerable groups in the community. Priority is given to communication and response throughout the project lifecycle.

We advocate for project management to go deep into the community front line, face residents' demands directly, and effectively solve practical problems. At the same time, by establishing a smooth and transparent multi stakeholder communication mechanism, promoting transparency in community governance, respecting and safeguarding the culture, values, and traditional rights of indigenous peoples.

▶ **Community participation measures for the entire lifecycle of Zijin Mining's mines**

Exploration stage

- Equipped with dedicated community relations personnel.
- Develop communication strategies that comply with international principles and establish communication with key stakeholders, including community residents.
- Conduct stakeholder communication and collect socio-economic baseline data.

Construction and development stage

- Conduct a social impact assessment to ensure that the assessment process incorporates community feedback.
- Organise public information and consultation meetings.
- Negotiate community projects with residents.
- Establish community information centres to ensure cultural adaptability; expand the community relations team.
- Establish a localised/project community appeal process to ensure transparency, accessibility, and accessibility of the appeal mechanism.

Operation stage

- Regularly hold community information briefings and consultation meetings.
- Build regional websites/social media platforms to ensure information accessibility.
- Regularly hold mining area opening activities.
- Conduct socio-economic impact monitoring.

Closure and reclamation stage

- Implement environmental and social closure plans and monitor their impacts.
- Adjust communication strategies to adapt to stage requirements.

Zijin Mining regards systematic and transparent stakeholder communication and participation as the core of community development, and all business units must follow the following principles:

Ensure that stakeholders have full access to information in decisions related to community health, safety, environment, and livelihoods, and initiate participation procedures during the project planning phase to ensure their demands are integrated into the decision-making process.

Design communication mechanisms based on respect for human rights, prohibit any form of discrimination, exclusion, and suppression, and build a fair and inclusive dialogue platform.

Based on stakeholder influence, attention, and vulnerability analysis, develop differentiated communication and participation strategies to ensure effective coverage of the needs of different groups. Regularly evaluate the effectiveness of communication mechanisms and optimise tools and methods to ensure continuous improvement and adaptability of communication.

Collect stakeholder demands through multiple channels, establish a "demand-feedback-improvement " closed-loop management mechanism, and ensure that reasonable concerns are incorporated into business decisions.

Establish standardised appeal channels to ensure their legality, accessibility, fairness, and transparency. Clearly define the time limits for accepting, investigating, and providing feedback on appeals; Priority should be given to resolving disputes through nonconfrontational means such as mediation and negotiation. Pay special attention to the convenience of appeals for vulnerable groups and ensure that their demands are treated fairly.

Regularly communicate progress, appeal handling results, and improvement measures publicly, and convey key information to the community and the public in an easily understandable form; introduce third-party organisations to audit the compliance and performance of communication mechanisms, and optimise communication mechanisms in a timely manner based on audit findings.

Construction of Transparent Communities

We have proposed the concept of "transparent community", with open communication and deep involvement in the front line as the core. The main responsible persons of each subsidiary go deep into the front line to carry out community construction, promote long-term communication between local residents and other stakeholders and project site personnel that is equal, mutually beneficial and trustworthy. During the reporting period, we held a total of 1,021 community meetings and received 16,786 visitors from stakeholders.

Zijin "Urban Mining" builds harmonious and resilient community relationships through transparent and sincere communication

Serbia Zijin Copper and COMMUS project are two typical "urban mining" located in the cities of Bor, Serbia and Kolwezi in the Democratic Republic of the Congo, with production facilities adjacent to surrounding communities.

Serbia Zijin Copper has established a comprehensive and institutionalised community management model to effectively manage potential community risks:

Establish an integrated community service center

As a core hub for community interaction, the center provides one-stop services and has established a community asset loss assessment team with third-party participation to ensure fairness and transparency in the compensation mechanism.

Embed social performance into business management

Publish a special "Community Risk Management System" and incorporate key performance indicators (KPIs) of community relationships into the monthly assessment of management.

Establish diversified and normalised communication channels

This includes weekly community visits by management, convening multi stakeholder representative meetings, and regularly hosting mine open days. All community demands are included in the ledger management, achieving closed-loop management from acceptance, processing to feedback.

Implement prospective impact assessment

Conduct pre assessment of community impact for all project engineering, and conduct regular risk checks to move the risk control port forward.

COMMUS builds a community governance system centered on proactive foresight, systematic planning, and deep participation:

Establish a smooth appeal and feedback mechanism

Set up fixed contact points in each community, equipped with dedicated personnel, to ensure that all complaints and inquiries can be formally recorded, tracked, and responded to in a timely manner.

Normalised community consultation mechanism

Establish a regular communication mechanism with community representatives and development committees, hold monthly meetings to review project progress, review community issues, ensure transparency and accountability, and resolve minor issues in their early stages.

Strategic Community Investment

Based on the priority order of community needs, systematically invest in key livelihood areas, including building health centres, repairing agricultural markets, installing sustainable water supply systems, and donating to build schools.

Promote social integration and cultural connections

By organising activities such as the "Zijin COMMUS Cup" football tournament, cultural festival, and community summer camp, we aim to enhance the emotional connection and cultural understanding between enterprises and community residents.

Through the practical cases of the two subsidiaries mentioned above, we have formed a constructive partnership with the community. The monthly communication meetings of the two subsidiaries achieve 100% information transparency, and through sustainable community investment, address the urgent needs of the two communities in terms of water, healthcare, education, etc., significantly improving the local quality of life. At the same time, it also lays a solid social foundation for the safe, stable, and sustainable operation of the mine in highly sensitive urban environments.

COMMUS Community Children's Summer Camp

Community Grievance Mechanism

Our operating subsidiaries have established community appeal mechanisms that comply with international standards such as the United Nations Guiding Principles on Business and Human Rights (UNGPs), which serve as important tools for early warning and risk prevention of community relations. We respond promptly and properly to potential problems and adverse impacts that may arise from operations, striving to resolve them at the early stages of problems and avoid escalation of conflicts.

Community members can submit grievances and concerns through various channels, including in-person communication, hotline calls, written submissions, or emails. They may do so anonymously or under their real names, using their local language. Upon receiving a grievance, the community grievance officer will acknowledge receipt within a set timeframe and initiate an investigation process. The officer will work in coordination with relevant business departments to address the issue and, if necessary, implement appropriate remedial measures, ensuring feedback and responses are delivered within the promised timeline. The grievance officer maintains a record of all grievances, conducts a graded assessment of their severity, and monitors the progress of their resolution. Major issues are promptly escalated to senior management. We periodically review the effectiveness of the grievance mechanism and the compliance of its implementation to continuously optimise processes and improve handling efficiency.

Zijin Mining Community Grievance Mechanism Process

1 Step 1: Grievance submission

Community stakeholders (including surrounding community residents, partners, etc.) can submit written or oral appeal materials through designated channels (such as community communication offices, hotlines, emails, etc.) regarding environmental impacts, land use, benefit distribution, health and safety issues involved in project operations, clearly stating their demands, factual basis, and expected results. The entire appeal process follows the principle of recusal, and personnel with direct interests related to the appeal event are not allowed to participate in the handling. We promote the appeal mechanism through various means, including community meetings, posting posters, and publishing information on official websites and other platforms.

2 Step 2: Grievance acceptance

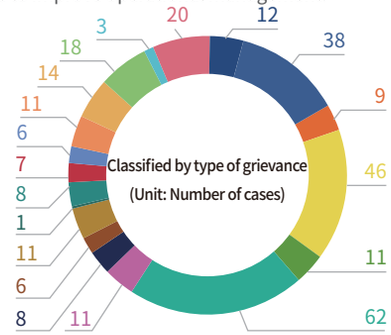
The community work department shall conduct compliance and completeness checks on the appeal materials, confirm receipt within 2-3 working days after receiving the appeal, proactively contact the appellant and initiate investigation procedures, coordinate with relevant business departments to address the grievance, and take corresponding remedial measures if necessary. The community work department shall register and file all appeals, assess their impact at different levels, track and supervise the progress of handling them, and promptly report major issues to senior management.

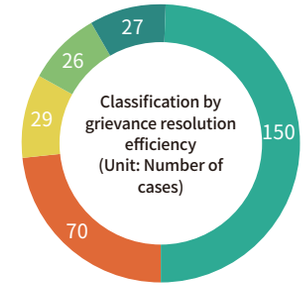
3 Step 3: Grievance response

The community work department ensures that feedback and responses are completed within 30 days; In case of complex cases, the extension can be extended to 60 days, and the reason for the extension should be notified to the appellant in advance. Feedback shall be formally delivered to the appellant in writing or through a locally recognised method, and shall be synchronized with relevant stakeholders to ensure transparency in the appeal process and traceability of the results.

In addition, during the Human Rights Impact Assessment (HRIA) and third-party independent evaluations, we continuously improved the appeal platform and handling process based on stakeholder interview opinions. On the basis of enhancing cross-cultural communication and mutual understanding, we continued to improve community relations and create more inclusive and win-win social benefits. For example, during the reporting period, we found that some subsidiaries had insufficient publicity and language accessibility in the grievance mechanism channel during the third-party independent verification process of RGMPs. We have continuously improved the relevant mechanisms by posting posters and holding regular community meetings to address this issue.

During the reporting period, our operating subsidiaries have received a total of 302 community grievances (including historical unresolved issues), of which 275 have been resolved (with a total grievances resolution rate of 91.06% and a grievance response rate of 100%). These grievances mainly involve community development issues, and their handling process has provided valuable feedback for us to improve operational management.





Infrastructure/Services
Property rights
Residents' livelihood
Air quality
Land vibration
Business operations
Others
Community communication and participation
Employment opportunities
Noise
Soil and water pollution
Waste discharge
Culture and behaviour
Resettlement and relocation
Community investment
Dust
Ecology and biodiversity
Health and safety
Contractor
Resolved immediately or within 7 days
Resolved within 30 days
Resolved within 60 days
Resolved over 60 days
Resolving

Community Resilience: Building a Sustainable Future Beyond Mines

We firmly believe that the ultimate value of mining operations lies not only in resource extraction, but also in the ability to create long-term and sustainable prosperity for the communities and residents where they operate. As a partner, one of our core goals is to work together with communities to enhance their resilience to change and challenges, enabling them to sustainably develop and thrive both inside and outside the lifecycle of the mine. We empower community core capacity building through systematic investment, including education and skill enhancement, diversified economic opportunity cultivation, community self-governance and leadership development, to help communities better anticipate, adapt to, and benefit from external changes such as economic transformation and climate change.

Training and Skill Empowerment

We are committed to improving the skills of community members, expanding their development paths, and enhancing their employment competitiveness and economic mobility in the context of economic diversification. Our approach is not limited to building schools, but also includes establishing scholarships, providing vocational training that is complementary to mining and local industries, and supporting the cultivation of innovation and entrepreneurship abilities. For example, we encourage and fund young people to participate in technical and management training to help them obtain high-quality employment and development opportunities in the mining industry chain and broader economic sectors.

In the Democratic Republic of Congo, Africa

CARRILU, a subsidiary of the Company conducted a comprehensive assessment and analysis of residents' needs through community surveys, and learned that the lack of schools and low building quality in the surrounding community have long plagued the community. After multiple community meetings and communication plans, the construction of community primary schools has been identified as a priority for support. During the reporting period, three primary schools in Mpondo and other communities were completed and put into use with the support of CARRILU. The schools also received donations of stationery, books, and food supplies. COMMUS, a subsidiary of the Company has launched the Kabeba Elementary School aid project, which significantly improves the school environment for children by constructing new safe school buildings, improving teaching facilities and surrounding traffic conditions, and reducing safety risks and learning disruptions caused by old school buildings and rough roads.

In South America

In Colombia, Continental Gold partnered with the government, educational institutions, and foundations to establish the "Buriticá Education Alliance." Since the launch of the education support programme in 2013, it has expanded from basic education to higher education and introduced various initiatives, including teacher training, facility improvement, and psychosocial support. By the end of 2025, the programme had benefited over 2,600 community members, while 76 higher education scholarships were distributed, covering 304 family members. Additionally, technical training programmes have reached over 4,000 people, effectively reducing school dropout rates and enhancing vocational skills within the community. Graduates have gained greater advantages in employment and entrepreneurship opportunities. In Guyana, Aurora Gold Mine collaborated with the Mining School and Training Centre to implement a talent development programme. In 2025, young interns successfully completed a five-week internship. Guided by geological mentors at Aurora, four trainees carried out hands-on practical tasks and operational training, systematically learning core mining skills and enhancing their professional capabilities and career development.

In Serbia, Europe

The "For the Future" education programme jointly initiated by Serbia Zijin Mining and Serbia Zijin Copper has covered more than ten schools in Bor and Majdanpek cities. Serbia Zijin Mining has donated textbooks and backpacks to 3,148 students in 9 local primary schools for four consecutive years, and funded the renovation of school canteens. Serbia Zijin Copper has purchased new kitchen equipment for multiple schools in the city of Majdanpek, ensuring the health and safety of students' meals. They have also donated multimedia equipment, updated sports halls and amusement facilities, and comprehensively improved students' learning and living conditions.

In Australia

In Australia, Norton has partnered with universities to establish the "Zijin Mining Scholarship", which will provide 10 special scholarships annually for mining related majors starting from 2025. The winners not only receive rewards, but also have the opportunity to intern at Norton mines, achieving a seamless transition from the classroom to the mine. While growing together with the community, they also reserve more local and international talents for the future of the mining industry.

In China

In China, Zijin Copper uses the "Big Tree", "Golden Valley", and "Little Stream" brands as a link to connect high-quality educational institutions and resources, leading the construction of the Longyan College Industry Education Integration Base and promoting the allocation of high-quality educational resources to remote mountainous areas; Simultaneously supporting college students to carry out internships and social practice activities, forming a long-term exchange and assistance mechanism, and jointly participating in public welfare undertakings with multiple subsidiaries of Zijin in Longyan, to help build a high-quality education ecosystem in the region.

Economic Opportunities and Livelihoods

We activate and empower the local economic ecosystem through various means, ensuring that communities can fully participate in and benefit from the development opportunities brought by mining activities. This includes vigorously promoting localised procurement and prioritising the purchase of products and services from local small and medium-sized enterprises; Provide entrepreneurial support and skills training to assist local enterprises in their development; And indirectly creating a large number of job opportunities through our supply chain. These measures aim to promote the diversification of local economy, reduce dependence on a single industry, and build a solid livelihood foundation for the community.

In the Democratic Republic of Congo, Manono Lithium signed the province's first five-year Social Responsibility Agreement with the community through a "capacity-building" approach to community investment. Manono prioritises hiring local employees, providing project related supporting services and opportunities to local transportation companies and small and medium-sized contractors, and providing technical and financial support, driving nearly 2,000 direct and indirect employment and bringing stable income to thousands of families. In addition, the Likasi-Manono damaged road repair project has greatly improved local transportation conditions, facilitated the flow of goods, stabilised local prices, and contributed to the gradual recovery of commercial activity. Various types of businesses such as grocery stores and repair shops have emerged, and public welfare infrastructure, including healthcare and education facilities, has been effectively improved.

We promote and implement community beekeeping industry projects in multiple subsidiaries worldwide. Colombia Continental Gold supports the development of community beekeeping industry by La Reserva Association, providing investment in processing infrastructure, professional equipment, and institutionalisation support, promoting project participation in expos and business negotiations, and funding the construction of community experience centers. The project directly benefits six municipalities in western Antioquia, with 95 households participating. Compared to only 8 households in 2019, it has achieved nearly 12 times the industrial scale growth and won awards such as the CFA Foundation's "Agricultural Innovation Leading Rural Entrepreneurship Project"; During the project implementation, 3,000 indigenous trees were planted, 200 hectares of native forest were restored, and seven local bee species were protected. Additionally, five protective devices were installed at community water sources, and 47 ecological conservation agreements were signed with local farmers, jointly fulfilling the responsibility of building an ecological and green community. Serbia Zijin Mining and Serbia Zijin Copper continue to support the development of community beekeeping associations such as Slatina Slatina, Krivelj and Abina, providing financial assistance such as organising exhibitions, inviting expert lectures, organising field visits, and funding vaccine procurement. To help solve the problem of honey sales, the two subsidiaries actively organize or promote their own companies, contractors, and partners to directly purchase community honey in cooperation with beekeeping associations. At the same time, they support community agricultural product market and expo activities to broaden sales channels.

We promote and implement community agriculture planting projects in multiple subsidiaries worldwide. During the reporting period, Serbia Zijin Mining and Serbia Zijin Copper supported the construction of local community ecological orchards, providing more than 7,500 high-quality seedlings such as apples, pears, cherries, etc. that are suitable for local planting to farmers. At the same time, they launched the construction of ecological organic greenhouses and technical guidance, creating a demonstration base for pollution-free agricultural products. Zijin Construction Group, a subsidiary of the Company, has implemented a "cooperative vegetable project" in local communities in the Democratic Republic of Congo, providing villagers with agricultural tools, seeds, fertilisers, and other material support. Professional technical personnel have been dispatched to provide full planting guidance, and a commitment has been made to purchase and guarantee the income of villagers. As of the end of the reporting period, the project has cultivated and planted about 15 acres of vegetables, with a cumulative purchase volume of nearly 900 kilograms. Colombia Continental Gold and Peru's Río Blanco Copper continue to build brand projects such as "Planting the Future" - coffee industry. During the reporting period, they have continued to expand coffee planting areas, improve processing techniques, promote the creation, promotion, and sales of coffee brands, and help export to international markets such as China and Kenya; In the future, we will work together with NGOs and research institutions to actively explore and promote the innovative integration model of "coffee+tourism", and promote the diversification and transformation of local industries.

Empowering Women's Economy and Livelihoods in Communities

The Company helps community women improve their abilities and increase their income through industry support, skills training, entrepreneurial support, and other means.

In Colombia, Continent Gold supports the establishment of Moggoth Women's Company, providing mineral processing skills and safety training, creating 140 direct employment positions and 15 indirect positions. 100% of the workforce comes from the project's impact area, with 55% being the main income earners. The project provides employment opportunities to help women improve their lives and realise their self-worth.

In Serbia, the Company has launched the "handicraft entrepreneurship" project since 2022, providing skills training and entrepreneurial support for women facing employment difficulties, helping local women to start small shops and achieve stable operations.

In Tajikistan, the Zeravshan project provides agricultural skills training, guides local women in planting in arid areas, and achieves stable income through targeted underwriting, effectively improving women's economic status and living dignity.

In Suriname, Rosbel Company is implementing a handicraft entrepreneurship skills training programme in the Nieuw Koffiekam community. The training focuses on building the entrepreneurial ability of women in the community. In response to the requirements of women in the community, it provides guidance on the entire process of soap production and sales entrepreneurship, opens up new income channels for 20 families, and enhances the community's ability for independent development.

Community Health and Welfare

Actively promoting community health and well-being is an extension of our core values and safety philosophy, and is highly consistent with our goal of supporting community resilience. In many operational locations, the workforce and community are inseparable entities. We believe that supporting the basic health needs of local communities also lays a foundation for the safety and well-being of employees. There are significant differences in the maturity of healthcare systems, disease spectrum, and health status among different communities. We are committed to gaining a deeper understanding of these characteristics and working together with local communities to address regional health challenges.

In various mining areas around the world, we prioritise solving the problem of community healthy drinking water. We have implemented "Healthy Drinking Water Projects" in subsidiaries such as Serbia Zijin Mining, COMMUS, Manono Lithium, and CARRILU in the Democratic Republic of Congo (DRC), as well as Nkwe in South Africa and Rosebel in Suriname. By upgrading the water supply network and installing water purification systems, we have effectively ensured the drinking water safety of residents in the communities where the projects are located.

We focus on supporting public health services and medical capacity building in neighboring communities where we operate. Since 2022, Serbia Zijin Copper has launched the "Health Defender" medical support programme, continuously improving the public medical service capabilities of Bor and Majdanpek cities, benefiting tens of thousands of local residents. In 2025, the Aurora mine's medical centre provided medical assistance and emergency support to over 200 people in and around the mining area, covering emergency response, accidental injury rescue, and other scenarios. It successfully rescued a newborn and a mother aboard a vessel on the Cuyuni River, fulfilling its commitment to safeguarding lives. In addition, multiple subsidiaries such as COMMUS, West Copper, Ashele Copper, AGM, etc. have also invited Chinese or local medical teams to conduct free consultations at the project site multiple times, providing free medical services for employees and community residents.

Suriname Rosbel Healthy Drinking Water Livelihood Project

During the reporting period, the Rosbel Gold Mine's drinking water project, which was built in Marshallkreek Village, Brokopondo District, Suriname, was officially handed over. The project solved the drinking water safety problem for 156 residents in the village by repairing and expanding the water supply network and installing a water purification system. Previously, the residents of the village mainly relied on government provided water storage facilities to collect rainwater as a drinking water source, making it difficult to ensure the safety and stability of the water supply. The total investment of this project is nearly USD450,000. The newly built water purification system is connected to the water supply network of Suriname Resources Management Company and includes two years of system maintenance services.

Serbia Zijin Mining "Warm Lunch" Project

Serbia Zijin Mining has paid attention to the problem of ensuring meals for primary school students in Bor, Serbia, and actively responded to community concerns about people's livelihoods. During the reporting period, the company invested USD350,000 to launch the "Warm Lunch" ESG special project, which modernized and renovated the kitchens and dining areas of five schools, and provided supporting facilities such as delivery vehicles to provide safe and nutritious free lunches for students on campus. The project establishes a multi-party collaborative supervision and digital management mechanism to ensure the standardisation, transparency, and sustainability of operations, directly benefiting about 3000 primary school students, effectively reducing the economic burden on families, improving the nutritional and health status of students, and providing strong guarantees for the healthy growth of children.

Community Leadership and Capacity Building

We support communities in enhancing their ability for autonomous decision-making and governance, ensuring that they can take the lead in their own development agenda. We collaborate with local governments, community organizations, and non-governmental organisations to empower community leaders and organisations through joint project design, resource allocation, and management training. We support independent projects in emergency rescue, environmental protection, cultural heritage inheritance and other fields in the community, aiming to cultivate the inherent ability of the community to independently solve problems, ensure that the achievements of development are shared by the community, and the driving force of development is endogenous to the community.

Liex Plateau Rescue and Refuge System Project

In the Fiambalá region of Catamarca Province, Argentina, the high-altitude terrain of the Andes Mountains is complex and the climate is harsh, with an average of more than 120 mountain climbing accidents per year, while the local government's rescue coverage rate is only 40%. Liex has invested approximately USD1.2 million (including procurement of rescue equipment, shelter construction, material supply, and personnel training) to establish a high-altitude emergency management system of "active rescue+emergency shelter", including the construction of two emergency shelters equipped with oxygen supply equipment and materials, the formation of professional rescue teams, and the provision of 3-4 training sessions per year. The project successfully shortened the average rescue response time to 1.5 hours (4 hours on average in the region), rescued over 80 trapped individuals, achieved zero casualties, and reduced the accident rate of members of the tourism association by 40%. At the same time, the shelter adopts a solar power supply system, and the rescue route avoids ecologically sensitive areas, taking into account environmental protection.

Continental Gold in Colombia promotes community cultural protection and development

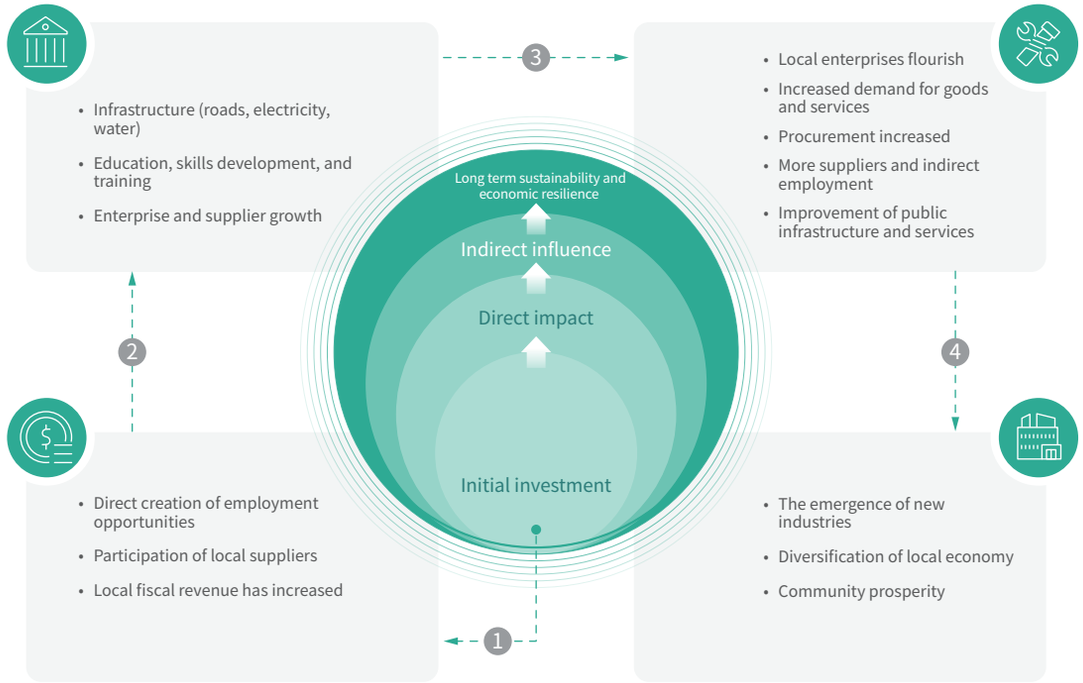
Continent Gold actively promotes cultural protection, facility improvement, and cultural tourism development in the Buriticá mining area community. The company invests an average of approximately 450 million Colombian pesos annually, and collaborates with the government to complete the renovation and renovation of the Cultural House Museum and Dance Hall. It provides instrument and art training for over 150 young people and helps 80 local musicians participate in band performances and professional development. During the reporting period, Continental Gold continued to improve its long-term cultural participation mechanism, creating distinctive platforms such as rural traditional music festivals, heritage and cultural programs, municipal cultural chairs, and "literary cafes" to promote cultural exchange, knowledge dissemination, and identity recognition. This project directly benefits more than 16,000 people, and activities such as rural music festivals and cultural parades attract a large number of tourists, effectively activating cultural tourism and local economy, making Buriticá a well-known cultural business card in the region.

Rosebel in Suriname supports the construction project of "Gaawan Osu" memorial facilities in Rosebel

During the reporting period, Rosebel officially transferred the newly built "Gaawan Osu" memorial facility to the Nieuw Koffiekamp community through its RCF community fund. The project originated from the proactive demands of the Nieuw Koffiekamp community, and Rosebel actively responded and funded the construction. This facility aims to provide community residents with an exclusive mourning space that conforms to local cultural traditions, meets the spiritual, emotional needs, and social traditions of the community, and provides a solemn and suitable place for residents to bid farewell to their loved ones and hold traditional mourning ceremonies. During the handover ceremony, General Manager of Rosebel stated that supporting community cultural needs is equally important as promoting various development projects, demonstrating the partnership and mutual respect between businesses and communities. In the future, the mourning facility will be independently managed and maintained by the community according to its own customs.

Economic Contribution

Mining operations not only inject direct economic value into the countries and regions where they operate through job creation, local procurement, and payment of taxes and royalties, but also support key public functions such as education and infrastructure. It is our core commitment as responsible corporate citizens. We are committed to becoming long-term partners in community development, identifying key issues of common concern such as economic diversification, community resilience, and livelihood improvement through continuous dialogue with local governments and communities, and translating these insights into targeted voluntary social investments.



The social multiplier effect of Zijin Mining's investment

Our community investment decisions strictly follow the principle of "tailored to the enterprise and precise implementation", based on systematic social impact assessment and community demand research, prioritising resources towards areas that build long-term endogenous capacity of the community, including supporting local economic development and industrial diversification, enhancing education and vocational skills training, improving basic infrastructure such as healthcare and clean drinking water, caring for vulnerable groups, and protecting cultural heritage. These efforts aim to go beyond mere financial contributions and work together with the community to build lasting prosperity and resilience, achieving true shared value creation. We believe that transparent disclosure of economic contributions and community investments is an important cornerstone for building trust, enhancing governance, and promoting responsible resource management.

"Zijin Marathon" in Bor, Serbia

Economic Contribution to the Host Country

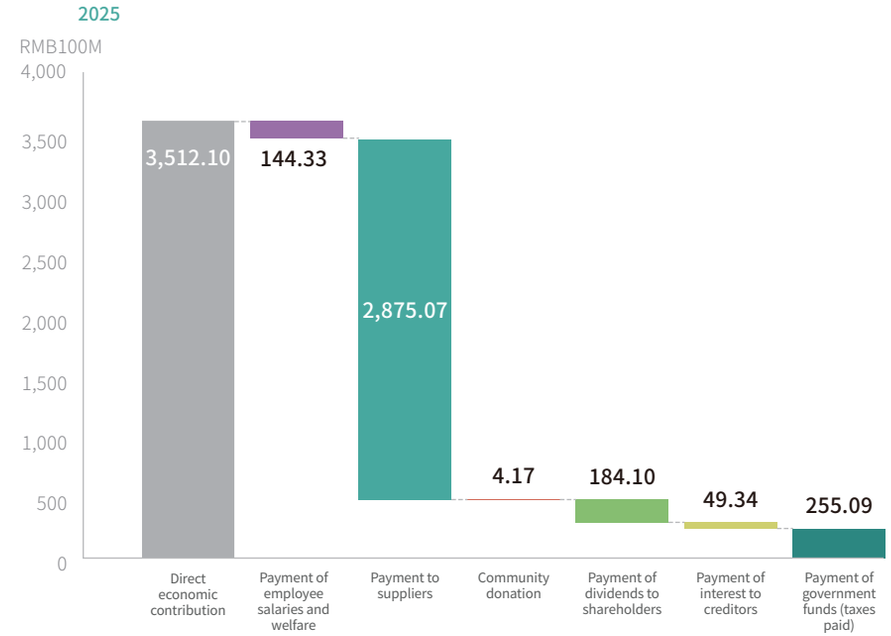
As a responsible global mining enterprise, we consider compliant operations and transparent financial contributions as core responsibilities in supporting the economic and social development of host countries and regions. Our economic activities inject vitality into the local area through multiple channels: paying salaries and benefits to employees, purchasing products and services from local suppliers, paying returns to capital providers, and legally paying various taxes, royalties, and other statutory fees to governments at all levels. These direct and indirect contributions together constitute substantial support for the host country's finances and community prosperity.

During the reporting period, our total direct economic contribution amounted to 351.21 billion RMB, including: RMB287.507 billion paid to supplier, RMB14.433 billion in salaries and benefits paid to employees, RMB 18.41 billion in dividend payments to shareholders, RMB25.509 billion paid to governments (including income tax, royalties, net export tax, export tax, non-profit tax, and foreign dividend withholding tax after net tax refunds), RMB4.934 billion in interest payments to creditors; and RMB417 million in community donations. For detailed financial information on key economic contributions to the government and cash payments, please refer to the relevant tables in the ESG performance data section of this report.

We practice high standards of financial transparency and tax compliance in all operating jurisdictions. The global tax strategy is committed to achieving a win-win situation: supporting the economic development goals of the host country while ensuring the sustainable operation of enterprises; We advocate and support the establishment of a fair, stable, and predictable tax policy environment. For more related content, please refer to sections such as "Tax Transparency Management" in this report.

▸ Economic Contribution Data

Indicator	Unit	2025	2024	2023	2022	2021
Economic value of direct economic contribution/distribution	RMB100M	3,512.06	3,186.1	3,247.48	2,853.9	2,359.1
• Payment of employee salaries and welfare	RMB100M	144.33	119.29	98.35	91.08	71.51
• Payment to suppliers	RMB100M	2,875.07	2,724.76	2,854.44	2,511.4	2,106.5
• Community donation	RMB100M	4.17	2.87	2.97	2.51	2.68
• Payment of dividends to shareholders	RMB100M	184.10	105.66	96.6	81.15	53.75
• Payment of interest to creditors	RMB100M	49.34	57.53	57.46	39.53	24.04
• Payment of government funds (taxes paid)	RMB100M	255.09	175.99	137.66	128.26	100.6
Social contribution	RMB100M	1,091.14	749.6	561.83	509.04	394.83
Social contribution value per share	RMB	4.10	2.82	2.13	1.94	1.53

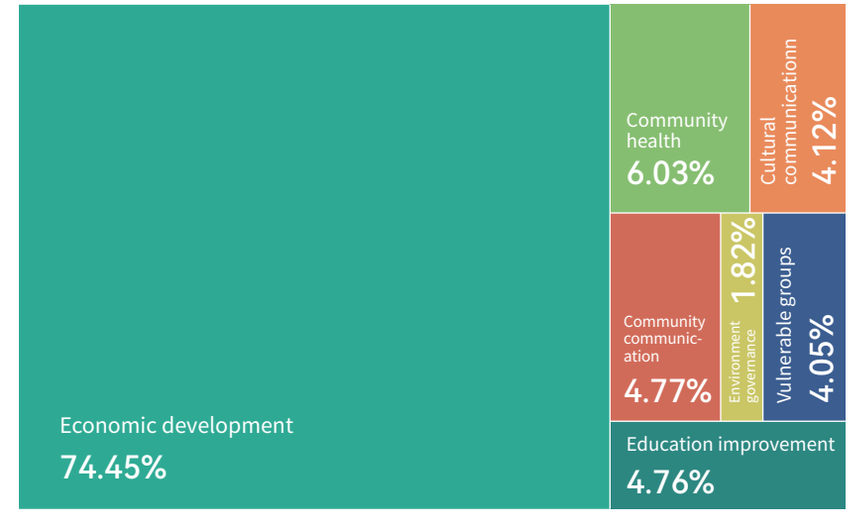


Community Investment

We firmly believe that the community is the best definer of its own development needs. Therefore, our community investment is not one-way giving, but a long-term partnership built on continuous dialogue, deep participation, and shared goals. We directly fund social investment projects through our subsidiaries and carefully selected public welfare platforms, and encourage community led project design and implementation to ensure that investments accurately respond to local priority needs and empower communities to achieve independent and sustainable development.

We promise to invest 1% of the Company's net profit (based on the average level of the previous three years) into the local community, and increase investment when income allows. During the reporting period, we continued to increase community investment, with a total annual investment of RMB1.045 billion in community development and public welfare projects, covering multiple fields such as education, healthcare, and infrastructure for people's livelihoods.

▸ Proportion of community investment



Rural Revitalsation

We focus on industrial revitalization, talent revitalization, and ecological revitalization in the communities where our projects are located in China, promoting the formation of a new pattern of coordinated development between mining and rural areas.

1 Industrial revitalisation

Through models such as "company+cooperative+farmer", support characteristic breeding and animal husbandry, and utilize enterprise resources to explore market channels. For example, in the surrounding areas of multiple projects (including Fujian and other regions), help establish ecological agricultural product brands and incorporate qualified products into the employee welfare procurement system, forming a sustainable production and sales cycle.

2 Talent revitalisation

Establish the "Zijin Rural Craftsman" training program to provide vocational skills training related to mining or rural industry development for local youth and workers. At the same time, special scholarships will be established to support local students' further education, and priority will be given to providing them with internship and employment opportunities to retain talents in rural areas.

3 Ecological revitalisation

Combine ecological restoration of mines with improvement of rural living environment. Investing in the construction of rural parks, ecological wetlands and other facilities in the closed pit mining area or around existing projects not only fulfills ecological responsibilities, but also provides leisure places for communities, exploring a new path of rural revitalisation of "industrial sites+ecological tourism".

Xinjiang Ashele Copper Helps Farmers and Herdsmen

Traditional pastoral villages such as Kalaxilike Township in Kulebai Town, around the Ashele Copper Mine in Habahe County, Xinjiang, have long been plagued by problems such as steep pastures and blocked irrigation channels, which seriously restrict the development of agriculture and animal husbandry and the increase in income of herdsmen. The project has been implementing pastoral maintenance and expansion, as well as mechanised dredging of irrigation channels for two consecutive years, accurately addressing the urgent needs and concerns of farmers and herdsmen. As of the end of the reporting period, the project has completed the renovation and expansion of over 30 kilometers of summer pastures, achieving "zero casualties" in the transfer of livestock. The transfer time has been reduced from 6 hours to 2 hours, significantly improving safety and production efficiency; Completed dredging and dredging of over 13 kilometers of irrigation channels, doubled irrigation efficiency, effectively ensured stable and increased production of forage, and solidified the foundation of aquaculture. The project directly covers 4 pastoral villages and over 100 households of herdsmen, significantly improving production and living conditions, reducing production and operation costs, and enhancing the confidence of farmers and herdsmen in development.

Resettlement

Mining projects sometimes require community relocation and resettlement. Without careful management, this process may disrupt residents' lives and affect the relationship between the two parties. For us, when relocation is necessary, we see it as an opportunity to create and nurture sustainable livelihoods, enhance community resilience, and safeguard the long-term well-being of local communities.

> "Relocation is not just a transfer of physical space, but also ensures that the affected communities can become stronger in the process and obtain better development opportunities and long-term living security. Zijin Mining follows international best practices and prioritizes livelihood security, infrastructure construction and economic resilience cultivation, and strives to create lasting benefits for the community that transcend the mine life cycle."
>
> ——Zijin Mining Sustainable Development Manager

We strictly avoid involuntary resettlement and prioritise alternatives to minimise the displacement of residents. When involuntary relocation is necessary, the Company ensures that all land acquisition is carried out in accordance with applicable laws, regulations and international best practices. In accordance with the requirements of IFC's "Performance Standard 5: Land Acquisition and Involuntary Resettlement", before resettlement begins, we will cooperate with local stakeholders, government agencies, NGOs, lawyers, resettlement experts or other third parties to formulate documents such as the Resettlement Policy Framework (RPF), Livelihood Restoration Plan (LRP), Resettlement Action Plan (RAP) and Stakeholder Participation Plan (SEP) to ensure that the resettlement legality, transparency and participation in the entire resettlement process, minimising adverse impacts, restoring or improving livelihoods and living conditions, and ensuring they receive fair treatment, fair compensation, reasonable resettlement and sustainable livelihood restoration skills.

Our relocation and resettlement work follows the principle of "loss reduction first" and only initiates this process as a last resort. During the implementation process, we strictly followed international practice standards, including International Finance Corporation (IFC) Performance Standard 5: Land Acquisition and Involuntary Resettlement, to ensure that the process was fair, transparent, and inclusive:

- Every step of the work (from planning to execution) is subject to supervision and evaluation by internal and external independent experts to ensure compliance.
- The compensation standard is jointly determined by the joint competent departments of the enterprise and independent experts, fully referring to international good practices, and fully considering the full replacement value of the assets (for example, crop compensation covers the full cycle loss from planting to harvesting).
- We adhere to the principle of "compensation first, relocation later" and will not advance land clearing or project construction before resettlement and compensation are completed; at the same time, we are highly vigilant about minority groups taking advantage of opportunities to seek profit, and safeguard the interests of the broader community through prudent communication and risk management.

Our core goal is to effectively improve the lives of relocated families: this not only means providing new housing and land, but also investing in resources such as education, employment, infrastructure and social services to create lasting benefits for the community beyond the mine operation cycle. Through our continuous tracking and evaluation of relocation projects, most families who have completed relocation have had their living standards improved.

Throughout the entire process of planning and implementation of relocation and resettlement, we have established an evaluation committee to ensure the rationality of the evaluation standards through consultation with the community. At the same time, we know that everyone has the right to make their own choices, so we have set up a "relocation working group" to respect the residents' independent wishes and provide support throughout the process. At every stage of the resettlement process, we prioritize dialogue, transparency, livelihood restoration and long-term sustainability. Our relocation principles, policies and community participation initiatives are disclosed to the public through multiple channels

Future plans

01 Coordinate the global community development projects of our organisation, establish a sound community development investment framework, and formulate short-term, medium-term and long-term action plans to support Zijin in optimising the governance and performance of its social development initiatives.

02 Continuously enhance the professional competence of Zijin's community practitioners through performance practices of community co-development.

03 Explore the establishment of a social performance evaluation system based on clear outcome indicators to more scientifically measure the co-created value and guide more precise and effective future investments.

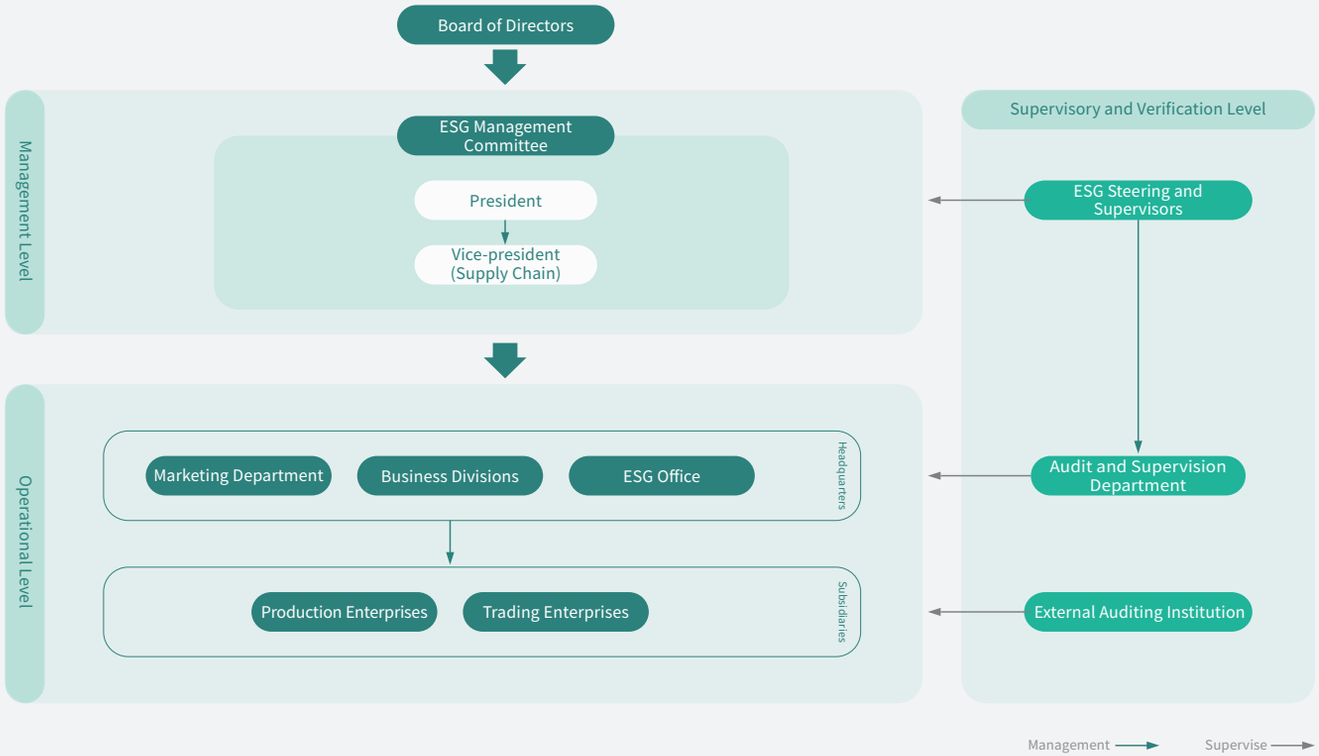
Responsible Supply Chain

We uphold the shared development concept of "Mining for a Better Society" and are committed to "Providing the Materials that Improve Standards of Living in a Low-Carbon Future", while actively promoting responsible supply chain management. In the process of cooperating with suppliers, we fully consider the social, ethical, and environmental impacts, ensuring that every link in the supply chain meets the requirements for responsible and sustainable development by strengthening due diligence and risk management. This is a fundamental prerequisite for doing business with us.

We focus on collaboration with experts, industry alliances, partners and customers to fully understand the potential impacts and attributes of products in the supply chain and life cycle, ensuring that all actions in the supply chain comply with high social and environmental standards. By adopting systematic management measures, we are committed to identifying, preventing and mitigating possible adverse impacts on people, the environment or corporate reputation, ensuring that mineral resources are produced and sourced in a responsible and compliant manner, while meeting regulatory requirements and the expectations of other external stakeholders. We always insist on achieving mutual benefits and win-win results between enterprises, society, the environment and supply chain partners, and jointly contribute to socioeconomic progress and community prosperity.

Governance

The Strategic and Sustainable Development (ESG) Committee of the Company's Board of Directors is the highest decision-making body for responsible supply chain management. Under its strategic guidance, the Vice President responsible for supply chain management within the ESG Management Committee provides specific oversight and guidance to the operational team in implementing management practices. At the headquarters level, a responsible supply chain expert team has been jointly established by the Marketing Department and the ESG Office. Business departments are responsible for guiding their respective subsidiaries in implementing responsible supply chain management. Trading enterprises, smelting and processing enterprises, and mining enterprises have each established their own management systems tailored to their specific roles within the supply chain and operational characteristics, while actively collaborating with upstream and downstream partners to ensure responsible supply chain practices.



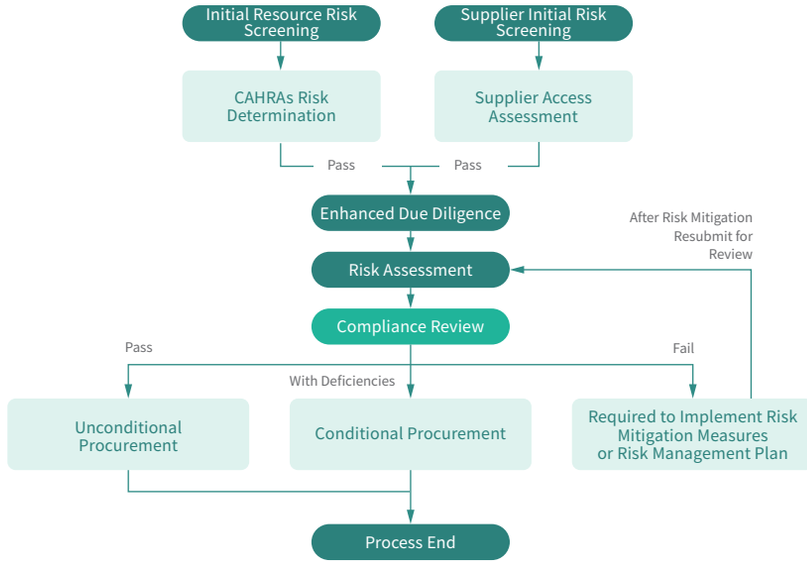
Zijin Mining Responsible Supply Chain Governance Structure

Risk Management

Zijin Mining pays close attention to risks within the global supplier network, including corruption, human rights, conflict minerals, environmental concerns, occupational health and safety, climate change, and product quality. The Company identifies key suppliers based on factors such as the quantity, value, and types of supplied materials, systematically identifies and maps supply chain risk categories, and develops corresponding supply chain management approaches.

We continuously improve the identification mechanisms for environmental, social, and governance (ESG) risks within its supply chain, systematically implementing risk management throughout the entire supplier management process. We are actively advancing the development of Zijin Mining's supplier ESG evaluation system, which encompasses three core dimensions—environment, social responsibility, and corporate governance—as well as 15 detailed indicators. The ESG evaluation results for suppliers are classified into three risk levels: high risk, medium risk, and low risk.

If a supplier is found to pose significant risks, a risk management plan will be promptly developed and implemented based on its position and influence in the supply chain to contain or mitigate the risk. For suppliers with extremely high risks, Zijin Mining will immediately suspend or terminate the partnership.



Zijin Mining Materials Procurement Review Process

Risk Name	Risk Description	Risk Mitigation
Corruption	Corruption may manifest as bribery in the procurement process, lack of transparency in supplier selection, and other behaviours. Such issues may undermine the fairness and compliance of procurement, drive up production costs, and affect production efficiency and quality.	On the one hand, awareness will be enhanced through anti-corruption training and education for key procurement positions. On the other hand, key positions and key suppliers will be supervised through mechanisms such as complaint reporting, internal control, supervision and audit (see the chapter "Compliance and Business Ethics" for details). All potential suppliers undergo pre-screening for corruption and compliance issues, and investigations are conducted when leads arise.
Human Rights and Conflict	Mineral supply chains in some high-risk areas may involve human rights risks such as child labour, forced labour and unfair working conditions, and may provide financial support to armed conflicts during mining and trading. Inadequate scrutiny may embolden such human rights abuses and armed conflict forces, resulting in indirect harm.	Based on identified key suppliers, we will trace the main transit countries, ports and transportation companies in the cargo supply routes. With reference to high-risk and sensitive region lists including the EU Conflict-Affected and High-Risk Areas (CAHRAs), the Heidelberg Barometer, the Fragile States Index, and sanction lists of the United Nations and host countries, we will conduct enhanced due diligence on suppliers from or passing through these regions to ensure effective control of supply chain risks.
Environmental Protection and Occupational Health and Safety	Suppliers that disregard environmental protection and the health and safety of workers are inconsistent with Zijin Mining's values. Poorly managed operations reflect a supplier's inability to meet the supply chain standards expected of a global enterprise. Additionally, compliance penalties related to environmental protection and safety could result in disruptions to the supply of goods at any time.	ESG reviews will be integrated into supplier access and daily management, covering safety, environmental protection, legal compliance and other aspects. On-site assessments will be conducted for high-risk suppliers, and necessary safety and environmental training will be provided to key suppliers to strengthen their risk management capabilities.

Strategy and Management Approach

Zijin Mining implements the "Supplier Management Measures for Material Procurement", "Responsible Supply Chain Policy", "Business Ethics Policy" and other management systems to promote suppliers to conduct business responsibly in a manner that aligns with business ethics, ensuring that suppliers' relevant ethical, safety, health, and human rights standards, as well as social and environmental performance, are consistent with Zijin Mining.

We also include the requirement to comply with the "Responsible Supply Chain Policy" in the standard procurement agreements signed with suppliers, striving to align the ethical, safety, health, and human rights standards. as well as social and environmental performance standards of suppliers with ours.

Supplier Code of Conduct

- Legal Compliance: Strictly comply with all laws and regulations in the operating location as a basic premise for cooperation.
- Business Ethics: Legally protect business secrets, intellectual property, and customer information; adhere to fair, transparent, and honest cooperation and while eliminating unfair competition, corruption, bribery, kickbacks, and the transfer of benefits; establish a reporting and whistleblower protection mechanism, strictly prohibiting retaliation.
- Ecological and Environmental Protection: No major environmental violations or pollution incidents, promote green and clean production, ensure proper disposal of pollutants, and increase the use of clean energy; establish a low-carbon management system, conduct carbon footprint accounting and reduction, achieving or exceeding industry standards.
- Labour and Human Rights: Strictly prohibit child labour, forced labour, and modern slavery, while ensuring the protection of employees' fundamental rights. Oppose all forms of discrimination, bullying, harassment, and intimidation. Respect employees' rights to freedom of association and collective bargaining, and provide fair remuneration, benefits, rest, leave, and social insurance.
- Occupational Health and Safety: Implement an occupational health and safety management system, strengthen safety training and risk prevention, prevent occupational diseases and safety accidents; possess emergency response capabilities to minimise personnel, environmental, and social impacts.
- Community and Cultural Respect: Respect community cultures, traditions, and beliefs, and ensure the right of Indigenous peoples to be informed and to participate; establish regular communication and grievance mechanisms, promptly address and resolve legitimate concerns.
- Compliance Operations in High-Risk Areas: Strictly adhere to international due diligence management standards in conflict-affected and high-risk areas, not participating in or supporting any acts that violate human rights, illegal armed activities, or violate international humanitarian law, strictly prohibiting bribery, corruption, and money laundering.
- Complaint and Rights Protection: Establish a standardised, transparent complaint mechanism, clarify processes and feedback timelines, effectively safeguarding the legal rights and interests of employees, communities, and all stakeholders.

You may learn more about our "Responsible Supply Chain Policy" on our official website.

During the reporting period, we organised the refinement and revision of policies such as the "Measures for the Management of Sourcing and Procurement", " Supplier Management Measures for Material Procurement", and "Commodity Procurement, Sales, and Trading Policy", which were subsequently issued and implemented. We apply graded management of supply chain risks based on the region, business type, and historical compliance performance of suppliers. For identified potential high-risk suppliers, in addition to conducting due diligence and relevant on-site assessments, we also attempt to encourage their continuous improvement in environmental, social, and governance performance through the formulation of rectification plans and provision of necessary capacity-building support, rather than simply terminating the cooperative relationship in a "one-size-fits-all" manner, supporting the overall sustainable development of the relevant supply chain.

Responsible Supply Chain Management Framework

Supply Chain Due Diligence

Zijin Mining has established a systematic responsible supply chain management system based on "The Organisation for Economic Co-operation and Development's (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas" (Third Edition) and the China Chamber of Commerce of Metals, Minerals & Chemicals Import & Export (CCCMC)'s "Chinese Due Diligence Guidelines for Responsible Mineral Supply Chains". The Company adopts the due diligence framework of the above-mentioned guideline standards and ensures the transparency and sustainability of the supply chain through full-process management and control of risk identification, assessment, mitigation, monitoring, reporting and independent auditing. Adhering to the principle of continuous improvement, the Company works together with suppliers and stakeholders to formulate targeted risk mitigation measures; by regularly evaluating supplier due diligence results, it establishes a supplier "black and white list" management mechanism to determine whether the cooperation will continue. In addition, when the market environment changes, the Company will conduct additional risk assessments to ensure that the supply chain always maintains high standards of sustainability.

Supplier Access Assessment

Zijin Mining is committed to establishing long-term and stable cooperative relationships with suppliers, and has established a unified supplier access, evaluation and management system to this end, which covers materials procurement, product sales, and trade.

Access and evaluation mechanism: The Company has established clear access criteria and negative lists in accordance with the " Supplier Management Measures for Material Procurement" and the "Commodity Procurement, Sales, and Trading Policy". During the access process, the Company conducts a comprehensive evaluation of suppliers across three dimensions: environmental protection, social responsibility, and corporate governance. Suppliers are required to sign an ESG Responsibility Agreement, committing to comply with the Company's "Corporate Code of Conduct" and relevant policies and regulations. Suppliers with significant ESG risks are strictly prohibited from access, while specific types of suppliers must undergo centralised review or on-site inspections before being included on the approved supplier list (white list).

We have formulated the "Supplier Management Measures for Material Procurement" to strictly regulate supplier evaluation and access, and score suppliers from three aspects: environmental protection, social responsibility and corporate governance. During the reporting period, we conducted qualification reviews on 3,436 suppliers, and admitted 1,526 qualified material suppliers and 12 raw material suppliers, with an access rate of 56%.

What is Zijin Mining's supplier access assessment?

Supplier Access Application	Prospective suppliers submit access applications and relevant qualification documents (business licenses, certificates, past ESG performance, etc.).
Preliminary Document Review	The Procurement and Supply Chain Management Department reviews the application documents for compliance and completeness, and screens suppliers meeting basic requirements.
On-site Inspection and Scoring	A professional team conducts on-site inspections of suppliers that pass the preliminary review, focusing on production capacity, quality control, environmental compliance, labour rights, workplace safety and ESG management, and produces quantitative scores.
Collective Review	A supplier access assessment meeting is held, with representatives from Procurement, Quality, Safety, ESG, and other departments jointly reviewing the on-site inspection report and scoring results to form a comprehensive evaluation opinion.
Approval and Access	The review results are evaluated according to the hierarchy of authority. Once approved, the supplier is formally included in the Company's list of qualified suppliers, allowing subsequent cooperation to proceed.

Environment	Social	Governance
• Environmental Management System • Energy Consumption and Carbon Emission Management • Pollutant Discharge • Environmental Violation Records • Biodiversity Conservation	• Health and Safety • Product Safety • Labour Rights • Supply Chain Management • Community Engagement	• Business Ethics • Information Disclosure • Compliance Management • Corporate Governance • Risk Management

Supplier ESG Evaluation System

Supplier Performance Management

Dynamic management and collaboration: The Company manages its global suppliers centrally through an intelligent trading platform, sharing its sustainability principles and policies. Suppliers are required to complete the learning process before being eligible to register and submit quotations. In daily management, the Company dynamically tracks supplier performance and assesses supply chain risks through quarterly reviews, annual comprehensive reviews, third-party credit checks, collecting usage feedback, and verifying complaints and reports. Regular or ad hoc on-site inspections and information updates are also conducted to ensure ongoing supplier compliance.

Risk management and exit mechanism: Upon discovering that a supplier has committed serious breaches of contract, violations of the law, quality issues, or significant safety, environmental, or bribery-related issues, the Company will take appropriate measures based on the severity of the situation, such as suspending cooperation or blacklisting the supplier.

During the reporting period, we conducted on-site inspections and assessments on a total of 110 suppliers, focusing on the suppliers' on-site operating environment, production safety conditions, environmental protection measures, labour practices and other relevant social responsibility aspects. Through on-site inspections and centralised reviews, as well as verification of daily problems, a total of 558 critical suppliers were maintained, while 5 suppliers were permanently blacklisted.

▶ **Supplier Management**

Indicators	Units	Zijin	Zangge	Total	2024	2023
Total number of suppliers	\	26,737	430	27,167	22,065	6,712
• Suppliers from China	\	13,926	425	14,351	14,086	4,304
• Suppliers from other countries and regions outside China	\	12,811	5	12,816	7,979	2,408
Number of new suppliers	\	1,650	430	2,080	1,822	1,532
• Number of new suppliers screened using ESG criteria	\	1,282	430	1,712	1,822	1,532
Number of suppliers assessed using environmental and social criteria	\	6,738	430	7,168	5,456	3,845
Number of suppliers identified with actual or potential material negative ESG impacts	\	13	0	13	215	7
• Suppliers which have agreed to take rectification measures	\	8	0	8	4	2
• Suppliers with terminated cooperation	\	5	0	5	211	5
Number of blacklisted suppliers	\	269	97	366	211	180

Local and Diversified Procurement

We practice both global procurement and local procurement, fully consider the needs of the community, and give priority to purchasing materials with geographical advantages in the company's host countries. This includes initiatives such as:

- Local procurement strategy: Provided that the quality and price of local products and services are reasonable, each project will prioritise sourcing locally. Such procurement decisions support the development of the local economy, encourage the use of goods and services from local businesses, and boost local industries.
- Local market assessment: Project companies should thoroughly research the social and economic background of the local area, with particular attention to vulnerable groups who may have been unintentionally or systematically excluded from employment or local business opportunities.
- Diverse procurement channels: When carrying out localised procurement, the project will consider removing barriers for small companies to participate in bidding, promote fair competition, encourage different procurement channels, and develop strategies to overcome bidding obstacles, such as:
  - Advertise the tender to increase local awareness of the tender and ensure that more potential suppliers are aware of the opportunities to participate.
  - Utilise concise and clear pre-qualification processes to encourage more enterprises to participate in bidding.
  - Streamline and shorten the tendering process for small-scale local procurement to make it more accessible to small and medium-sized enterprises.
  - Reduce the complexity of material submission requirements, recognising that small suppliers may lack extensive track records or high revenue. Requiring financial information covering a lengthy historical period may present difficulties for these suppliers.
- Community cooperative projects: Relying on the community development mechanism, our community staff will communicate regularly with community representatives to understand the development and sales needs of community industries and products. We will make targeted purchases from projects cultivated and supported by the community.

Through local procurement, we support the development of local businesses, enhance local government tax revenues, and contribute to the growth of the community's economy. We regularly monitor the proportion of local procurement, which accounted for 82.41% during the reporting period.

We adhere to the principle of treating small and medium-sized enterprises (SMEs) equally and work with our partners to promote win-win outcomes within the industry. During the reporting period, the Company had no overdue payments to SMEs, and this information was publicly disclosed through the National Enterprise Credit Information Publicity System.

Conflict Minerals Management

Zijin Mining is committed to ensuring that neither its own operations nor its supply chain directly or indirectly fund or support armed groups in conflict-affected areas. The Company strongly opposes all forms of human rights violations, including forced labour, child labour, and environmental destruction. Zijin Mining consistently upholds a responsible approach, dedicated to protecting human rights and the environment, while ensuring the compliance and sustainability of its supply chain.

To support global efforts to regulate conflict minerals, we have established an internal conflict minerals management system to ensure that neither we nor our suppliers procure conflict minerals. In the selection and daily management of suppliers, we explicitly require them to strictly abide by the commitments prohibiting the use of child labour, forced labour, and conflict minerals.

We have systematically refined our conflict minerals management mechanism based on the five-step framework outlined in the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (Third Edition). Regular assessments are conducted on suppliers that may be involved with conflict minerals. Adhering to the principle of continuous improvement, we work with suppliers and stakeholders to discuss and develop risk mitigation measures for identified risks. Additionally, we guide suppliers in establishing and implementing responsible supply chain due diligence systems and regularly follow up on the effectiveness of their risk mitigation efforts.

In the process of risk management and control, we will adopt a management strategy of continuing cooperation or suspending cooperation; for unacceptable risks or situations where mitigation measures fail to work, we will adopt a management strategy of terminating cooperation.

Establishing a Robust Due Diligence System	Zijin Mining is committed to establishing a robust responsible mineral supply chain management system to ensure the sustainability and transparency of its supply chain. We have developed a Responsible Mineral Supply Chain Management Policy to define our management direction and screen compliant suppliers through the implementation of the "Supplier Code of Conduct". In addition, in accordance with the requirements of the "Chinese Due Diligence Guidelines for Responsible Mineral Supply Chains", we regulate the sourcing of minerals such as copper and zinc to ensure that suppliers conduct their due diligence to high standards. This lays a solid foundation for responsible mineral procurement.
Risk Identification and Assessment	In our supply chain management, we have developed a systematic process for identifying and assessing risks. This process evaluates suppliers' compliance and potential risks using a variety of methods, such as supplier questionnaires, identification and management of high-risk areas, online consultations, on-site visits, and third-party audits. We pay particular attention to conflict-affected and high-risk areas within the supply chain, ensuring that potential risks are promptly and effectively identified and addressed through a comprehensive and thorough risk assessment system. This ensures the security and compliance of our supply chain.
Risk Prevention and Mitigation	For the different risks that may arise in the supply chain, we have developed differentiated risk mitigation plans. Specific measures include adding ESG and sustainability clauses to raw material procurement contracts, planning for third-party independent audits of the due diligence management system, and tracking suppliers' implementation through questionnaires and work supervision forms. Through these efforts, we continuously improve risk prevention and mitigation mechanisms, ensuring controllability and stability at all stages of the supply chain.
Monitoring and Auditing	We operate a mineral supply chain due diligence management system and conduct audits of supply chain due diligence management through third parties.
Transparency and Reporting	We place great emphasis on the transparency of information disclosure. Through our subsidiary's official website, we publish annual due diligence reports, policy documents, and grievance mechanisms, thereby showcasing the achievements of our supply chain management to the public. At the same time, we actively promote industry best practices, encouraging supply chain partners and peers to participate in responsible supply chain due diligence management. We also proactively engage in global forums and events to drive continuous progress in responsible mineral supply chain management worldwide.
Collaborative Partnerships	At Zijin Mining, we are committed to building a responsive and well-supported supply chain framework. By collaborating with our suppliers to proactively address potential risks and challenges, we implement improvement plans that drive greater transparency and sustainability across the entire supply chain. We focus on cultivating long-term, trust-based partnerships with our suppliers. Through regular performance monitoring and evaluation, we ensure continuous optimisation of supply chain operations. Furthermore, we invest in technological innovation and collaborative R&D to enhance efficiency and sustainability. Together with our partners, we aim to achieve mutual growth and success.

During the reporting period, we continued to conduct thorough due diligence on the sourcing of raw materials for copper cathode, zinc ingots, gold, and silver. To comply with the requirements of the "Chinese Due Diligence Guidelines for Responsible Mineral Supply Chains" regarding on-site assessments in high-risk areas, our smelters engaged third-party organisations to carry out on-site evaluations of copper and lead-zinc mines in the Democratic Republic of Congo (DRC) and Eritrea. No significant human rights or environmental risks were identified. Additionally, Serbia Zijin Copper, Zijin Copper, Heilongjiang Zijin Copper, Jilin Zijin Copper, Bayannur Zijin, and Zijin Gold Smelting successfully passed their annual third-party audits for responsible sourcing. This demonstrates that the supply chain management practices for cathode copper and zinc ingots registered on the London Metal Exchange (LME), as well as gold and silver registered with the London Bullion Market Association (LBMA), are fully compliant with the responsible sourcing policies of these organisations. It also reaffirms the sustained effectiveness of our responsible sourcing system. Based on the results of third-party on-site assessments and ongoing due diligence, the Company identified no evidence of forced labour, child labour, environmental destruction, or other severe human rights and environmental risks in its supply chain. Should any potential risk clues be identified in the future, we will immediately initiate further investigation and response procedures.

Supplier Empowerment and Cooperation

Zijin Mining promotes the construction of a sustainable supply chain by empowering suppliers and is committed to improving the environmental performance and social responsibility level of the entire value chain. The Company has developed a complete assessment mechanism and management system, and through training activities encourages suppliers to continue to improve their management level and performance in areas such as labour rights, environmental protection, health and safety, and business ethics. Every year, the Company holds global supplier conferences and symposiums, and invites internal and external experts to share the latest ESG trends and regulatory requirements such as the supplier code of conduct, Zijin Mining policy standards, hazardous substance management requirements, etc., to encourage suppliers to comply with international norms. The Company awarded Excellent Collaboration Awards to two suppliers with excellent performance and "Excellent Collaborator" medals to three suppliers with excellent collaboration, encouraging them to continue to improve their ESG performance.

Zijin Mining places great emphasis on enhancing the capabilities of suppliers and procurement officers to address climate change issues. Through capacity building and awareness training for procurement officers and supplier auditors, the Company helps them better identify and manage social and environmental risks in the supply chain. In 2025, the Company organised a series of training sessions for suppliers and procurement officers, covering topics such as the supplier code of conduct and the supplier ESG evaluation system.

As an industry leader and key supplier, Zijin Mining places great importance on maintaining stable and fair cooperation with industry partners. Leveraging its advanced manufacturing capabilities and extensive supply chain experience, the Company operates its own brand and manufacturing business to support corporate brand development and global business growth while striving to enhance ESG performance across the entire value chain. During the reporting period, the Company participated in the International Forum on Sustainable Mineral Supply Chains organised by the China Chamber of Commerce of Metals, Minerals & Chemicals Importers & Exporters (CCCMC). Together with value chain partners, Zijin Mining discussed ESG development, shared its ESG strategic direction, and engaged in group discussions and exchanges.

Zijin Mining Pioneers a Responsible Supply Chain Ecosystem

1. Zijin Mining promotes centralised and intelligent procurement, with the procurement centre managing centralised purchasing for subsidiary mines and streamlining the entire procurement process. Additionally, the Company launched an e-commerce platform (Zijin Mall) to effectively reduce the procurement cycle for sporadic and small-amount materials. This centralised management approach not only enhances bargaining power in procurement but also reduces redundancies in intermediate steps through standardised processes.

2. Zijin Mining and its supplier Xiangtan Electric Manufacturing Group Heavy-Duty Equipment Co., Ltd. collaborated to form a technical research and development team to break through the technical bottleneck of the 20m^3 rail-mounted mine car. The Company provided user scenarios and technical support for free, and optimised and improved the technical solutions proposed by its partner HDZZ many times. The 20m^3 rail-mounted mine car jointly developed by both parties has been successfully rolled off the production line and sent to the site, achieving supply chain security and procurement cost reduction.

3. Zijin Mining vigorously promotes the adoption and application of new materials and technologies. The Company provided its partner, HJHY, with free use scenarios to trial the replacement of metal impellers with HZ650 extra-large silicon carbide impellers. The trials proved successful, effectively extending equipment lifespan, reducing procurement costs, and driving the implementation of new materials and technologies.

4. Establish supply chain carbon footprint tracking. Manufacturers that proactively provide their greenhouse gas emissions data and clean energy usage information, and demonstrate a high proportion of clean energy usage along with product carbon footprints better than the industry average, are granted priority access. This initiative aims to encourage key cooperative suppliers to increase their use of clean energy.

Future Plans

01 Continuously improve and standardise the processes, standards and transparency of responsible supply chain management.

02 Focus on resilience and risk response capabilities to ensure rapid recovery under unexpected circumstances and maintain stable supply chain operation.

03 Strengthen collaboration between upstream and downstream partners on responsible supply chain practices, share best practices and success stories, and encourage businesses within the supply chain to exchange knowledge and grow collectively.

04 Keep track of the latest technological development and industry trends related to supply chains.

Product Responsibility

We adhere to the integrity management philosophy of "Integrity in Commerce, Mutual Success through Collaboration", and strictly implement quality management and customer service systems such as the "Zijin-Brand Product Quality Management Measures" and "Customer Service Management Procedures". We use multiple channels to collect customer information related to products and services, establish a customer demand database, and promptly transmit customer needs and suggestions to production, technology, process, equipment, quality and other production departments, formulate product improvement plans in a timely manner, and continuously improve product quality and services.

Based on our business type and customer targets, we have established a more targeted and coordinated comprehensive product quality management system. In terms of quality management, our technical services and supervision committee is responsible for pre-production inspections, annual inspections, daily sampling inspections of production units, and controls the quality assurance work of all our laboratories. In terms of after-sales complaints and services, the marketing departments of our subsidiaries are responsible for quality control and complaint response for all our concentrated mineral bulk commodities; In contrast, quality complaints for "Zijin Gold" branded products, such as jewellery and investment gold bars, which cater to individual consumers, are directly handled by the relevant companies, brand stores, or online platforms interacting with customers.

Bulk Commodity Quality Management

We have established an internal control standard for gold ingot quality, the "Quality Inspection Rules for Finished Gold Bullion" to ensure that the quality of gold ingots delivered from the factory is 100% in line with national product standards and the requirements of the Shanghai Gold Exchange SGEB1 gold ingot standard. The quality and technical parameters of the gold ingots, silver ingots, cathode copper and zinc ingots we produced are in line with or even better than the technical indicators of the corresponding applicable national standards GB/T4134-2021 (gold ingots), GB/T4135-2016 (silver ingots), GB/T467-2010 (cathode copper) and GB/T470-2008 (zinc ingots). Zijin Gold Smelting is one of the first gold smelters recognised by the Shanghai Gold Exchange to provide standard gold ingots, and has been commended by the Shanghai Gold Exchange for 18 consecutive years. The "Zijin" brand gold bullion and "Zijin" brand silver bullion have passed the quality certification by the London Bullion Market Association (LBMA). The quality of the "Zijin" brand A-grade copper and "Zijin" brand zinc bullion have obtained official international recognition, and they are registered delivery brands at the London Metal Exchange (LME).

Each year, we evaluate the testing capabilities of our subsidiaries' laboratories, promoting the adoption of standardised and regulated laboratory management practices. We guide them in conducting thorough root cause analyses and implementing practical corrective actions to continually improve testing quality. Our Quality Control Centre plays a key role in maintaining product standards. Through annual on-site quality audits and blind sample assessments of "Zijin" brand gold ingots at off-site refineries, we encourage improvements in quality management practices, ensuring that 100% of gold bullion products meet the required standards. In addition, we conduct irregular quality spot checks on "Zijin" products to ensure continuous improvements in product quality and to address any quality issues in a timely manner. Through a comprehensive and proactive quality control system, we are committed to delivering high-quality products to the market.

Retail Product Quality Management

As one of the most important precious metal accessories, gold jewellery is often the choice of customers for important occasions such as gifts, birthdays, weddings, etc. We are well aware of the customer expectations carried by product quality, so we adhere to the "customer first" quality management work philosophy, regard customer feedback and demands as the core of our quality management work, always maintain close contact with customers, and build a win-win cooperative relationship. The Company provides high-quality services in precious metals to all types of customers, and provides authoritative product appraisal certificates for jewellery purchases. All in-house products are engraved with the Company's logo to facilitate smooth follow-up after-sales service.

Our subsidiaries have dedicated departments responsible for managing pre-sales, in-sales, and after-sales services, as well as specialised quality inspection management teams. The Company has established multiple communication channels for sales and support, including a dedicated hotline, official platforms, sales platforms, and one-to-one service through sales personnel. Customer service staff are on hand to provide prompt consultations, address complaints, and follow up with customers as quickly as possible.

Customer service personnel assess customer requests by initially categorising them into types such as shipping and logistics, invoice issuance, sales reception, product quality, product accessories and services, or other types of inquiries. These requests are then relayed to the relevant departments or personnel for prompt response and resolution.

If a customer inquires about or raises a complaint regarding the quality of a purchased product, the Company follows a comprehensive product return and customer complaint service process. The quality inspection department promptly conducts tests and provides a detailed report. Additionally, a dedicated customer service agent is assigned to coordinate with the customer on the progress of subsequent arrangements. In 2025, the Company properly handled a total of 102 after-sales complaints.

To ensure that the Company's sales and customer service staff uphold the "customer-first" principle, customer service is included as a key focus in employee training and evaluation programmes. Quarterly, employees undergo specialised training in sales techniques and customer service consultation. Additionally, KPI assessments are conducted for staff across all stores and sales channels to ensure the Company consistently delivers the highest quality service in its day-to-day operations.

Customer Complaint Management Process

▶ Product Management Data

Indicator	Unit	Zijin	Zangge	Total	2024	2023	2022
Qualified mineral product ratio	%	99.95	94.15	97.05	100.00	99.98	100.00
Number of products recalled for safety and health reasons	Unit	0	0	0	0	0	0
Number of complaints lodged due to safety and health reasons	Case	0	0	0	0	0	0
Customer satisfaction rate	%	99.04	99.76	99.40	100.00	99.65	99.60
Wood used in bulk product packaging	Tonnes	946	0	946	1,327	479	703
Bags for bulk product concentrates packaging	Tonnes	4,288.21	2,145.05	6,433.26	4,585.97	2,887.00	3,818.00
Packaging materials for retail products	Tonnes	54	/	54	25	/	/

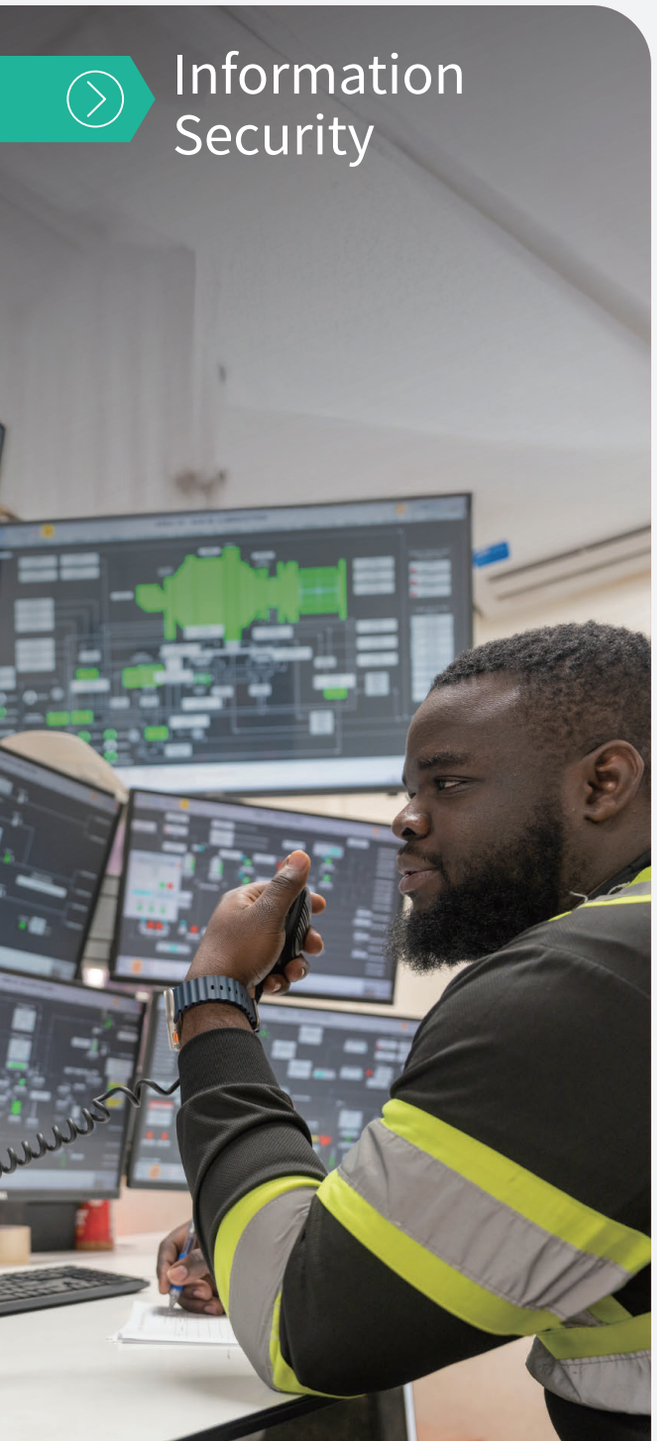
102 cases

During the reporting period, the Company received and properly handled a total of 102 customer after-sales complaints

99.99 %

Achieved 99.99% customer satisfaction across all cases

Information Security



Governance

The Company has established a top-level oversight framework for information security governance, led by the Chairman. At the operational level, the Company has set up the "Information Technology Committee", the "Information Security and Confidentiality Management Committee", and the "Data Management and Intelligent Application Working Committee". These serve as the core decision-making bodies in the field of information security, responsible for formulating information security management principles and policies, as well as making decisions on major information security matters.

The Information Technology Department serves as the daily functional department for the Company's information security management, responsible for developing information security regulations, technical standards, and implementation plans. It also conducts regular evaluations of security effectiveness and provides oversight, guidance, and coordination for information security management.

Our subsidiary Zijin Zhixin Zhikong acts as the core entity for the operation, development, and implementation of our information systems and industrial control systems, with all activities subject to management and supervision by the Company's Information Department.

Risk Management

The data generated by our business systems is interconnected through an international digital operations platform, supporting the analysis and decision-making of business processes. At the same time, the centralised data management has raised higher requirements for information security. We face risks such as external attacks, misuse by internal personnel, and the possibility of data being tampered with during transmission and processing, all of which could severely impact the accuracy and reliability of the data. To address these challenges, we have deployed technical solutions such as an Endpoint Data Loss Prevention (DLP) system, database auditing systems, firewalls, Intrusion Prevention Systems (IPS), and a Situational Awareness Platform. Additionally, we implement security measures such as data encryption, layered access permissions, and abnormal behaviour monitoring to ensure the safety of data during storage, transmission, and usage.

To enhance employees' awareness of data security and information protection, we conducted company-wide training on data security basics and information security awareness training for new employees during the reporting period. Additionally, we promoted information security through various methods and channels, including cybersecurity awareness week, phishing email simulations, and regular reminder notices.

Effectiveness of phishing simulations

We conducted phishing email simulations through our internal email system, sending emails without security warnings to randomly selected users. These simulations employed techniques such as impersonating legitimate signatures, spoofed URLs, and formats mimicking internal documents to enhance the authenticity of the phishing emails. This approach enabled us to thoroughly assess users' ability to detect and respond to phishing attempts.

Phishing emails sent	Phishing emails opened	Successfully phished
3,717	843	35

We have issued learning notifications to affected colleagues via the iLearning platform, requiring them to complete dedicated information security enhancement courses and relevant examinations.

We have achieved digitalisation across multiple business areas, including human resources, finance, logistics, warehousing, legal affairs, office management, and construction. To ensure the security of our business operations, we have implemented measures such as identity authentication management, access control, and operation log monitoring within our systems, enabling effective monitoring and traceability of actions.

As our business relies more on information systems, availability risks become more significant. In order to control such risks, we have formulated a business continuity plan, built a disaster recovery system of "dual-site, three-centre", and provided hot backup support for key business information systems to ensure business continuity and stability. During the reporting period, we planned to carry out recovery drills for 17 systems. Due to system outage, system upgrades and other reasons, we finally carried out recovery drills for 15 key systems. 11 of the systems fully met the continuity requirements of our backup strategy, and 4 systems had some indicator timeouts. The average RPO was 0.80 hours and the average RTO was 2.76 hours. The overall compliance with our information system business continuity requirements provided full validation of our backup and recovery processes, backup data integrity, and related measures.

Strategy and Management Approach

In 2025, we developed three new policies: the "Information Security Management Policy (Trial Implementation)", the "Data Management Measures (Trial Implementation)", and the "Data Security Management Guidelines (Trial Implementation) ". Additionally, we revised two existing policies: the "Contingency Plan for Information Security Incidents" and the "Standard for the Development and Management of IT Networks". These new and updated policies were formulated in alignment with relevant laws, regulations, and mainstream information security frameworks, and tailored to the Company's specific circumstances. By clearly defining responsibilities for information security, standardising management requirements, and implementing control measures, we have enhanced the Company's overall ability to prevent and manage information security risks.

We have established an informatisation strategy that "supports the Group's international digital operations and improves the business efficiency and effectiveness of production enterprises through informatisation means". In the process of promoting informatisation and digital transformation, information security is an important goal, ensuring the integrity and confidentiality of data assets in transmission, storage and use, and building a robust defense for business operations.

Information Security Certification

The core business systems of the Company and its six subsidiaries have successfully passed the Level 2 Evaluation Requirement for Classified Protection of Cybersecurity. During the reporting period, the Company' s headquarters obtained Level 3 certification under the DCMM (Data Capability Maturity Model), achieving the "robust" level according to the Chinese national standard for data management capability. Additionally, our subsidiary, Zijin Zhixin Zhikong, attained ISO 27001 information security management system certification during the reporting period.

Information Empowerment

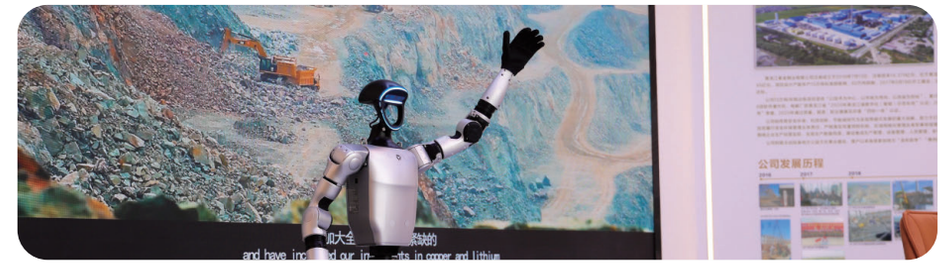
The Company's human resources, finance, logistics, warehousing, legal affairs, office, construction and other aspects of business have all adopted informatisation methods to achieve normal business operations through the system. The system can automatically record various operations in the business process to form a complete business track, providing a basis for traceability and inquiry; it has data retrieval and analysis capabilities, and can automatically detect abnormalities to improve the efficiency of supervision and auditing.

The Company has established a dedicated data management team to drive data governance, covering all business areas such as “human resources, finance, and materials” and “geological exploration, mining, processing, smelting, and environmental management”. These efforts have enabled the informatisation of management and production automation, playing a vital role in enhancing the Company' s cross-border management and operational efficiency.

Artificial Intelligence and Ethics of Science and Technology

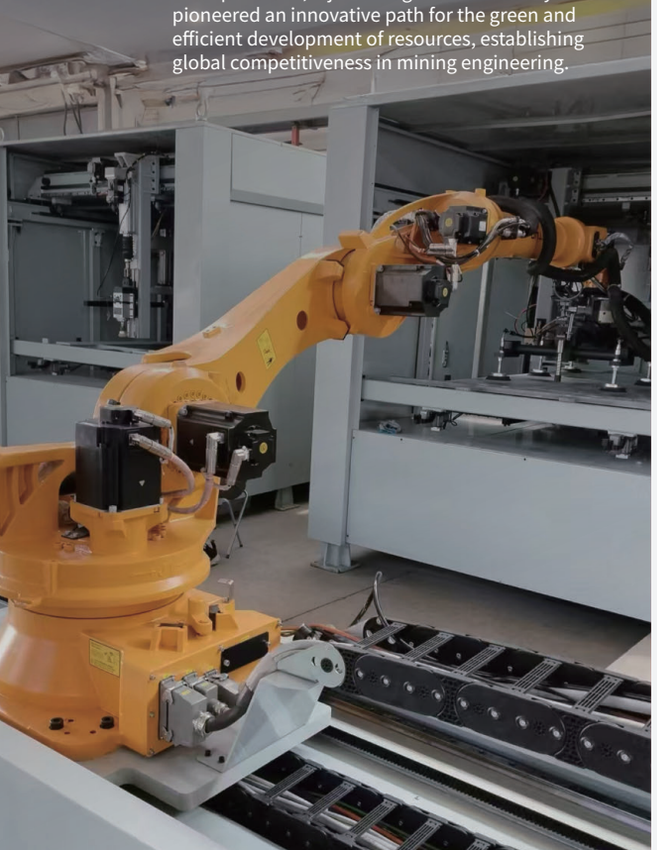
In order to standardise the research, development and application of artificial intelligence technology, the Company has elevated artificial intelligence ethical governance to a strategic level, aiming to ensure a balance between technological innovation, commercial value and social responsibility. The Company's top management guides the strategic development of artificial intelligence and attaches great importance to algorithm security, data security and privacy protection working groups and other related work, reviews major project risks, and supervises compliance throughout the life cycle. The Company has established mandatory review checkpoints at key stages of artificial intelligence projects, including initiation, research and development, testing, and deployment. Potential risks such as data security, privacy protection and algorithm bias of generative artificial intelligence are identified as emerging risks during the year, and measures such as security self-assessment and monitoring are implemented for targeted management and control.

In order to deeply integrate artificial intelligence into its sustainable development strategy, the Company successfully deployed an enterprise-level large-model privatisation solution. This solution integrates advanced AI computing power and algorithms into internal IT infrastructure, providing a powerful intelligent core for various businesses while fully ensuring commercial data security and privacy compliance. On this basis, we have built a unified enterprise knowledge base and intelligent Q&A platform. Through core technologies such as Retrieval-Augmented Generation (RAG), the platform can quickly comprehend and respond to complex professional queries related to policies, rules, and compliance, significantly improving information retrieval efficiency by several times and strongly supporting strategic decision-making. This capability has been widely applied to enhance internal operational efficiency and improve the employee experience.



Technological Innovation

Zijin Mining has always regarded technological innovation as the Company's "core competitiveness". The Company has industry-leading technical advantages and rich practical experience in geological exploration and evaluation, mining technology, comprehensive recovery and utilisation of low-grade refractory resources, large-scale engineering development and environmental protection. The Company independently created the "Five-Pronged Mining Engineering Model" management model, establishing a complete system across geological exploration, mining, mineral processing, smelting, and environmental protection. By applying systems engineering and economic mining principles to guide project construction and operations, Zijin Mining has successfully pioneered an innovative path for the green and efficient development of resources, establishing global competitiveness in mining engineering.



Governance

We have established a complete scientific and technological innovation management system to ensure that we grasp mining development trends and advanced technologies and help the Company improve its technological competitiveness and sustainable development performance. The Strategic and Sustainable Development (ESG) Committee of the Company's Board of Directors regularly plans the Company's long-term development strategy and direction, and the "Zijin Mining Central Research Institute" coordinates the Company's technological innovation and lays out forward-looking technology research and development. The Technical Services and Supervision Committee, as the standing administrative body of the Central Research Institute, comprises an expert advisory committee with 12 specialised fields and multiple functional departments. It also manages and coordinates four professional research organisations: the Zijin Mining and Metallurgy Research Institute, Zijin Mining New Energy and Materials Research Institute, Zijin Information and Smart Control Research Institute, and Institute of Geology and Mineral Exploration. This structured management system ensures the Company' s technological innovation capabilities and synergy across critical fields.

Risk Management

Mining is a high-tech, capital-intensive industry that requires a large amount of capital and scientific research investment. In the context of accelerating international development and the "dual carbon" goal, while increasing investment in technological innovation and R&D, we also pay attention to preventing related risks. Risk management of technological innovation involves many aspects. The following are possible risks and management strategies:

Risk Name	Risk Description	Risk Response
Technical Risk	It includes uncertainties in the R&D of new technologies, feasibility of technical application, and the speed of technological upgrading.	• Technology R&D & Evaluation: Conduct sufficient feasibility studies and technical evaluations at the initial stage to select promising technical routes. • Technical Cooperation & Sharing: Collaborate with research institutions and institutions to share technical resources and reduce R&D risks.
Financial Risk	Issues such as insufficient funds, financing difficulties, and long investment return cycles affect the stability of long-cycle R&D investment.	• Diversified Financing: Raise funds through bank loans, equity financing, government subsidies and other channels to reduce reliance on a single source. • Financial Risk Early Warning Mechanism: Establish a financial risk early warning system to monitor the Company's financial position in real time, enabling the timely identification and resolution of financial issues
Policy and Environmental Risks	Changes in policies and regulations may affect the applicability of technologies.	• Policy Research & Compliance Management: Closely monitor national and local policy updates to ensure all business activities comply with applicable laws and regulations.
Intellectual Property Risk	Risks such as technology leakage and patent infringement may prevent R&D investment from building competitive advantages.	• IP Protection: Timely apply for patents, trademarks, and other intellectual property rights, and establish an intellectual property protection mechanism to prevent technology leaks and infringement. • Contract Management and Confidentiality Agreements: Enter into confidentiality agreements with partners and employees, clearly defining the ownership and usage rights of intellectual property.
Management Risk	Poor project management and team collaboration issues lead to lower R&D efficiency and increased capital investment.	• Project Management & Team Development: Establish a systematic project management framework, clearly define project objectives and responsibilities, and strengthen team development and talent cultivation. • Risk Assessment & Decision Support: Implement a comprehensive risk assessment system to support management decisions and lower the risk of misjudgment.

Strategy and Management Approach

"Technology Creates Zijin" has always been the source of Zijin's enduring vitality. The Company has consistently dedicated resources to the development of new technologies, advanced materials, and new equipment while applying the Zijin's "innovation concept" and the "Five-Pronged Mining Engineering Model" management model. In response to the main risks and technical difficulties in current scientific and technological innovation management, we have formulated short, medium, and long-term phased goals. In the process of promoting the Company's green, low-carbon, and high-quality development, we have established a high-level research and design entity and R&D platforms with full business coverage, establishing a technological innovation system with distinct Zijin characteristics, underpinned by proprietary intellectual property and research achievements.

Stage	Objective	Strategy
Short-term	Mechanism Innovation, Technological Breakthroughs	Improve the organisational management of technological projects, enhance value-driven incentive mechanisms, implement market-oriented operation pilots in research entities such as the technology company (Mining and Metallurgy Institute), testing company, and design company, explore implementing the 'project leader system, where leaders are appointed through an ''open competition mechanism to select the best candidates''. Establish a multidisciplinary communication and coordination mechanism across geology, mining, mineral processing, and smelting, carry out technological R&D that significantly impacts the Company's technological development, address critical technical challenges in production processes.
Medium-term	Building an International Technological Innovation System	Continuously improve the technological innovation management system, increase efforts in fundamental and overall technological R&D breakthroughs, comprehensively enhance the value of technical consulting services, ensure the development and maintenance of technology platforms/qualifications, strengthen the construction of an internationalised scientific and technological talent team, and build a highly compatible international technological innovation system.
Long-term	Green Development, Leading the Industry	Promote the research, development, and application of technologies in energy management, resource conservation, energy efficiency, carbon reduction, and ecological restoration. Drive cost reduction and efficiency enhancement through technological and managerial innovation. Actively engage with projects in the new energy and advanced materials industries. Conduct targeted research and provide specialised technical services to enhance technological R&D and support capabilities in the fields of new energy and advanced materials.

During the reporting period, we organised and completed the initiation of two batches of the Company’ s 2025 technology plan projects, formally approving 217 projects with a total funding of RMB1.398 billion. Additionally, we facilitated the initiation of two national key science and technology special projects for 2025: “Three-dimensional Intelligent Prospecting Prediction and Verification of Porphyry Copper Mines and Gold Mines” and “Green and Efficient Comprehensive Utilisation of Complex Refractory Metallurgical Antimony Ores”, with a total funding of RMB132 million.

During the reporting period, we organised the application for 70 patents, with 62 patents granted, including 51 invention patents. Four technological projects, including "Enhanced Leaching and In-Situ Barrier Synergy for Source-Controlled Treatment Technology and Demonstration of Sulphide Copper Heap Leaching Sites", received Science and Technology Progress Awards from the China Gold Association, with 1 first prize and 3 second prizes. The project "Development and Application of Efficient Purification and In-Situ Sealing for Ecological Restoration of Copper Sulphide Ore Heap Leaching Sites" was awarded third prize in the Fujian Provincial Science and Technology Achievement Progress Awards. Additionally, "Development of Efficient Ore Processing Technologies for Skarn Magnetite Resources and Comprehensive Utilisation of Associated Resources" received the Fujian Provincial Science and Technology Achievement Commercialization Awards. Six technological achievements, including "Key Technologies for Disaster Prevention and Control of Water-rich Open-pit Slopes in Nappe Structures", " Research and Industrial Application of Pressure Oxidation Technology for High-Copper and High-Arsenic Refractory Gold Ores ", and " Zinc Smelting Slag Strengthened Roasting Technology and Equipment Using Natural Gas with Multi-Point Air Injection Synergy" successfully entered the finals and won the first prize.

In the future, we will continue to strengthen technological advancements in key projects, focusing on technology breakthroughs in block caving mining method and promoting smart transportation technologies for open-pit mines. We will fully leverage the Central Research Institute’ s role in integrating R&D resources, enhance the management of scientific research projects, and optimise resource allocation. Furthermore, we will continuously improve the performance evaluation and incentive mechanisms for research personnel, strengthen the development of our scientific research teams, and drive technological innovation and progress.

About This Report

Zijin Mining Group Co., Ltd. (referred to as "Zijin Mining", the "Company" or "We") 2025 Sustainability Report (referred to as "this Report") describes Zijin Mining's sustainable development approach and performance in 2025.

Reporting entity

The principle for determining the organisational boundaries of this report is the operational control method, which covers all companies with actual operational control of the Company (referred to as "subsidiaries") [1,2]

Reporting Cycle and Reporting Scope

This Report covers the period from 1 January to 31 December 2025 (hereafter referred to as the "Reporting Period"). In order to enhance the comparability and forward-looking nature of this Report, some of the contents may contain retrospective information or forward-looking descriptions as appropriate.
The release frequency of this Report is once a year, which aligns with the financial year.

Report preparation basis

The following documents are essential to the preparation of this report, which were used in three different ways.
The preparation of this report follows the following four documents:

- Shanghai Stock Exchange "Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 14 - Sustainability Reporting (Trial)" .
- Main Board Listing Rules of the Stock Exchange of Hong Kong Limited Appendix C2 "Environmental, Social and Governance Reporting Code" .
- Global Reporting Initiative (GRI) Sustainability Reporting Standards 2021 Edition.
- "Corporate Sustainability Disclosure Standards" of the Ministry of Finance of the People's Republic of China Rules—— Basic Guidelines (Trial).

As a member of several organisations, we voluntarily align with the following relevant documents:

- The "Practical Guide to Sustainability Reporting of Listed Companies"of China Association for Public Companies
- China Mining Association "General Principles for Environmental, Social, and Governance (ESG) Information Disclosure for Mining Enterprises".
- World Gold Council "Responsible Gold Mining Principles" (RGMPs).

In preparing the report, we also referred to the following documents to meet the expectations of more stakeholders:

- Sustainability Accounting Standards Board (SASB)Metal and Mining Protocol.
- Guidance of the Taskforce on Nature-related Financial Disclosures.
- "International Financial Reporting Sustainability Disclosure Standard No. 1 - General Requirements for Sustainability-related Financial Information Disclosure" (IFRS S1) and "International Financial Reporting Sustainability Disclosure Standard No. 2 - Climate-related Disclosure" (IFRS S2).
- China Enterprise Reform and Society " Guidelines on Sustainability Reporting for Chinese Enterprises (CASS-ESG 6.0)".

Our sustainable development management approach includes adherence to or support for the following documents:

- United Nations Sustainable Development Goals (UN SDGs)
- The Ten Principles of the United Nations Global Compact
- The"United Nations Guiding Principles on Business and Human Rights (UNGPs)"
- The ''United Nations Convention against Corruption''
- The "Universal Declaration of Human Rights"
- The "United Nations Declaration on the Rights of Indigenous Peoples"
- The "United Nations Framework Convention on Climate Change", " Kyoto Protocol" and "Paris Agreement"
- The "Voluntary Principles on Security and Human Rights" (VPs)
- The Organisation for Economic Co-operation and Development (OECD) "Guidelines for Multinational Enterprises" and "OECD Due Diligence Guidance for Responsible Supply Chains from Conflict-Affected and High-Risk Areas" (3rd edition)
- The International Labour Organisation "Declaration on Fundamental Principles and Rights at Work"
- The "Kunming-Montreal Global Biodiversity Framework"
- The "Global Industry Standard on Tailings Management"

Data Sources

The data in this report comes from Zijin Mining's internal original ledgers, corporate documents, and audit reports. Some financial data comes from the Company's 2025 annual report, which has been audited by Deloitte Touche Tohmatsu Certified Public Accountants LLP. The data related to Zangge Mining in this report comes from Zangge Mining's 2025 Sustainable Development Report. Unless otherwise indicated, all monetary amounts in this report are expressed in Renminbi.

Data Assurance

The data and textual information in this Report have been verified by an international independent third-party verification agency -TÜV SÜD Certification and Testing (China) Co., Ltd., in accordance with the" AA1000 Assurance Standard" (V3) and the "International Standard on Assurance Engagements 3000 (Revised)" (ISAE 3000). For the assurance status of the data related to Zangge Mining in this report, please refer to the appendix of Zangge Mining's 2025 Sustainable Development Report.

Audit and Release

This Report has been unanimously approved by the Board of Directors of Zijin Mining and released in both printed and electronic versions. The electronic version can be downloaded and/or browsed on the official websites of the SSE, HKEX and Zijin Mining's Sustainability Section. Print copies can be obtained from Zijin Mining' s ESG Office upon request.

Report Language

This Report is prepared in both Chinese and English. In case of any discrepancies between the two versions, the Chinese version shall prevail.

1. This report mainly discusses the sustainable development practices and performance of various projects within the scope of Zijin Mining' s actual operational control. We note that stakeholders pay close attention to certain projects not under our actual operational control and excluded from the scope of this report, such as the Porgera Gold Mine in Papua New Guinea and the Kamoa-Kakula Copper Mine in the Democratic Republic of the Congo. Although we are not the actual operator and controller, as a jointly controlling shareholder, we attach great importance to the operational performance and sustainable development performance of these projects, and exercise our shareholder rights to actively promote the responsible operation of the projects. The sustainable development information of such projects will be disclosed to the public after joint review and approval by Zijin Mining and other jointly controlling shareholders of the projects. Stakeholders may refer to the sustainable development reports or annual reports issued by the actual operational controllers of these projects for more comprehensive information.
2. In accordance with the control-based consolidation principle, this report has consolidated the sustainable development information of listed companies in which Zijin Mining holds controlling interests. This report has consolidated the disclosed information of Zangge Mining (SH: 000408). As Longking (SH: 600388) has not yet disclosed information available for consolidation, and its business differs from the Company' s core business, it is temporarily not included in the main scope of this report.

Independent Verification Statement

Verification Statement: EIV2 131185 0003 Rev.00

To the management and stakeholders of Zijin Mining Group Co., Ltd.,

TÜV SÜD Certification and Testing (China) Co., Ltd. (hereinafter referred to as "TÜV SÜD (China)") has been engaged by Zijin Mining Group Co., Ltd. (hereinafter referred to as "Zijin Mining" or "the Company") to perform an independent third-party verification on its 2025 Sustainability Report (hereinafter referred to as "the Report"). During this verification, TÜV SÜD (China)'s verification team strictly adhered to the agreed terms of the contract with Zijin Mining and conducted the verification within the authorized scope.

This Independent Verification Statement is prepared based on the data and information collected and provided by Zijin Mining. Accordingly, the verification scope is limited to the provided materials. Zijin Mining shall be held accountable for authenticity and completeness of the provided materials (contains assumptions, projections, and/or historical facts).

Scope of Verification

Time frame

Environmental, social and governance-related data and information, management approaches and operational measures for material topics, and sustainability performance during the reporting period (from January 1st, 2025 to December 31st, 2025).

Physical boundary

The on-site verification sampling took place at Zijin Mining headquarter, Zijin Tower, No.1 Zijin Road, Shanghang, Fujian Province, China

Scope of data and information for the verification

The data and information of Zijin Mining and the companies under its operational control in the report.

The following data and information are beyond the scope of this verification

- Any contents beyond the reporting period;
- The data and information of Zijin Mining's suppliers, partners and other third parties;
- The Report Appendix: 2025 Annual Implementation Report on the Responsible Gold Mining Principles of Zijin Mining;
- The financial data and information audited by an independent third party.

Limitations

- The verification was conducted within the aforementioned scope. TÜV SÜD (China) applied sampling-based assurance procedures to the Report's data and information, and only the stakeholders within the Company are interviewed.
- The Company's standpoint, opinions, forward-looking statements and predictive information as well as the historical data and information before January 1st, 2025 are beyond the scope of this verification.
- The verification conclusions are based on the analysis of the data and information collected during the verification, which may not identify all potential issues or circumstances and shall not constitute a guarantee of the credibility or status of the subject of verification.

Independent Verification Statement

Verification Statement: EIV2 131185 0003 Rev.00

Methodology

This verification was conducted by TÜV SÜD (China)'s expert team with extensive experience in environmental, social and governance-related areas and drew the conclusions thereof. The verification standards included:

- AA1000AS v3, Type 2, Moderate Assurance
- International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements Other than Audits or Reviews of Historical Financial Information, Limited Assurance
- Sustainability Report Verification Operation Rule (CCB_EIV_GR_002E Rev04)

In order to perform adequate verification in accordance with the contract and provide sufficient assurance over the conclusions, the verification team conducted the following activities:

- Conducted background and materiality research
- Verified the disclosure of material topics and related performance metrics in the Report
- Performed On-site verification of all supporting documents, data and information provided by Zijin Mining; with sampling-based verification of key performance data and information
- Conducted special interview with Zijin Mining's management; and held interviews with employees involved in the collection, compilation and reporting of the disclosed information
- Other procedures deemed necessary by the verification team

Verification Conclusions

Based on the verification, we believe that the data and information presented in the Report are objective, factual and reliable, without systematic problems, and can be used by stakeholders. The verification team has drawn the following conclusions on the Report:

Inclusivity	Zijin Mining has identified the internal and external stakeholders such employees, shareholders and investors, business partners, the government and regulators, and surrounding communities, etc., and established a stakeholder communication mechanism to collect the demands of stakeholders on a regular basis.
Materiality	Zijin Mining has established the prioritization process of material topics determination, identified and assessed the priority of the sustainability topics which are highly related to the industry, the Company disclosed the strategy, management approach as well as sustainability performance in corporate operation, therefore the Report's adherence to materiality principle is guaranteed.
Responsiveness	Focusing on the topics of concern to stakeholders, Zijin Mining clearly disclosed its management methods and performance on high material topics such as production safety, tailings management, human rights protection and security practices, and community relations, etc. and established a communication mechanism to fully respond to the demands and expectations of stakeholders.
Impact	Zijin Mining has established the Strategy and Sustainable Development (ESG) Committee to lead the Company's ESG strategic planning, policy and work plan formulation, review and approve the ESG annual report, regularly evaluate the implementation of the Company's ESG work, and continuously promote the work process of corporate sustainable development, so as to improve the Company's work in environment, social responsibility and corporate governance.

Independent Verification Statement

Verification Statement: EIV2 131185 0003 Rev.00

Recommendations on Continuous Improvement

The verification team has passed the improvement proposal to the management of Zijin Mining during the on-site verification process.

Statement on Independence and Verification Capability

TÜV SÜD is a trusted partner of choice for safety, security and sustainability solutions. It specializes in testing, certification, auditing and advisory services. Since 1866, the Company has remained committed to its purpose of enabling progress by protecting people, the environment and assets from technology-related risks. Today, TÜV SÜD is present in over 1,000 locations worldwide with its headquarters in Munich, Germany. Through expert teams represented by more than 28,000 employees, it adds value to customers and partners by enabling market access and managing risks. By anticipating technological developments and facilitating change, TÜV SÜD inspires trust in a physical and digital world to create a safer and more sustainable future.

TÜV SÜD (China) is one of TÜV SÜD's global branches and has an expert team whose members have professional background and rich industrial experiences.

TÜV SÜD (China) and Zijin Mining are two entities independent of each other and both TÜV SÜD (China) and Zijin Mining and their branches or stakeholders have no conflict of interest. No member of the verification team has business relationship with the Company. The verification is completely neutral. All the data and information in the Report are provided by Zijin Mining. TÜV SÜD (China) has not been involved in preparation and drafting of the Report, except for the verification itself and issuance of the verification statement.

AA1000
Licensed Report
000-437/V3-R2ECK

Wenjun Zhu
TÜV SÜD (China) Technical Certifier
Shanghai, China, March 15th, 2026

Zijin Mining 2025 ESG Performance Data[1,2]

Economic Performance

Indicator	Unit	2025	2024	2023	2022	2021
Business performance						
Revenue	RMB100 million	3,491	3,036	2,934	2,703	2,251
Profit before tax	RMB100 million	808	481	313	300	248
Net profit attributable to owners of the parent	RMB100 million	518	321	211	200	157
Total assets at the end of the reporting period	RMB100 million	5,120	3,966	3,430	3,060	2,086
Production volume						
Mine-produced copper	10,000 tonnes	109	107	101	88	58
Mine-produced gold	Tonnes	90	73	68	56	48
Mine-produced zinc (lead)	10,000 tonnes	40	45	47	44	43
Mine-produced silver	Tonnes	439	436	412	387	309
Resources						
Copper	10,000 tonnes	10,968	11,037	7,456	7,372	6,277
Gold	Tonnes	4,610	3,973	2,998	3,117	2,373
Zinc (lead)	10,000 tonnes	1,256	1,298	1,068	1,118	962
Lithium carbonate	10,000 tonnes	1,883	1,788	1,347	1,215	763

Governance Performance

- **Composition of the Board of Directors**

Indicator	Total	Executive Directors	Non-executive Director	Independent Directors	Female Directors
Number of Directors	14	7	1	6	2
Percentage	100.00%	50.00%	7.10%	42.90%	14.30%

- **Business ethics**

Indicator	Zijin	Zangge	2025Total	2024	2023	2022	2021
Business ethics training coverage							
-Directors, Supervisors and senior management	100%	100%	100%	100%	100%	100%	100%
-Employees	80.70%	100%	81.32%	75.25%	87.97%	75.50%	64.82%
-Suppliers and contractors	77.34%	/	77.34%	76.81%	73.77%	70.90%	62.10%
Whistleblowing reports							
Total number of whistleblowing reports received	335	6	341	236	243	204	154
Total number of whistleblowing reports completed	323	3	326	225	227	195	145
Sources of whistleblowing reports							
-From employees	153	6	159	130	121	86	63
-From suppliers and contractors	74	0	74	58	57	63	54
-From other stakeholders	108	0	108	48	65	55	37
Type of whistleblowing reports							
-Business ethics	152	0	152	115	112	104	/
-Remuneration	91	2	93	44	67	53	/
-Work environment	29	4	33	25	34	27	/
-Human rights	4	0	4	7	26	16	/
-Community relation	11	0	11	2	4	4	/
-Others	48	0	48	43	/	/	/

Environmental Performance

- **Environmental protection**

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
Investment in environmental protection	RMB100 million	16.88	0.79	17.67	14.34	13.70	14.67	14.20
- Investment in Ecological Restoration	RMB100 million	2.22	0.28	2.50	1.70	3.69	4.89	3.35

1. To better demonstrate the annual changes in our performance, we have presented selected data separately. “Zijin” represents the performance before the consolidation of Zangge Mining. “Zangge” represents the performance of Zangge Mining for the reporting period. “Total” represents the performance after consolidated statements for the reporting period.

2. As certain data have not been disclosed by Zangge Mining in its 2025 Sustainability Report, such data are not available to us and are marked as “/”. If information available to us indicates that the data is zero, it is marked as “0”.

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
- Investment in water resources management (special programme)	RMB100 million	1.27	0.00	1.27	/	/	/	/
- Investment in water resources management (special programme)	RMB100 million	0.07	0.07	0.14	/	/	/	/

Climate change

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
Total GHG emissions (SCOPE 1+2)	Million tCO_2e	7.41	0.28	7.69	6.99	8.52	7.87	7.13
-Direct GHG emission (SCOPE 1)	Million tCO_2e	3.37	0.03	3.40	2.89	3.65	3.14	2.81
-Indirect GHG emissions (SCOPE 2)	Million tCO_2e	4.04	0.25	4.29	4.11	4.87	4.73	4.32
-Other indirect GHG emissions (SCOPE3)	Million tCO_2e	7.74	0.04	7.78	4.42	/	/	/
Other indirect GHG emissions (SCOPE3)	tCO_2e/RMB10,000 industrial added value	1.62	1.43	1.61	1.64	2.08	1.96	2.17
Investment in climate change management	RMB100 million	7.12	0.43	7.55	3.74	4.56	5.93	/

Notes: 1. In the calculation of direct GHG emissions, parameters such as calorific value per unit, carbon content per calorific value, and carbon oxidation rate are mainly based on data from fuel suppliers and the greenhouse gas emission accounting methodologies for various industries of the host country.

2. In the calculation of indirect GHG emissions, all enterprises use the local grid electricity CO_2 emission factor (location-based) multiplied by the total purchased electricity, and clean energy within purchased electricity is not excluded from the calculation.

3. In the calculation of other indirect greenhouse gas emissions (Scope 3):
2025 includes: purchased goods and services, fuel- and rnergy-related activities, upstream transportation, business travel, employee commuting, downstream transportation, waste generated in operations.
2024 includes: purchased goods and services, upstream transportation, business travel, employee commuting, downstream transportation.
2023 only includes carbon emissions from business travel.

4. Investment in climate change management Fund includes, but is not limited to, projects such as energy-saving technical renovation, oil-to-electricity development, new energy construction, and waste heat recovery. There is a partial overlap with the statistics of environmental protection investment.

5. GHG emissions per unit of industrial added value refers to the greenhouse gas emissions generated from the value-added portion of the enterprise' s production process. Industrial added value is calculated using the income approach (i.e., industrial added value = fixed asset depreciation + employee compensation + net production taxes + operating surplus). The industrial added value of Zijin Mining is calculated based on 2020 metal prices to reduce the impact of price fluctuations. Considering that Zangge Mining was newly acquired in 2025, its industrial added value is calculated based on actual 2025 metal prices.

Energy Consumption

Indicator		Unit	2025			2024	2023	2022	2021
			Zijin	Zangge	Total				
Direct energy	Paraffin	Tonnes	2	0	2	0	379	592	1,481
	Diesel	Tonnes	608,593	2,197	610,789	532,980	529,236	392,930	345,894
	Gasoline	Tonnes	1,729	263	1,992	1,420	614	1,061	1,502
	Coal	Tonnes	453,408	0	453,408	461,163	528,850	560,249	636,682
	Natural gas	Million cubic metres	33	11	44	25	25	18	23
	Other direct energy	TJ	1,390	0	1,390	274	18	57	231
Indirect energy	Electricity	GWh	11,316	339	11,655	10,372	9,300	8,127	6,681
	-Non-green power	GWh	5,240	71	5,311	5,061	5,057	5,485	6,331
	- Hydropower	GWh	28	102	130	5,107	4,003	2,544	347
	- Solar power	GWh	400	115	515	169	83	43	3
	- Wind power	GWh	36	51	87	/	/	/	/
	- Other renewable energy	GWh	5,612	0	5,612	35	157	53	/
	Steam	TJ	-2,043	51	-1,992	-2,868	-1,496	-936	-803
	Hot water	TJ	0	543	543	/	/	/	/

Note: Other clean energy in 2025 includes clean energy in the power structure, green certificates, belt power generation, etc.
Other direct energy: coke powder, liquefied petroleum gas (LPG), propane, fresh water, etc.

Indicator	Unit	2025			2024	2023	2022	2021
		Zijin	Zangge	Total				
Energy consumption by source (GWh)								
Total energy consumed	GWh	21,515.17	652.41	22,167.58	19,602.54	19,022.46	16,294.54	15,236.89
Total direct energy (non-renewable energy) consumed	GWh	10,766.82	148.21	10,915.03	10,047.03	10,137.58	8,419.35	8,777.92
- Paraffin	GWh	0.03	0.00	0.03	0.00	4.42	7.09	18.41
- Diesel	GWh	7,252.89	26.06	7,278.95	6,797.82	6,704.81	4,654.41	4,163.55

Indicator	Unit	2025			2024	2023	2022	2021
		Zijin	Zangge	Total				
- Gasoline	GWh	20.74	3.15	23.89	17.03	7.54	12.71	18.70
- Coal	GWh	2,691.94	0.00	2,691.94	2,824.36	3,151.64	3,545.46	4,265.43
- Natural gas	GWh	326.96	119.00	445.96	331.68	264.19	183.81	247.77
- Other direct energy sources	GWh	474.26	0.00	474.26	76.14	4.98	15.88	64.06
Total indirect energy consumed	GWh	10,748.35	504.20	11,252.55	9,555.50	8,884.88	7,875.19	6,458.25
- Electricity	GWh	11,315.92	339.17	11,655.09	10,372.16	9,300.31	8,126.68	6,681.20
- Steam	GWh	-567.57	14.25	-553.32	-816.66	-415.43	-251.49	-222.95
- Hot water	GWh	0.00	150.78	150.78	/	/	/	/
Energy consumption by source (TJ)								
Total energy consumed	TJ	77,454.60	2,348.68	79,803.27	70,569.14	68,480.86	58,660.34	54,852.80
Total direct energy (non-renewable energy) consumed	TJ	38,760.54	533.56	39,294.09	36,169.31	36,495.29	30,309.66	31,600.51
- Paraffin	TJ	0.09	0.00	0.09	0.00	15.91	25.52	66.28
- Diesel	TJ	26,110.40	93.82	26,204.22	24,472.15	24,137.32	16,755.88	14,988.78
- Gasoline	TJ	74.66	11.34	86.00	61.31	27.14	45.76	67.32
- Coal	TJ	9,690.98	0.00	9,690.98	10,167.71	11,345.90	12,763.66	15,355.55
- Natural gas	TJ	1,177.06	428.40	1,605.46	1,194.05	951.08	661.72	891.97
- Other direct energy sources	TJ	1,707.34	0.00	1,707.34	274.11	17.93	57.17	230.62
Total indirect energy consumed	TJ	38,694.06	1,815.12	40,509.18	34,399.80	31,985.57	28,350.68	23,249.70
- Electricity	TJ	40,737.31	1,221.01	41,958.32	37,339.78	33,481.12	29,256.05	24,052.32
- Steam	TJ	-2,043.25	51.30	-1,991.95	-2,939.97	-1,495.55	-905.36	-802.62
- Hot water	TJ	0.00	542.81	542.81	/	/	/	/
Energy consumption structure								
Ratio of direct energy (fossil fuel) consumed	%	50.04	22.72	49.24	51.25	53.29	51.67	57.61
Ratio of indirect energy consumed	%	49.96	77.28	50.76	48.75	46.71	48.33	42.39
Ratio of renewable energy consumed	%	28.24	41.07	28.62	27.09	21.48	16.21	/
Clean Energy								
Installed capacity of clean power	MW	1,103.76	0.00	1,103.76	767.36	244.05	167.48	117.00
Clean power generation	GWh	952.46	0.00	952.46	564.54	380.90	257.46	113.26
-Hydropower	GWh	166.20	0.00	166.20	360.03	262.01	201.43	107.10
-Solar power	GWh	718.55	0.00	718.55	169.23	83.05	31.49	6.16
-Wind power	GWh	36.07	0.00	36.07	/	/	/	/
-Others	GWh	31.64	0.00	31.64	35.27	35.84	24.54	/

Notes: 1. Other direct energy includes liquefied petroleum gas (LPG), coke powder, etc.
2. In the electricity usage statistics, we have included both purchased renewable energy from power suppliers and self-generated renewable energy as the total renewable energy used. Electricity for which the composition cannot be verified is classified as grey electricity. When calculating GHG emissions, we use the unified factor for purchased electricity and do not deduct the renewable energy portion (unless the corresponding green certificates are obtained).
3. The clean energy power generation stated herein refers to the electricity output from clean energy generating units of Zijin Mining during the reporting period.

- **Water stewardship**

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
Total water withdrawal	Million tonnes	78.73	60.25	138.98	72.52	66.13	72.71	60.56
Water intensity by revenue	Tonne/RMBmillion	225.52	16,844.89	394.07	238.84	225.39	269.00	269.04
Total water discharge	Million tonnes	51.53	0.00	51.53	59.16	46.40	51.52	42.29
Water re-use rate	%	93.56	75.00	90.52	93.46	94.80	94.29	92.02
Water withdrawal by water categories								
- Freshwater	Million tonnes	70.86	8.27	79.13	57.40	55.47	61.96	40.47
- Non-freshwater	Million tonnes	7.87	51.98	59.85	15.12	10.66	10.75	20.09
Water withdrawal by water sources								
- Surface water	Million tonnes	58.34	42.82	101.16	46.70	47.09	65.09	43.11
Rainwater harvesting	Million tonnes	2.51	/	2.51	/	/	/	/

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
- Ground water	Million tonnes	16.01	7.96	23.97	22.72	13.97	3.08	8.78
-Including: Mine water/Pit drainage water	Million tonnes	10.76	/	10.76	/	/	/	/
- Purchased external water	Million tonnes	4.38	9.47	13.85	3.10	5.08	4.54	4.58
Water discharge by water categories								
- Freshwater	Million tonnes	45.61	0.00	45.61	57.43	36.31	46.90	/
- Non-freshwater	Million tonnes	5.92	0.00	5.92	1.73	10.09	4.62	/
Water discharge by sources								
- Surface	Million tonnes	46.86	0.00	46.86	54.72	46.19	51.48	/
- Ground	Million tonnes	0.00	0.00	0.00	0.00	0.00	0.00	/
- External institutions	Million tonnes	4.67	0.00	4.67	4.44	0.21	0.04	/
Water withdrawal in water stressed (EH 4-5) areas								
Total water withdrawals in water stressed areas	Million tonnes	14.24	0.00	14.24	21.42	12.42	10.06	8.81
Ratio of total water withdrawals in water stressed areas	%	18.09	0.00	10.25	29.53	18.77	13.83	14.55

Notes
1. Water withdrawal refers to fresh water collected and used from various sources.

2. Water recycling rate = (Total water consumption − Total fresh water withdrawal) / Total water consumption.

3. As stated in our Sustainability Report, projects located in high water-risk areas and their surrounding stakeholders generally do not face material water risks. The increased water withdrawal has passed water resource demonstration and will not exert material impacts on surrounding communities, the natural environment, or other stakeholders.

4. The decrease in water discharge during the reporting period was largely attributable to relatively low annual rainfall in some projects.

5. To more clearly present our water recycling performance, rainwater, mine water and pit water are accounted for as fresh water during the reporting period, and are no longer regarded as reused water.

- **Water pollutants**

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
Discharge volume								
COD	Tonnes	240.15	/	240.15	310.20	294.06	373.51	524.13
Ammonia nitrogen	Tonnes	23.49	/	23.49	44.94	28.14	45.92	27.60
Total copper	Tonnes	2.47	/	2.47	2.30	2.14	1.57	2.26
Total zinc	Tonnes	0.81	/	0.81	1.27	0.59	0.80	1.27
Discharge intensity by revenue								
COD	g/RMB million revenue	687.91	/	680.94	1147.63	1002.25	1381.83	2328.43
Ammonia nitrogen	g/RMB million revenue	67.29	/	66.60	166.25	95.91	169.89	122.61
Total copper	g/RMB million revenue	7.08	/	7.00	8.50	7.29	5.81	10.04
Total zinc	g/RMB million revenue	2.32	/	2.30	4.69	2.01	2.96	5.64

Note: The reduction in some pollutant emissions during the reporting period is related to the decrease in water discharge. The increase in total copper emissions resulted from the acquisition of new copper mines during the reporting period.

- **Acid rock drainage**

Indicator	Unit	2025	Percentage	2024	2023	2022	2021
Mines with risk of acid rock drainage	Number	9	12.16%	6	9	7	7
- Mines where acid rock drainage is predicted to occur	Number	1	1.35%	/	/	/	1
- Mines where acid rock drainage is actively mitigated	Number	4	5.41%	/	4	3	2
- Mines where acid rock drainage is under treatment or remediation	Number	4	5.41%	6	5	4	4

Notes: Zangge does not involve acidic rock mining areas.

Explanation of data changes: The increase mainly relates to acidic mines of Longxing, Norton and La Arena.

Non-hazardous waste

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
Total non-hazardous waste generated	Million tonnes	1,026.96	2.07	1,029.03	958.84	959.72	708.35	640.50
- On-site diverted from disposal	Million tonnes	153.83	0.00	153.83	144.29	139.64	99.24	82.19
- Off-site diverted from disposal	Million tonnes	3.51	0.00	3.51	2.30	3.18	4.95	5.05
- On-site directed to disposal	Million tonnes	869.51	2.07	871.58	810.32	816.76	519.31	444.82
- Off-site directed to disposal	Million tonnes	0.11	0.00	0.11	1.94	0.14	84.85	108.44
Non-hazardous waste comprehensive utilisation rate	%	15.32	0.00	15.29	15.29	14.88	14.71	13.62
Non-hazardous waste generated intensity by revenue	Tonne/RMB10,000	29.42	5.79	29.18	35.47	32.71	26.21	28.45
Tailings								
Total tailings generated	Million tonnes	217.42	2.07	219.49	208.14	177.44	159.94	114.34
Total tailings recycled	Million tonnes	54.44	0.00	54.44	50.89	42.33	36.95	25.28
Recycling rate	%	25.04	0.00	24.80	24.45	23.86	23.10	22.11

Note: The increase in the total volume of general waste is attributable to the commissioning of newly operational mines and the inclusion of newly acquired mines.

Hazardous waste

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
Total hazardous waste	Tonnes	251,683.00	116.21	251,799.21	284,861.58	160,885.78	320,813.40	357,214.01
- On-site diverted from disposal	Tonnes	14,913.95	0.00	14,913.95	182,661.67	5,478.61	1,827.42	42,097.84
- Off-site diverted from disposal	Tonnes	159,454.88	97.13	159,552.01	29,756.60	73,325.69	153,484.30	79,617.90
- On-site directed to disposal	Tonnes	72,793.19	13.86	72,807.05	69,289.40	76,072.02	21,190.37	228,658.34
- Off-site directed to disposal	Tonnes	4,520.98	5.22	4,526.20	3,153.90	6,009.46	144,311.31	6,839.93
Hazardous waste comprehensive utilisation rate	%	69.285	83.58	69.29	74.57	48.98	48.41	34.07
Hazardous waste generated intensity by revenue	Tonne/RMBmillion	0.72	0.03	0.71	1.05	0.55	1.19	1.59

Note: The utilisation rate of hazardous waste is related to the timeliness of disposal. We generally store hazardous waste up to a certain volume before arranging centralised disposal or recycling by qualified third-party companies. Therefore, hazardous waste is calculated as on-site final disposal prior to being handed over for external treatment, resulting in annual fluctuations in the utilisation rate. The actual utilisation rate may be higher than the statistical value.

Air emissions

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
Nitrogen oxides (NOx)	Tonnes	584.63	1.67	586.30	668.59	687.19	802.22	888.41
Sulphur dioxide (SO2)	Tonnes	1,361.92	0.00	1,361.92	1,401.88	1,348.22	1,248.70	1,483.64
Particulate matter (PM)	%	494.76	13.05	507.81	621.29	692.61	732.37	754.30
Sulphuric acid mist	Tonnes	81.87	0.00	81.87	82.47	78.55	69.44	76.91
Hydrogen chloride	Tonnes	1.91	0.00	1.91	1.00	2.01	1.07	0.22
Ammonia	Tonnes	6.53	0.00	6.53	5.28	0.87	0.34	1.00
Hydrogen sulphide	Tonnes	0.04	0.00	0.04	0.23	1.25	0.01	0.00
Lead and its compounds	Tonnes	0.78	0.00	0.78	0.87	0.80	1.11	1.28
Arsenic and its compounds	Tonnes	0.42	0.00	0.42	0.71	0.85	0.77	0.83
Mercury and its compounds	Tonnes	0.05	0.00	0.05	0.06	0.04	0.03	0.10
Volatile organic compounds (VOCs)	Tonnes	1.88	/	1.88	/	0.51	0.84	0.19
Nitrogen oxides (NO_x) emission intensity	Tonne/RMB100 million	0.17	0.05	0.17	0.22	/	/	/
Particulate matter (PM) emission intensity	Tonne/RMB100 million	0.14	0.36	0.14	0.20	/	/	/

Note: 1. The total emission of air pollutants is estimated based on the pollutant concentrations and exhaust gas flow rates stated in the exhaust gas inspection reports.
2. During the reporting period, fugitive-emitted VOCs were collected, treated, and then discharged as organised emissions.
3. Particulate matter data have been revised in the current reporting period. Previously, due to differences in statistical criteria, only dust particles were included from 2022 onwards. To ensure data consistency, the revised particulate matter data cover both dust and soot particles, so as to more accurately reflect the actual environmental performance.

- **Tailings storage facilities**

Indicator	2025	2024	2023	2022	2021
Number of tailings storage facilities	65	61	60	60	52
Number of active tailings storage facilities	39	37	37	33	37
Number of tailings storage facilities at risks	0	0	0	0	0

- **EMS certification and environmental audit**

Indicator	Zijin	Zangge	2025Total	2024	2023	2022	2021
ISO14001:2015 certification coverage	95.65%	100%	95.83%	100%	97.50%	97.50%	87.50%
Environmental audit coverage	100%	100%	100%	100%	100%	95.60%	92.50%

Notes: 1. The coverage rate of ISO 14001:2015 certification refers to the certification status of operational sites that are in production and have been under Zijin's actual control for more than three years.
2. The environmental audit coverage rate mainly refers to third-party review status of operational sites that are in production within three years and have been under Zijin's actual control for more than three years.

- **Land disturbance area**

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
Newly added land disturbance area	10,000 square metres	2,721.11	/	2,721.11	877.58	425.22	/	/
Restored vegetation area	1,000,000 square metres	7.26	10.74	18.00	8.03	6.22	12.75	7.76
Planted flowers and trees	1,000,000 plants	1.34	/	1.34	1.66	3.86	1.21	1.15

Note: The significant increase in land disturbance area is mainly due to the construction of the Julong Copper Phase II Project in Xizang.

Social Performance

- **Labour**

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
Number of workforce								
Number of employees	Persons	65,070	1,638	66,708	55,690	55,239	48,836	43,876
Number of contractors	Persons	33,592	648	34,240	37,458	30,459	28,222	/
By gender								
- Male	%	86.13	69.96	85.73	85.63	85.08	85.08	84.39
- Female	%	13.87	30.04	14.27	14.37	14.92	14.92	15.61
By age								
-<30	%	25.23	24.54	26.14	24.29	23.65	25.38	23.38
- 30≤Y<50	%	58.21	60.99	60.41	61.41	61.53	59.91	60.93
-≥50	%	12.94	14.47	13.45	14.31	14.83	15.69	19.24
Local employment rate	%	95.85	100.00	95.88	95.98	95.85	96.04	95.25

Note: The total number of employees of Zangge Mining is calculated based on the 1,638 people disclosed in its ESG report (excluding the Laos project); the local employment rate is calculated based on 64,350 people (excluding Bisha Mining Share Company).

- **Employee turnover**

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
Number of new hires	Persons	12,611	69	12,680	7,373	7,570	4,960	7,016
Total employee turnover rate	%	8.82	9.35	8.86	8.49	8.00	8.66	7.57
By gender								
Male	%	8.682	7.88	8.68	8.38	7.92	8.55	7.25
Female	%	7.40	12.61	7.77	9.18	8.47	9.33	8.84
By age								
＜30	%	14.82	7.59	14.66	10.88	11.99	11.52	10.25
30≤Y＜50	%	7.05	2.73	6.94	7.69	7.28	7.63	5.63
≥50	%	5.11	31.30	6.22	7.72	5.19	7.48	10.68
By region								
China	%	7.62	9.35	7.76	9.33	9.96	9.75	8.24

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
Other countries and regions outside China	%	9.32	0.00	9.32	8.26	6.01	6.30	6.75

Note: Human resource data statistics are calculated based on reports submitted and aggregated by each subsidiary. Due to local laws or practices such as anti-discrimination and personal privacy protection in some subsidiaries, the Company is not permitted to collect specific information such as employees' exact ages and genders. This results in a certain discrepancy between the total number of employees used in calculating the proportions of various employee categories and the actual total number. We disclose the proportions based on the actual statistics available.

Employee training

Year	2025		2024		2023		2022	
Indicator	Training ratio (%)	Average training (hours)	Training ratio (%)	Average training (hours)	Training ratio (%)	Average training (hours)	Training ratio (%)	Average training (hours)
By gender								
Male	95.71	55.80	98.01	40.50	96.39	29.98	96.72	25.90
Female	96.28	63.20	97.47	42.38	95.33	30.29	96.49	25.00
By job level								
Upper-level employees	96.33	46.10	94.65	33.02	93.74	27.86	100.00	36.74
Mid-level employees	97.32	41.50	99.47	45.90	96.39	30.40	88.72	39.12
Entry-level employees	95.68	58.00	99.10	45.40	97.46	29.15	90.37	24.12

Note: Entry-level employees exclude overseas frontline employees, ungraded employees, and employees below grade 8.

Collective bargaining agreement

Indicator	Unit	2025	2024	2023	2022	2021
Collective bargaining agreement coverage rate	%	43.90	46.98	74.68	82.62	/
By region						
Percentage of active workforce covered under collective bargaining agreements by local employees	%	46.10	48.25	76.44	84.19	70.33
Percentage of active workforce covered under collective bargaining agreements by foreign employees	%	16.86	16.59	25.76	42.00	35.33

Note: As the Zangge Mining Group Trade Union was officially established during the reporting period, the relevant collective consultation and negotiation mechanism is being gradually established, and no collective bargaining agreement has been signed yet, hence it is not included in the statistics. Relevant work will be promoted subsequently after the improvement of the trade union's operational mechanism.

Strikes and non-technical delays

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
Number of non-technical delays	Number	4	0	4	6	3	4	0
Duration of non-technical delays	Day	43	0	43	27	112	230	0
Number of strikes and lockouts	Number	6	0	6	6	1	2	4
Duration of strikes and lockouts	Day	6.67	0.00	6.67	10.50	3	0	3.75

Production safety

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
Investment in production safety	RMB100 million	34.35	0.30	34.65	32.01	28.04	21.23	14.93
ISO45001:2018 certification coverage	%	95.65%	100.00%	95.83%	100.00	97.50	95.00	87.50
Number of work-related fatalities of our employees	Persons	4	0	4	1	1	1.	4
Number of work-related fatalities of contractors' employees	Persons	4	0	4	6	10	2	4
Lost days	Day	4,401.00	446.00	4,847.00	4,887.50	9,503.00	12,940.00	2,540.75
Lost work hours rate (per million hours worked)	/	129.87	589.45	139.90	170.89	311.33	494.38	105.62
Lost time injury rate (LTIR) (per million hours worked)	/	0.43	0.83	0.44	0.34	0.25	0.29	0.30
Total recordable incident rate (TRIR) (per million hours worked)	/	1.265	0.16	1.27	1.50	0.91	0.64	0.68
Near miss frequency rate (NMFR) (per million hours worked)	/	0.79	0.00	0.77	0.75	0.88	0.14	0.18
Total number of hours worked	Million hours	271.14	6.05	277.19	228.80	244.18	209.39	192.44

Notes:
1. The scope of safety data statistics covers employees and contractors of production-oriented enterprises under Zijin's operational control. Data for individual employees or contractors will be specifically noted.
2. The ISO 45001:2018 certification coverage refers to the certification status of operational sites that are in production and have been under Zijin's actual control for more than three years.
3. Lost time injury frequency Rate (LTIFR) per million hours = total hours lost due to work-related injuries ÷ total hours worked × 1,000,000.
4. Lost time injury rate (LTIR) per million hours = number of lost time injury incidents ÷ total hours worked × 1,000,000.
5. Total recordable injury rate (TRIR) per million hours = number of recordable injury incidents ÷ total hours worked × 1,000,000.
6. Near-miss Incident rate per million hours = number of near-miss incidents ÷ total hours worked × 1,000,000.

Safety training

Indicator	Zijin			Zangge			2025Total		
	Person-times	Training (Hours)	Compliance rate %	Person-times	Training (Hours)	Compliance rate %	Person-times	Training (Hours)	Compliance rate %
Level 3 safety education for new recruits	9,127	535,313.40	100	50	2,154.00	100	9,177	537,467.40	100
Level 3 safety education for new contractors	46,765	2,105,491.64	100	363	19,602.00	100	47,128	2,125,093.64	100
On-duty self-employed personnel re-education	248,744	745,864.90	98.73	1,516	24,081.00	100	250,260	769,945.90	98.14
On-the-job contractor re-education	153,356	778,537.50	96.40	648	9,720.00	100	154,004	788,257.50	96.00

Product management

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
Qualified mineral production ratio	%	99.95	94.15	97.05	100.00	99.98	100.00	99.90
Number of products recalled for safety and health reasons	Number	/	/	/	/	/	/	/
Number of complaints lodged due to safety and health reasons	Document	/	/	/	/	/	/	/
Customer Satisfaction	%	99.04	99.76	99.40	100.00	99.65	99.60	99.22
Wood for packaging products	Tonnes	946.15	0.00	946.15	1,327.05	478.65	703.00	699.00
Bags for packaging concentrate products	Tonnes	4,288.21	2,145.05	6,433.26	4,585.97	2,887.00	3,818.00	1,841.00

Technological innovation

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
R&D expenditure	RMB100 million	15.30	0.10	15.40	11.88	9.69	12.32	7.71
New patents	Number	70	6	76	17	36	29	32

Suppliers

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
Total number of suppliers	Number	26,737	430	27,167	22,065	6,712	5,444	5,380
- Suppliers from China	Number	13,926	425	14,351	14,086	4,304	4,229	4,480
- Suppliers from countries and regions outside China	Number	12,811	5	12,816	7,979	2,408	1,215	900
Number of new suppliers	Number	1,650	430	2,080	1,822	1,532	1,547	762
- Number of new suppliers selected by ESG standards	Number	1,282	430	1,712	1,822	1,532	1,547	762
Local procurement rate	%	82.13	100	82.41	82.31	80.33	65.20	31.82

Note: During the reporting period, the suppliers of Zangge Mining were consolidated. After the consolidation, the supplier data are statistically based on newly admitted suppliers with actual business transactions recorded in the procurement system for the current period. Therefore, the number of newly signed suppliers of Zangge Mining in the current year is consistent with the total number of suppliers.

Supplier management

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
Number of suppliers evaluated by ESG standards	Number	6,738	430	7,168	5,456	3,845	2,327	1,507
Suppliers confirmed as having actual and potentially significant negative ESG impacts	Number	13	0	13	215	7	3	10
-Suppliers which have agreed to take rectification measures	Number	8	0	8	4	2	0	2
-Suppliers with terminated cooperation	Number	5	0	5	211	5	3	8
Number of blacklisted suppliers	Number	269	97	366	211	180	177	169

- **Community investment**

Indicator	Unit	Zijin	Zangge	2025Total	2024	2023	2022	2021
Community investment	RMB million	1,038.99	6.34	1,045.33	811.96	827.29	454.74	423.83
- Charitable donations	RMB million	410.96	5.70	416.66	286.76	297.32	250.67	268.24
- Development	RMB million	628.04	0.64	628.67	525.20	529.97	204.07	155.59

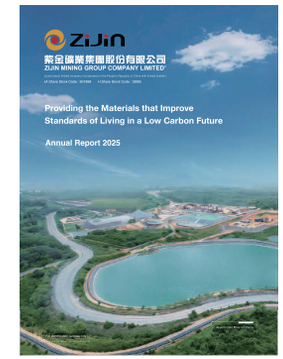
- **Economic contribution**

Indicator	Unit	2025	2024	2023	2022	2021
Direct economic contribution	RMB100 million	3,512.10	3,186.10	3,247.48	2,853.94	2,359.11
-Salaries and benefits paid to employees	RMB100 million	144.33	119.29	98.35	91.08	71.51
-Payments to suppliers	RMB100 million	2,875.07	2,724.76	2,854.44	2,511.41	2,106.53
-Community donations	RMB100 million	4.17	2.87	2.97	2.51	2.68
-Dividend distributed	RMB100 million	184.10	105.66	96.60	81.15	53.75
-Interests paid to creditors	RMB100 million	49.34	57.53	57.46	39.53	24.04
-Payments to governments (tax)	RMB100 million	255.09	175.99	137.66	128.26	100.60
Total social contribution value	RMB100 million	1,091.14	749.60	561.83	509.04	394.83
Social contribution value per share	RMB	4.10	2.82	2.13	1.94	1.53

Our Sustainability Report demonstrates the main performance of Zijin Mining's sustainable development in 2025.
Our performance data (XLSX format file) and other sustainability-related public documents and information, such as various updates, policies, the “Climate Change Action Plan”, etc., can be found at

https://www.zijinmining.com/sustainable/Reports_and_Policies.htm

For more information about Zijin Mining Group, please visit our company's website:



Chinese version: www.zjky.cn
English version: www.zijinmining.com
Spanish version: es.zijinmining.com
French version: fr.zijinmining.com

For information on Zijin Mining's business operation and financial performance, please refer to the Company's "Annual Report 2025"

Indexes

GRI standard

Statement of use	Zijin Mining Group Co., Ltd. has reported in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Industry Standards	GRI 14: Mining Industry 2024

GRI Standard	Disclosure	Chapter /Location	Pages / Notes
GRI 2:General Disclosures 2021			
2-1 Organizational details		About Us	P4-7
2-2 Entities included in the organization's sustainability reporting		About This Report	P165
2-3 Reporting period frequency and contact point		About This Report	P165, Back cover
2-4 Restatements of information		No restatement information for the current year	/
2-5 External assurance		Independent Verification Statement for the Sustainability Report	P166
2-6 Activities value chain and other business relationships		About This Report / Stakeholder Engagement	P6, P11-12
2-7 Employees		Employee Development	P112-124
2-8 Workers who are not employees		Employee Development	P112-124
2-9 Governance structure and composition		Corporate Governance 2025 Annual Report of Zijin Mining	P17-25
2-10 Nomination and selection of the highest governance body		Corporate Governance 2025 Annual Report of Zijin Mining	P17-25
2-11 Chair of the highest governance body		Corporate Governance 2025 Annual Report of Zijin Mining	P17-25
2-12 Role of the highest governance body in overseeing the management of impacts		Corporate Governance 2025 Annual Report of Zijin Mining	P17-25
2-13 Delegation of responsibility for managing impacts		Corporate Governance 2025 Annual Report of Zijin Mining	P17-25
2-14 Role of the highest governance body in sustainability reporting		Corporate Governance	P17-25
2-15 Conflicts of interest		Compliance and Business Ethics	P44-49
2-16 Communication of critical concerns		Stakeholder Engagement	P11-12
2-17 Collective knowledge of the highest governance body		Corporate Governance	P17-25
2-18 Evaluation of the performance of the highest governance body		Corporate Governance	P17-25
2-19 Remuneration policies		Corporate Governance 2025 Annual Report of Zijin Mining	P17-25
2-20 Process to determine remuneration		Corporate Governance 2025 Annual Report of Zijin Mining	P17-25
2-21 Annual total compensation ratio		/	Due to the privacy policies of some subsidiaries and the salary confidentiality requirements of the trade unions at certain subsidiaries, the Group is unable to calculate a reliable group-wide median salary.
2-22 Statement on sustainable development strategy		A Message from the Chairman / Governance	P1, P17-25
2-23 Policy commitments		Governance / About This Report	P17-25, P165
2-24 Embedding policy commitments		Governance	P17-25
2-25 Processes to remediate negative impact		ESG Risk Management / Grievance Mechanism	P29-33, P50-52
2-26 Mechanisms for seeking advice and raising concerns		Stakeholder Engagement / Grievance Mechanism / Community	P11-12, P138-151
2-27 Compliance with laws and regulations		Compliance and Business Ethics	P44-49
2-28 Membership associations		About Zijin Mining	P4
2-29 Approach to stakeholder engagement		Stakeholder Engagement	P11-12
2-30 Collective bargaining agreements		Data and Performance Summary Sheet	P175

GRI Standard	Disclosure	Chapter /Location	Pages / Notes
GRI 14: Mining Industry 2024			
Topic 14.1 Climate change		Climate change	P59-75
Topic 14.2 Climate Adaptation and Resilience		Climate change	P59-75
Topic 14.3 Air emissions		Climate Change / Waste Management and Circular Economy	P59-75,P98-105
Topic 14.4 Biodiversity		Biodiversity Conservation	P88-97
Topic 14.5 Waste		Waste Management and Circular Economy	P98-105
Topic 14.6 Tailings		Tailings Management	P106-110
Topic 14.7 Water and effluents		Water Resource Management	P76-82
Topic 14.8 Closure and rehabilitation		Land Use	P83-87
Topic 14.9 Economic impacts		Community	P137-151
Topic 14.10 Local communities		Community	P137-151
Topic 14.11 Rights of Indigenous Peoples		Human Rights / Community Human Rights Policy Community Policy	P34-43,P137-151
Topic 14.12 Land and resource rights		Human Rights / Community Human Rights Policy Community Policy	P34-43,P137-151
Topic 14.13 Artisanal and small-scale mining (ASM)		Human Rights Human Rights Policy	P34-43
Topic 14.14 Security practices		Human Rights	P34-43
Topic 14.15 Critical incident management		Human Rights	P34-43
Topic 14.16 Occupational health and safety		Occupational Health and Safety	P125-136
Topic 14.17 Employment practices		Employee Development	P112-124
Topic 14.18 Child Labour		Human Rights / Responsible Supply Chain Human Rights Policy	P34-43,P152-158
Topic 14.19 Forced labour and modern slavery		Human Rights / Responsible Supply Chain Human Rights Policy	P34-43,P152-158
Topic 14.20 Freedom of association and collective bargaining		Human Rights / Responsible Supply Chain Human Rights Policy	P34-43,P152-158
Topic 14.21 Non-discrimination and equal opportunity		Human Rights Human Rights Policy Labor Employment Policy	P34-43
Topic 14.22 Anti-corruption		Compliance and Business Ethics	P44-49
Topic 14.23 Payments to Governments		Corporate Governance / Compliance and Business Ethics / Community Business Ethics Policy	P17-25, P44-49, P137-151
Topic 14.24 Public policy		Public policy	/
Topic 14.25 Conflict-affected and high-risk areas		Responsible Supply Chain Responsible Supply Chain Policy	P152-158
GRI 3:Material Topics 2021			
3-1 Process to determine material topics		Materiality Analysis	P13-15
3-2 List of material topics		Materiality Analysis	P13-15
3-3 Management of material topics		Materiality Analysis	P13-15
Material Topics			
Economic Performance 2016	3-3 Management of material topics	Community	P137-151
	201-1 Direct economic value generated and distributed	Community	P137-151
	201-3 Defined benefit plan obligations and other retirement plans	Employee Development	P112-124
Indirect Economic Impacts 2016	3-3 Management of material topics	Community	P137-151
	203-1 Infrastructure Investments and Support Services	Community	P137-151
	203-2 Significant Indirect Economic Impacts	Community	P137-151
Procurement Practices 2016	3-3 Management of material topics	Responsible Supply Chain Responsible Supply Chain Policy	P152-158

GRI Standard	Disclosure	Chapter /Location	Pages / Notes
Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible Supply Chain	P152-158
Anti-corruption 2016	3-3 Management of material topics	Compliance and Business Ethics Business Ethics Policy	P44-49
	205-1 Operations assessed for risks related to corruption	Compliance and Business Ethics	P44-49
	205-2 Communication and training about anti-corruption policies and procedures	Compliance and Business Ethics	P44-49
	205-3 Confirmed incidents of corruption and actions taken	Compliance and Business Ethics	P44-49
Anti-competitive Behavior 2016	3-3 Management of material topics	Compliance and Business Ethics Business Ethics Policy	P44-49
	206-1 Legal actions for anti-competitive behavior/ anti-trust/and monopoly practices	Compliance and Business Ethics	P44-49
Tax 2019	3-3 Management of material topics	Corporate Governance/Compliance and Business Ethics Business Ethics Policy 2025 Annual Report	P17-25,P44-49
	207-1 Approach to tax	Corporate Governance	P17-25
	207-2 Tax governance, control, and risk management	Corporate Governance	P17-25
	207-3 Stakeholder engagement and management of concerns related to tax	Corporate Governance	P17-25
	207-4 Country-by-country reporting	2025 Annual Report	/
Materials 2016	3-3 Management of material topic	Product Responsibility	P159-160
	3 01 - 1 Materials used by weight or volume	Product Responsibility	P159-160

GRI Standard	Disclosure	Chapter /Location	Pages / Notes
Materials 2016	301-2 Recycled input materials used	Product Responsibility	P159-160
	301-3 Reclaimed Products and their packaging materials	Product Responsibility	P159-160
Energy 2025	3-3 Management of material topics	Climate Change	P59-75
	103-1 Energy policies and commitments	Climate Change	P59-75
	103-2 Energy consumption and self-generation within the organization	Climate Change	P59-75
	103-4 Energy intensity	Climate Change	P59-75
	103-5 Reduction of energy consumption	Climate Change	P59-75
Water and Effluents 2018	3-3 Management of material topics	Water Resource Management	P76-82
	301-1 Interactions with water as a shared resource	Water Resource Management	P76-82
	303-2 Management of water discharge-related impact	Water Resource Management	P76-82
	303-3 Water withdrawal	Water Resource Management	P76-82
	303-4 Water discharge	Water Resource Management	P76-82
	303-5 Water consumption	Water Resource Management	P76-82
Biodiversity 2024	3-3 Management of material topics	Biodiversity Conservation Ecological Environmental Protection Policy	P88-97
	101 - 1 Policies to halt and reverse biodiversity loss	Biodiversity Conservation Ecological Environmental Protection Policy	P88-97
	101 - 2 Management of biodiversity impacts	Biodiversity Conservation	P88-97
	101-4 Identification of biodiversity impacts	Biodiversity Conservation	P88-97

GRI Standard	Disclosure	Chapter /Location	Pages / Notes
Biodiversity 2024	101-5 Locations with biodiversity impacts	Biodiversity Conservation	P88-97
	101-6 Direct drivers of biodiversity loss	Biodiversity Conservation	P88-97
	101-7 Changes to the state of biodiversity	Biodiversity Conservation	P88-97
	101-8 Ecosystem services	Biodiversity Conservation / Land Use	P88-97,P83-87
Climate Change 2025	3-3 Management of material topics	Climate Change Climate Change Action Plan	P59-75
	102-1 Transition plan for climate change mitigation	Climate Change	P59-75
	102-2 Climate change adaptation plan	Climate Change	P59-75
	102-3 Just transition	Climate Change	P59-75
	102-4 GHG emissions reduction targets and progress	Climate Change	P59-75
	102-5 Scope 1 GHG emissions	Climate Change	P59-75
	102-6 Scope 2 GHG emissions	Climate Change	P59-75
	102-7 Scope 3 GHG emissions	Climate Change	P59-75
	102-8 GHG emissions intensity	Climate Change	P59-75
	102-9 GHG removals in the value chain	Climate Change / Responsible Supply Chain	P59-75,P152-158
	102-10 Carbon credits	Climate Change	P59-75
Waste 2020	3-3 Management of material topics	Waste Management and Circular Economy Ecological Environmental Protection Policy	P98-105
	306 - 1 Waste generation and significant waste-related impacts	Waste Management and Circular Economy	P98-105
Waste 2020	306-2 Management of significant waste-related impacts	Waste Management and Circular Economy	P98-105
	306-3 Waste generated	Waste Management and Circular Economy	P98-105
	306-4 Waste diverted from disposal	Waste Management and Circular Economy	P98-105
	306-5 Waste directed to disposal	Waste Management and Circular Economy	P98-105
Supplier Environmental Assessment 2016	3-3 Management of material topics	Responsible Supply Chain	P152-158
	308-1 New suppliers that were screened using environmental criteria	Responsible Supply Chain	P152-158
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Supply Chain	P152-158
Employment 2016	3-3 Management of material topics	Employees Development Labor Employment Policy	P112-124
	401-1 New employee hires and employee turnover	Employees Development	P112-124
	401 - 2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees Development	P112-124
	401-3 Parental Leave	Employees Development	P112-124
La-bour/Man-age-ment Relations 2016	3-3 Management of material topics	Human Rights /Employees Development /Responsible Supply Chain Human Rights Policy/ Labor Employment Policy	P34-43, P112-124, P152-158
	402-1 Minimum notice periods regarding operational changes	Human Rights/ Employee Development /Responsible Supply Chain	P34-43,P112-124, P152-158
Occupational Health and Safety 2018	3-3 Management of material topics	Occupational Health and Safety Health, Safety and Security Policy	P125-136
	403-1 Occupational health and safety management system	Occupational Health and Safety	P125-136

GRI Standard	Disclosure	Chapter /Location	Pages / Notes
Occupational Health and Safety2018	403-2 Hazard identification/risk assessment and incident investigation	Occupational Health and Safety	P125-136
	403-3 Occupational health services	Occupational Health and Safety	P125-136
	403 - 4 Occupational Health and Safety Matters: Worker Participation, Consultation and Communication	Occupational Health and Safety	P125-136
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	P125-136
	403-6 Promotion of worker health	Occupational Health and Safety	P125-136
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Related to Business Relationships	Occupational Health and Safety	P125-136
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety	P125-136
	403-9 Work-related injuries	Occupational Health and Safety	P125-136
	403-10 Work-related ill health	Occupational Health and Safety	P125-136
Training and Education 2016	3-3 Management of material topics	Employees Development	P112-124
	404-1 Average hours of training per year per employee	Employees Development	P112-124
	404-2 Programmes for upgrading employee skills and transition assistance programmes	Employees Development	P112-124
	404-3 Percentage of employees receiving regular performance and career development reviews	Employees Development	P112-124
Diversity and Equal Opportunity 2016	3-3 Management of material topics	Employees Development Labor and Employment Policy	P112-124
	405-1 Diversity of governance bodies and employees	Employees Development	P112-124

GRI Standard	Disclosure	Chapter /Location	Pages / Notes
Non-dis-crimi-nation 2016	3-3 Management of material topics	Human Rights / Employees Development	P34-43,P112-124
	406-1 Incidents of discrimination and corrective actions taken	Human Rights / Employees Development	P34-43, P50-52
Freedom of Association and Collective Bargaining 2016	3-3 Management of material topics	Human Rights Human Rights Policy	P34-43
Child labour 2016	3-3 Management of material topics	Human Rights Human Rights Policy	P34-43
	408-1 Operations and suppliers at significant risk for incidents of child Labour	Human Rights / Responsible Supply	P34-43, P152-158
Forced or Compulsory labour 2016	3-3 Management of material topics	Human Rights / Employees Development / Responsible Supply Chain Human Rights Policy	P34-43,P112-124, P152-158
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Human Rights / Employees Development / Responsible Supply Chain	P34-43,P112-124, P152-158
Security Practices 2016	3-3 Management of material topics	Human Rights	P34-43
	410-1 Security personnel trained in human rights policies or procedures	Human Rights	P34-43
Rights of Indigenous Peoples 2016	3-3 Management of material topics	Human Rights Human Rights Policy Community Policy	P34-43
Local Communi-ties 2016	3-3 Management of material topics	Community Community Policy	P137-151
	413-1 Operations with local community engagement, impact assessments, and development programmes	Community	P137-151
Supplier Social Assessment 2016	3-3 Management of material topics	Responsible Supply Chain	P152-158
	414-1 New suppliers that were screened using social criteria	Responsible Supply Chain	P152-158

GRI Standard	Disclosure	Chapter /Location	Pages / Notes
Supplier Social Assessment 2016	414-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Responsible Supply Chain	P152-158
Customer Health and Safety 2016	3-3 Management of material topics	Product Responsibility	P159-160
	416-1 Assessment of the health and safety impacts of product and service categories	Product Responsibility	P159-160
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Product Responsibility	P159-160
Marketing and Labeling 2016	3-3 Management of material topics	Product Responsibility	P159-160
	417-1 Requirements for product and service information and labeling	Product Responsibility	P159-160
	417-2 Incidents of non-compliance concerning product and service information and labeling	Product Responsibility	P159-160
	417-3 Incidents of non-compliance concerning marketing communications	Product Responsibility	P159-160
Customer Privacy 2016	3-3 Management of material topics	Product Responsibility	P159-160
	418-1 Substantiated complaints concerning breaches of customer privacy and loss of customer data	Product Responsibility	P159-160

HKEX ESG Appendix

Appendix	Indicator	Chapter /Location	Pages / Notes
Aspect A1: Emissions	General Disclosure Information on: (a)the policies; and (b)compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non- hazardous waste. Note: Air emissions include NOx, SOx, and other pollutants regulated under national laws and regulations. Greenhouse gases include carbon dioxide/ methane/ nitrous oxide/ hydrofluoro-carbons/perfluorocarbons and sulphur hexafluoride. Hazardous wastes are those defined by national regulations.	Environmental Management System/ Climate Change Waste Management and Circular Economy	P54-75 P98-105
	KPI A1.1 The types of emissions and respective emissions data.	Climate Change/ Waste Management and Circular Economy	P73-75 P99-104
	KPI A1.3 Total hazardous waste produced (in tonnes) and where appropriate/ intensity (e.g. per unit of production volume, per facility).	Waste Management and Circular Economy	P102-104
	KPI A1.4 Total non-hazardous waste produced (in tonnes) and/where appropriate/ intensity (e.g. per unit of production volume, per facility).	Climate Change/ Waste Management and Circular Economy	P99-101

Appendix	Indicator	Chapter /Location	Pages / Notes
Aspect A1: Emissions	KPI A1.5 Describe the established emissions targets and the steps/measures taken to attain such targets.	Climate Change/ Waste Management and Circular Economy/ Tailings Management	P59 P98-110
	KPI A1.6 Description of how hazardous and non-hazardous wastes are handled/ and a description of reduction target(s) set and steps taken to achieve them.	Waste Management and Circular Economy/ Tailings Management	P98-110
Aspect A2: Use of Resources	General Disclosure Policies on the efficient use of resources/ including energy/ water and other raw materials. Note: Resources maybe used in production, in storage, transportation, in buildings, electronic equipment, etc.	Climate Change / Water Resources Management / Waste Management and Circular Economy	P67-72 P76-82
	KPI A2.1 Direct and/or indirect energy consumption by type (e.g. electricity/ gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	Climate Change	P73
	KPI A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Water Resource Management	P78
	KPI A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	Climate Change / Water Resource Management / Waste Management and Circular Economy	P71-75 P76-82 P98-105
	KPI A2.4 Description of whether there is any issue in sourcing water that is fit for purpose/ water efficiency target(s) set and steps taken to achieve them.	Water Resource Management	P76-82

Appendix	Indicator	Chapter /Location	Pages / Notes
Aspect A2: Use of Resources	KPI A2.5 Total packaging material used for finished products (in tonnes) and/ if applicable, with reference to per unit produced.	Product Responsibility	P160
Aspect A3: The Environment and Natural Resources	General Disclosure: Policies on minimizing the issuer's significant impacts on the environment and natural resources.	Environmental Management System/ Land Use/ Biodiversity Conservation	P54-58 P83-87 P88-97
	KPI A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Management System/ Land Use/Biodiversity Conservation	P54-58 P83-87 P88-97
Employment and Labour Practices			
Aspect B1: Employment	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal/ recruitment and promotion/ working hours/ rest periods/ equal opportunity/ diversity/ anti-discrimination/ and other benefits and welfare.	Employees Development	P112-124
	KPI B1.1 Total workforce by gender/ employment type (for example/ full- or part-time)/ age group and geographical region.	Employees Development	P117

Appendix	Indicator	Chapter /Location	Pages / Notes
Aspect B1: Employment	KPI B1.2 Employee turnover rate by gender, age group and geographical region.	Employees Development	P119
Aspect B2: Health and Safety	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Occupational Health and Safety	P125-126
	KPI B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	Occupational Health and Safety	P136
	KPI B2.2 Lost days due to work injury.	Occupational Health and Safety	P136
	KPI B2.3 Description of occupational health and safety measures adopted/ and how they are implemented and monitored.	Occupational Health and Safety	P129-136
Aspect B3: Development and Training	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities. Note: Training refers to vocational training. It may include internal and external courses paid by the employer.	Employees Development	P122-124
	KPI B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	Employees Development	P122
Aspect B3: Development and Training	KPI B3.2 The average training hours completed per employee by gender and employee category.	Employees Development	P122
Aspect B4: Labour Standards	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Human Rights / Human Rights Policy / Labor and Employment Policy	P34-43
	KPI B4.1 Description of measures to review employment practices to avoid child and forced labour.	Human Rights Human Rights Policy Labor and Employment Policy	P34-43
	KPI B4.2Description of steps taken to eliminate such practices when discovered.	Human Rights Human Rights Policy Labor and Employment Policy	P34-43
Aspect B5: Supply Chain Management	General Disclosure Policies on managing environmental and social risks of the supply chain.	Responsible Supply Chain	P152-158
	KPI B5.1 Number of suppliers by geographical region.	Responsible Supply Chain	P156
	KPI B5.2 Description of practices relating to engaging suppliers/ number of suppliers where the practices are being implemented, and how they are implemented and monitored.	Responsible Supply Chain	P152-158
	KPI B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Responsible Supply Chain	P152-158

Appendix	Indicator	Chapter /Location	Pages / Notes
Aspect B5: Supply Chain Management	KPI B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Responsible Supply Chain	P152-158
Aspect B6: Product Responsibility	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Product Responsibility	P159-160
	KPI B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product Responsibility	P159-160
	KPI B6.2 Number of products and service related complaints received and how they are dealt with.	Product Responsibility	P159-160
	KPI B6.3 Description of practices relating to observing and protecting intellectual property rights.	Product Responsibility	P159-160
	KPI B6.4 Description of quality assurance process and recall procedures.	Product Responsibility	P159-160
	KPI B6.5 Description of consumer data protection and privacy policies/ and how they are implemented and monitored.	Product Responsibility / Information Security	P159-162

Appendix	Indicator	Chapter /Location	Pages / Notes
Aspect B7: Anti-corruption	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Corporate Governance/ Compliance and Business Ethics	P17-25 P47-49
	KPI B7.1 Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Compliance and Business Ethics	P48
	KPI B7.2 Description of preventive measures and whistle - blowing procedures/ and how they are implemented and monitored.	Compliance and Business Ethics / Grievance Mechanism	P47-49
	KPI B7.3 Description of anti-corruption training provided to Directors and staff.	Compliance and Business Ethics	P49
Aspect B8: Community Investment	General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.。	Community	P137-151
	KPI B8.1 Focus areas of contribution (e.g. education/ environmental concerns, labour needs, health, culture, sport).	Community	P137-151
	KPI B8.2 Resources contributed (e.g. money or time) to the focus area.	Community	P149

Index of International Financial Reporting Sustainability Disclosure Standard No. 2 (IFRS S2)

Theme	Description	Disclosure requirements	Pages
Governance	The governance body(s) or individual(s) responsible for oversight of climate-related risks and opportunities, and how often the body(s) or individual(s) is/are informed about climate-related risks and opportunities.	How responsibilities for climate-related risks and opportunities are reflected in the terms of responsibilities, board authorization, role description, and other policies of the institution or individual.	P54 P67
		How the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities.	P54 P67
		How and how often the body(s) or individual(s) is informed about climate-elated risks and opportunities.	P54 P67
		How the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the entity's strategy, its decisions on major transactions and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities.	P17-25 P54 P67
		How the body(s) or individual(s) oversees the setting of targets related to climate-related risks and opportunities, and monitors progress towards those targets, including whether and how related performance metrics are included in remuneration policies.	P17-25
Strategy	Entity's strategy for managing climate-related risks and opportunities	The climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects.	P60-66
		The current and anticipated effects of those climate-related risks and opportunities on the entity's business model and value chain.	P60-66
		The effects of those climate-related risks and opportunities on the entity's strategy and decision-making/ including information about its climate-related transition plan.	P60-66
Strategy	Entity's strategy for managing climate-related risks and opportunities	The effects of those climate-related risks and opportunities on the entity's financial position/ financial performance and cash flows for the reporting period/ and their anticipated effects on the entity's financial performance and cash flows over the short/ medium and long term	P60-66
		The climate resilience of the entity's strategy and its business model to climate-related changes/ developments and uncertainties	P60-66
Risk management	The entity's processes to identify, assess, prioritise and monitor climate-related risks and opportunities	The processes and related policies the entity uses to identify/ assess/ prioritise and monitor climate-related risks/ including the inputs and parameters the entity uses/ whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related risks/ how the entity assesses the nature/ likelihood and magnitude of the effects of those risks/ and whether and how the entity has changed the processes it uses compared with the previous reporting period	P60-66
		The processes the entity uses to identify, assess, prioritise and monitor climate-related opportunities/ including information about whether and how the entity uses climate-related scenario analysis to inform its identification of climate-related opportunities	P60-66
		The extent to which, and how, the processes for P39-40 identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process	P60-66
Metrics and targets	The entity's performance in relation to its climate-related risks and opportunities/ including progress towards any climate-related targets it has set	Information relevant to the cross-industry metric categories	P73-75
		Industry-based metrics	P73-75
		Targets set by the entity	For specific details, please refer to our Climate Change Action Plan

Note: For the specific contents of "Strategy" and "Risk Management" in this index table, please refer to the Company's Climate Change Action Plan. This report only discloses the latest progress made during the reporting period.

SASB Appendix

SASB Code	Metric	Unit of measure	Data/Pages
EM-MM-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	tCO_2e	3,400,000
	Percentage of emission limitation plans (emissions under emission limitation plans divided by total Scope I emissions)	%	0
EM-MM-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Not applicable	P59-75
EM-MM-120a.1	Air emissions of the following pollutants:		
	(1) CO	Metric tonnes (t)	0
	(2) NOx (excluding N_2O)	Metric tonnes (t)	586.30
	(3) SOx	Metric tonnes (t)	1,361.92
	(4) Particulate matter (PM10)	Metric tonnes (t)	507.81
	(5) Mercury (Hg)	Metric tonnes (t)	0.05
	(6) Lead (Pb)	Metric tonnes (t)	0.78
	(7) Volatile organic compounds (VOCs)	Metric tonnes (t)	1.88
EM-MM-130a.1	(1) Total energy consumed	GJ	79,803,270
	(2) Percentage grid electricity	%	91.58
	(3) Percentage renewable	%	28.62
EM-MM-140a.1	(1) Total freshwater withdrawn	Millions of cubic meters (m^3)	79.13
	(2) Total water	Millions of cubic meters (m^3)	45.61
	Percentage of each in regions with High or Extremely High Baseline Water Stress	%	10.25
EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Number	0

SASB Code	Metric	Unit of measure	Data/Pages
EM-MM-150a.1	Total weight of tailings waste	Metric tonnes(t)	219.49
	Recycled rate of tailings waste	%	24.80
EM-MM-150a.2	Total weight of mineral processing waste	Metric tonnes (t)	798.65
	Recycled rate of mineral processing waste	%	12.82
EM-MM-150a.3	Number of tailings impoundments, broken down by MSHA hazard potential	Number	0
EM-MM-160a.1	Description of environmental management policies and practices for active sites	Not applicable	P54
EM-MM-160a.2	Percentage of mine sites where acid rock drainage is:	Not applicable	12.16%
	(1) predicted to occur	%	1.35
	(2) actively mitigated	%	5.41
	(3) under treatment or remediation	%	5.41
EM-MM-160a.3	Percentage of proven reserves in or near sites with protected conservation status or endangered species habitat	%	/
	Percentage of probable reserves in or near sites with protected conservation status or endangered species habitat	%	/
EM-MM-210a.1	Percentage of proven reserves in or near areas of conflict	%	/
	Percentage of probable reserves in or near areas of conflict	%	/
EM-MM-210a.2	Percentage of proven reserves in or near indigenous land	%	/

SASB Code	Metric	Unit of measure	Data/Pages
EM-MM-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Not applicable	/
EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Not applicable	/
EM-MM-210b.2	Number of non-technical delays	Time	4
	Duration of non-technical delays	Day	43
EM-MM-310a.1	Percentage of active workforce covered under collective bargaining agreements, broken down by domestic employees	%	46.10
	Percentage of active workforce covered under by foreign employees	%	16.86
EM-MM-310a.2	Number of strikes and lockouts	Time	6
	Duration of strikes and lockouts	Days	6.67
EM-MM-320a.1	(1) MSHA all incident rate	Ratio	/
	(2) Fatality rate	Ratio	0.0060
	(3) Near miss frequency rate (NMFR)	Ratio	0.16
	(4) a. Average hours of health, safety, and emergency response training for a) full-time employees	Hours	71.44
	(4) b. Average hours of health, safety. and emergency response training for contract employees	Hours	55.36
EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	Not applicable	P44
EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Metric tonnes (t)	/

SASB Code	Metric	Unit of measure	Data/Pages
EM-MM-000.A	(1) Production of metal ores	Saleable metric tonnes (t)	Please refer to our 2025 Annual Report.
	(2) Production of finished metal products	Saleable metric tonnes (t)	Please refer to our 2025 Annual Report.
EM-MM-000.B	Total number of employees	Person	66,708
	Percentage of contractors	%	51.33

Index of Self-regulatory Supervision Guidelines No. 14 of the Shanghai Stock Exchange Sustainable Development Report

Dimension	No.	Topic	Chapter/Location	Pages / Notes
Environment	1	Climate change tackling	Climate Change	P59-75
	2	Pollutant discharge	Water Resource Management / Waste and Circular Economy	P76-82 P98-105
	3	Waste disposal	Waste and Circular Economy	P98-105
	4	Ecosystem and biodiversity protection	Land Use / Biodiversity Conservation	P83-97
	5	Environmental compliance management	Environmental Management System Zijin Mining 2025 Annual Report	P54-58
	6	Energy usage	Climate Change	P59-75
	7	Usage of water resources	Water Resource Management	P76-82
	8	Circular economy	Waste and Circular Economy	P98-105

Dimension	No.	Topic	Chapter/Location	Pages / Notes
Society	9	Rural revitalization	Community	P150
	10	Contributions to the society	Community	P149
	11	Innovation-driven	Technological Innovation	P163-164
	12	Ethics of science and technology	Technological Innovation	P163-164
	13	Supply chain security	Responsible Supply Chain	P152-158
	14	Equal treatment to small and medium-sized enterprises	Responsible Supply Chain	P156
	15	Safety and quality of products and services	Product Responsibility	P159-160
	16	Data security and customer privacy protection	Information Security	P161-162
Sustainability-related governance	17	Employees	Human Rights / Employee Development / Occupational Health and Safety	P34-43,P112-136
	18	Due diligence	ESG Risk Management	P29-33
	19	Communications with stakeholders	Stakeholder Engagement	P11-12
	20	Anti-commercial bribery and anti-corruption	Compliance and Business Ethics	P44-49
	21	Anti-unfair competition	Compliance and Business Ethics	P44-49

Ministry of Finance of the People's Republic of China Enterprise Sustainability Disclosure Standards – Basic Standard (Trial)

Topic	Description	Disclosure Requirements	Pages / Notes
Governance	Information on the governing body (including the Board of Directors and its subordinate committees or other similar bodies) or personnel responsible for overseeing sustainability-related risks and opportunities	How the terms of reference, authorization, job descriptions and other relevant policies of such body or personnel reflect their oversight responsibilities	P54 P67
		Whether such body or personnel possess the professional expertise and competence to implement and oversee strategies and systems concerning sustainability-related risks and opportunities, so as to supervise the strategies formulated by the enterprise to manage sustainability-related risks and opportunities	P54 P67
Governance	Information on the governing bodies (including the Board of Directors and its subordinate committees or other similar bodies) or personnel responsible for overseeing sustainability-related risks and opportunities	The manner and frequency in which such bodies or personnel are informed of sustainability-related risks and opportunities	P54 P67
		How such bodies or personnel take sustainability-related risks and opportunities into account when overseeing the enterprise's strategies, material transaction decisions, risk management processes and relevant policies	P17-25 P54 P67
		How such bodies or personnel oversee the setting of objectives for sustainability-related risks and opportunities and monitor progress in achieving these objectives, including whether and how relevant performance indicators are incorporated into remuneration policies	P17-25
	Information on management's role in the governance structure, control measures and procedures adopted to manage and oversee sustainability-related risks and opportunities	Whether specific management positions or departments are assigned responsibilities for managing and overseeing sustainability-related risks and opportunities, and how such positions or departments are supervised	P54 P67
		Whether management applies control measures and procedures to support the oversight of sustainability-related risks and opportunities, and how such controls and procedures are integrated with other internal functions of the enterprise	P54 P67
Strategy	Sustainability-related Risks and Opportunities	Sustainability-related risks and opportunities that can be reasonably expected to affect the enterprise's development prospects	P60-66
		The current and anticipated impacts of such risks and opportunities on the enterprise's business model and value chain, together with an explanation of the areas within the business model and value chain where sustainability-related risks and opportunities are concentrated, including specific activities, business relationships, geographical regions, facilities and asset types	P60-66
		The time horizons over which such risks and opportunities can be reasonably expected to affect the enterprise's development prospects (including short-term, medium-term and long-term), and how such horizons align with the time horizons adopted by the enterprise for strategic decision-making.	P60-66

Topic	Description	Disclosure Requirements	Pages / Notes
Strategy	How sustainability-related risks and opportunities affect the enterprise's strategies and decision-making	How the enterprise's current strategies and decisions address, or plan to address, sustainability-related risks and opportunities	P60-66
		Progress made in the management plans disclosed by the enterprise in previous reporting periods, including both quantitative and qualitative information	P60-66
		How the enterprise considers trade-offs between sustainability-related risks and opportunities in its strategies and decision-making	P60-66
	Current and anticipated financial impacts of sustainability-related risks and opportunities	The impacts of sustainability-related risks and opportunities on the enterprise's financial position, operating results and cash flows during the reporting period	P60-66
		Identified sustainability-related risks and opportunities that may give rise to material adjustment risks to the carrying amounts of assets and liabilities in the financial statements for the next reporting period	P60-66
		Based on the strategies for managing sustainability-related risks and opportunities, how the enterprise expects its financial position, operating results and cash flows to change in the short, medium and long term	P60-66
	Resilience of the enterprise's strategies and business model to sustainability-related risks (i.e., the ability of the enterprise's strategies and business model to adapt to uncertainties associated with sustainability-related risks), including methods such as scenario analysis adopted for resilience assessment, key assumptions, input values or parameters used, and applicable time horizons.	When providing quantitative information in accordance with this clause, the enterprise may disclose a single value or a range of values	P60-66

Topic	Description	Disclosure Requirements	Pages / Notes
Risk Management	Processes and relevant policies for identifying, assessing, prioritizing and monitoring sustainability-related risks	1.Adopted methodologies and key assumptions; 2.Input values and parameters used, together with their sources; 3.How the nature, likelihood and magnitude of the impacts of sustainability-related risks are assessed; 4.Whether and how the priority of sustainability-related risks relative to other types of risks is considered; 5.How sustainability-related risks are monitored; 6.Whether and how the applied processes have changed compared with the previous reporting period.	P60-66
	Processes for identifying, assessing, prioritizing and monitoring sustainability-related opportunities.		P60-66
	The extent to which and how the processes for identifying, assessing, prioritizing and monitoring sustainability-related risks and opportunities are integrated into the enterprise's overall risk management processes.		P60-66
	Processes for identifying, assessing, prioritizing and monitoring sustainability-related opportunities.		P60-66
Metrics and Targets	Metrics adopted by the enterprise to measure and monitor its sustainability-related risks and opportunities, as well as metrics for evaluating the performance of sustainability risk and opportunity management, shall include those relevant to specific business models, activities or other indicators reflecting common industry characteristics. Where an enterprise sets a metric, it shall specify	1. How the metric is defined; 2. Whether the metric is an absolute value, a relative value or a qualitative metric; 3. Whether and how the metric is verified by an independent third party; 4. The calculation method, key assumptions, limitations of the methodology, and input values or parameters adopted for the metric; 5. Revisions to the metric and the reasons therefor (if applicable).	P73-75
	Progress against targets set by the enterprise, and progress against targets required by national laws, regulations and strategic plans, with explanations on	1. Metrics used for setting targets and monitoring progress; 2. Specific quantitative or qualitative targets set by the enterprise or required to be achieved; 3. The time horizon applicable to the targets; 4. The baseline period for measuring progress; 5. Phased targets and interim targets (if applicable); 6. Performance in achieving the targets and analysis of future trends or changes; 7. Revisions to the targets and the reasons therefor (if applicable).	P73-75

List of Enterprise Abbreviations

Abbreviations	Full name in English /local language	Full name in Chinese
Zijin Mining / The Company	Zijin Mining Group Co., Ltd.	紫金礦業集團股份有限公司
Zangge Mining	Zangge Mining Co., Ltd.	藏格礦業股份有限公司
Zijinshan Gold and Copper Mine	Zijinshan Gold and Copper Mine	紫金山金銅礦
Julong Copper	Xizang Julong Copper Co., Ltd.	西藏巨龍銅業有限公司
Duobaoshan Copper Industry	Heilongjiang Duobaoshan Copper Industry Inc.	黑龍江多寶山銅業股份有限公司
Ashele Copper	Xinjiang Habahe Ashele Copper Co., Ltd.	新疆哈巴河阿舍勒銅業股份有限公司
Zijin Zinc	Xinjiang Zijin Zinc Co., Ltd.	新疆紫金鋅業有限公司
Longnan Zijin	Longnan Zijin Mining Co., Ltd.	隴南紫金礦業有限公司
Shanxi Zijin	Shanxi Zijin Mining Co., Ltd.	山西紫金礦業有限公司
Guizhou Zijin	Guizhou Zijin Mining Co., Ltd.	貴州紫金礦業股份有限公司
West Copper	Qinghai West Copper Co., Ltd.	青海威斯特銅業有限責任公司
Zijin Copper	Zijin Copper Co., Ltd.	紫金銅業有限公司
Heilongjiang Zijin Copper	Heilongjiang Zijin Copper Co., Ltd.	黑龍江紫金銅業有限公司
Jilin Zijin Copper	Jilin Zijin Copper Co., Ltd.	吉林紫金銅業有限公司
Bayannur Zijin	Bayannur Zijin Non-ferrous Metals Co., Ltd.	巴彥淖爾紫金有色金屬有限公司
Xinjiang Zijin Non-ferrous	Xinjiang Zijin Non-ferrous Metals Co., Ltd.	新疆紫金有色金屬有限公司
FZU Zijin Hydrogen Power	FZU Zijin Hydrogen Power Technology Co., Ltd.	福大紫金氫能科技股份有限公司
Longking	Fujian Longking Co., Ltd.	福建龍淨環保股份有限公司
Zijin Gold Smelting	Zijin Mining Group Gold Smelting Co., Ltd.	紫金礦業集團黃金冶煉有限公司
Construction Company	Zijin Mining Construction Group (Xiamen) Co., Ltd.	紫金礦業建設集團(廈門)有限公司

Abbreviations	Full name in English /local language	Full name in Chinese
Zeravshan	Joint Venture Zeravshan Limited Liability Company	中塔澤拉夫尚有限責任公司
Altynken	Altynken Limited Liability Company	奧同克有限責任公司
Norton	Norton Gold Fields Pty Ltd	諾頓金田有限公司
COMMUS	La Compagnie Minière de Musonoie Global Société par Actions Simplifiée	穆索諾伊礦業簡易股份有限公司
CARRILU	La Carrière Du Lualaba Société par Actions Simplifiée	盧阿拉巴礦業簡易股份有限公司
Bisha	Bisha Mining Share Company	碧沙礦業股份公司
Serbia Zijin Copper	Serbia Zijin Copper Doo Bor	塞爾維亞紫金銅業有限公司
Serbia Zijin Mining	Serbia Zijin Mining Doo Bor	塞爾維亞紫金礦業有限公司
Continental Gold	Continental Gold Limited Sucursal Colombia	大陸黃金有限公司哥倫比亞分公司
AGM	AGM Inc.	奧羅拉金礦有限公司
Liex	Liex S.A.	LIEX有限責任公司
RGM	Rosebel Gold Mines N.V.	羅斯貝爾金礦有限公司
Akyem Gold Mine	Zijin Golden Ridge Ltd.	紫金金嶺有限公司
La Arena	La Arena S.A.	阿瑞那有限責任公司
Kamoa-Kakula	Kamoa Copper S.A.	卡莫阿銅業股份有限公司
Manono Lithium	Manono Lithium SAS	馬諾諾鋰業簡易股份有限公司
Nkwe Platinum	Nkwe Platinum Limited	恩科維鉑業有限公司
Raygorodok Gold	Raygorodok Gold LLP	瑞果多黃金有限公司
Río Blanco Copper	Río Blanco Copper S.A.	秘魯白河銅業股份有限公司

RGMPs Annual Implementation Report

About this report

Zijin Mining Group Co., Ltd. (hereinafter referred to as "Zijin Mining", the "Company" or "We") "Responsible Gold Mining Principles" (hereinafter referred to as "RGMPs") annual implementation report (hereinafter referred to as "this report") discloses Zijin Mining's methods and performance in the implementation and review of RGMPs in 2025.

The principle for determining the organisational boundaries of this report is the operational control method. Taking into account the characteristics of RGMPs, it only covers all companies with actual operational control of gold mining as their main business (hereinafter referred to as "subsidiaries").

The time range of this report is from 1 January to 31 December, 2025 (referred to as the "Reporting Period"). In order to enhance the comparativeness and forward-looking nature of this report, some of the content is appropriately traced back to previous years or has forward-looking descriptions.

This report is prepared in Chinese and the English translation is for reference only.

RGMPs implementation commitment

Zijin Mining Group Co., Ltd. solemnly declares that we will mine gold in a serious and responsible manner. To demonstrate this commitment, the Company supports the implementation of the World Gold Council's RGMPs.

In order to comply with the requirements of RGMPs, the measures we have taken during the reporting period include:

Formulating and implementing policies, systems, processes, and control measures to ensure the Company meets the requirements of the principles

We have followed the requirements of the RGMPs in the process of formulating and publishing a total of seven policies including the "Human Rights Policy", and relevant documents have been published on our official website.

Disclosing relevant information to help external stakeholders understand how to meet the requirements of the principles

We continue to mention RGMPs in daily communications with stakeholders and in our annual sustainability reports, and actively communicate relevant content with stakeholders.

Ensuring independent verification of processes to ensure the credibility of processes and conclusions, as well as stakeholders' confidence in these processes and conclusions

During the reporting period, we completed independent verification of the implementation of RGMPs for two subsidiaries in 2024, and initiated independent verification of the implementation of RGMPs for three subsidiaries in 2025. Relevant verification reports will be published with our 2025 Sustainability Report if possible.

Disclosing instances or events that lead to non-compliance with the principles and explaining what measures will be taken in the future to correct such situations

During the independent verification of subsidiaries, the independent verification agency pointed out to us a small number of non-compliances with principles in the implementation of RGMPs in some subsidiaries. These problems were non-systematic management omissions. As of the end of the Reporting Period, the relevant problems identified had been corrected, and this corrective measure was promoted to all other subsidiaries.

RGMPs implementation scope

The scope of our RGMPs implementation is consistent with the principles for determining the organisational boundaries outlined in "About This Report," including gold mining and processing operations that are directly controlled by the Company and have been in production for more than one calendar year. This scope is inconsistent with the reporting scope publicly disclosed by the Company in the "Sustainability Report" and the annual report. The reason for the inconsistency is that the Company's main business includes various metal minerals such as copper, gold, lead, zinc, and lithium, while RGMPs mainly provide guidance for gold operations. Therefore, the scope of RGMPs implementation is smaller than the reporting scope publicly disclosed by the Company in the "Sustainability Report" and the annual report.

RGMPs Implementation Briefing

Independent third-party assurance work briefing

During the reporting period, we initiated independent third-party verification of the imp lementation of RGMPs at 6 different sites, including the following sites:

- Zijin Mining Group Co., Ltd.;
- Joint Venture Zeravshan Limited Liability Company;
- AGM Inc.;
- Altynken Limited Liability Company;
- Rosebel Gold Mines N.V.; and
- Continental Gold Limited Sucursal Colombia

As of the report issuance date, we have obtained assurance conclusions from Joint Venture Zeravshan Limited Liability Company, Altynken Limited Liability Company, Rosebel Gold Mines N.V., AGM Inc., and Continental Gold Limited Sucursal Colombia. The assurance conclusions and improvements of specific subsidiaries should be based on the assurance report of these subsidiaries.

During the verification process, the independent third party demonstrated a high degree of professionalism and independence, and conducted a fair review of our defects and deficiencies and listed them in the relevant reports. These problems were non-systematic management omissions. As of the release of the report, the relevant problems had been corrected, and this corrective measure was promoted to all other subsidiaries. In the process of carrying out independent third-party assurance, we provided appropriate audit conditions to the assurance auditors and issued access to each production area so that the auditors co uld effectively perform their duties and fully discover problems.

Internal policy improvement work briefing

During the Reporting Period, we comprehensively reviewed our original "Policy Statement", analyzed the gaps against international norms and standards such as RGMPs, and finally re-formulated and adopted a special "Policy" that is more detailed and comprehensive than the "Policy Statement". Our current public policies include:

- "Ecological and Environmental Protection Policy"
- "Community Policy"
- "Business Ethics Policy"
- "Human Rights Policy"
- "Labor Employment Policy"
- "Health, Safety and Security Policy"
- "Responsible Supply Chain Policy"

Various policies have been reviewed and approved by the Executive and Investment Committee of Zijin Mining's Board of Directors and disclosed on the official website. We believe that these policies are fully consistent with the requirements of RGMPs and fully fulfil our obligations in responsible gold mining as a member of the World Gold Council.

Briefing on the implementation of various principles

Based on the self-assessment, we summarized the implementation of the ten principles of RGMPs and formulated improvement plans for all projects that have gaps with the requirements of the principles.

Principle Item	Compliance Status	Improvement Plan
Principle 1 – Ethical Conduct	Fully compliant with the principle requirements.	-
Principle 2 – Understanding Our Impacts	Principle 2.3 requires us to conduct systematic due diligence to identify various risks. During the independent third-party audit, several of our subsidiaries were found to be partially compliant in the implementation of Principle 2.3. For details, please refer to the section *"Briefing on Rectification of Non-Conformities from Independent Assurance"* in this report. Except for the above items, all other items comply with the principle requirements.	For the rectification plans of each subsidiary, please refer to the section *Briefing on Rectification of Non-Conformities from Independent Assurance* in this report.
Principle 3 – Supply Chain	Principle 3.1 requires us to adopt and issue the Supply Chain Policy and conduct risk-based monitoring of compliance performance. During the independent third-party audit, several of our subsidiaries were found to be partially compliant in the implementation of Principle 3.1. For details, please refer to the section *"Briefing on Rectification of Non-Conformities from Independent Assurance"* in this report. Except for the above items, all other items comply with the principle requirements.	For the rectification plans of each subsidiary, please refer to the section *Briefing on Rectification of Non-Conformities from Independent Assurance* in this report.
Principle 4 – Health and Safety	Principle 4.3 requires us to promote the implementation of relevant occupational safety standards and obtain relevant ISO certifications. Among the production and operation sites under our actual control for more than three years, the subsidiary Norton has adopted practices in compliance with relevant Australian mining regulations but has not yet obtained ISO 45001 certification; all others have obtained the relevant certifications. Except for the above items, all other items comply with the principle requirements.	Norton has initiated the ISO 45001 certification process and is expected to complete relevant work in the next reporting period. Newly added production and operation sites are expected to complete certification within three years after being placed under actual control and commencing production and operation.
Principle 5 – Human Rights and Conflict	Principle 5.4 requires the implementation of the *"Conflict-Free Gold Standard (CFGS) "*, and ensures that operations in conflict-affected or high-risk areas do not fuel illegal armed conflicts or serious human rights violations. During the independent third-party audit, one of our subsidiaries was found to be partially compliant in the implementation of Principle 5.4. For details, please refer to the section *"Briefing on Rectification of Non-Conformities from Independent Assurance"* in this report. Except for the above items, all other items comply with the principle requirements.	For the rectification plans of each subsidiary, please refer to the section *Briefing on Rectification of Non-Conformities from Independent Assurance* in this report.
Principle 6 – Labour Rights	Fully compliant with the principle requirements.	-
Principle 7 – Working with Communities	Fully compliant with the principle requirements.	-
Principle 8 – Environmental Stewardship	Principle 8.1 requires adherence to recognized international standard certifications (such as ISO 14001). Among the production and operation sites under our actual control for more than three years, the subsidiary Norton has adopted practices in compliance with relevant Australian mining regulations but has not yet obtained ISO 14001 certification; all others have obtained the relevant certifications. Except for the above items, all other items comply with the principle requirements.	Norton has initiated the ISO 14001 certification process and is expected to complete relevant work in the next reporting period. Newly added production and operation sites are expected to complete certification within three years after being placed under actual control and commencing production and operation.
Principle 9 – Biodiversity, Land Use and Mine Closure	Fully compliant with the principle requirements.	-
Principle 10 – Water, Energy and Climate Change	Principle 10.3 requires energy and carbon footprint assessments. As an enterprise with diversified non-ferrous metal businesses including gold, copper, lead and zinc, during the reporting period we completed carbon footprint accounting for copper concentrate, copper smelting, zinc smelting and sulphuric acid production, and launched carbon footprint accounting at some gold mines; full carbon footprint accounting for all gold mines has not yet been completed. Except for the above items, all other items comply with the principle requirements.	In accordance with our carbon footprint assessment priority ranking, we plan to conduct a comprehensive carbon footprint assessment for the gold business in the next reporting period.

Briefing on Rectification of Non-Conformities from Independent Assurance

During the independent third-party assurance process for Joint Venture Zeravshan Limited Liability Company and Altynken Limited Liability Company, the independent third-party auditor pointed out in the assurance report that in their compliance assessment of principles 2 and 3, they believed that detailed rules 2.3 and 3.1 were only partially in compliance with the requirements of RGMPs, and there were deficiencies in management practices. In response to the complian ce with Part 2.3 of the Rules, both Zeravshan and Altynken have planned a systematic due diligence plan, covering human rights, corruption and conflict risks, and have started to implement it during the reporting period; in response to the compliance with Part 3.1 of the Rules, both Zeravshan and Altynken have completed the improvement of the supplier management system and conducted risk-based monitoring of the compliance of contractors and suppliers with ethics, safety, health and human rights standards as well as social and environmental performance during the reporting period. After completing the defect improvement, Joint Venture Zeravshan Limited Liability Company and Altynken Limited Liability Company have fully complied with all requirements of RGMPs.

In response to the deficiencies in management details revealed by the non-conformities in Articles 2.3 and 3.1, we have produced practical tools such as the "Supply Chain Human Rights Due Diligence Risk Screening Report (Template)", "Employee Human Rights Due Diligence Questionnaire" and "Employee Human Rights Due Diligence Report (Template)" and promoted them. At the same time, the improvement of relevant management details deficiencies has also been reflected in our disclosure policy.

During the independent third-party assurance process for Rosebel Gold Mines N.V. and AGM Inc., the independent third-party auditor pointed out in the assurance that in their compliance assessment of the principles 2.3 and 3.1, they believed that although the Company has carried out ESG-related internal and contractor reviews during the reporting period, there is still a large room for improvement. Based on this recommendation, we will further optimize the systematic ESG due diligence on external suppliers. During the independent third-party assurance process for Rosebel Gold Mines N.V., the independent third-party auditor pointed out that there is room for improvement in the Company's implementation of Principle 2.4 in the internal employee health impact assessment. Based on this recommendation, we will further consider related issues in the Environmental and Social Impact Assessment (ESIA) of future projects. After completing the defect improvement, Rosebel Gold Mines N.V. and AGM Inc. have fully complied with all requirements of RGMPs.

During the independent third-party assurance process of Continental Gold Limited Sucursal Colombia, the independent third-party auditor pointed out in the assurance report that, with reference to the Heidelberg Conflict Barometer 2024 No. 33 edition, Antioquia, Antioquia Province, Colombia, where the mining area is located, is a conflict-affected area, although the Company has fully identified, analyzed and under stood its operations. Due to the long-standing conflict background in the region, various policies and systems that have been implemented will help ensure that the Company's activities will not cause, support or benefit illegal armed conflicts, nor will they contribute to serious violations of human rights or violations of international humanitarian law. However, the Company did not seek independent CFGS assurance, so Principle 5.4 is partially complied with. Continental Gold has fully recognized the importance of CFGS in operations in conflict-affected areas. The Company will continue to improve relevant systems and processes bas ed on the existing conflict risk management and human rights due diligence systems, and gradually improve the degree of compliance with the requirements of Principle 5.4.

Assurance

The content in this report and the Company's implementation of RGMPs have been verified and issued assurance opinions by the international independent third-party verification agency SGS-CSTC Standards Technical Services Co., Ltd. in accordance with th e International Assurance Engagement Standard No. 3000 (ISAE3000) and the "Responsible Gold Mining Principles Assurance Framework" and the "Responsible Gold Mining Principles Implementation and Assurance Guidelines: Supplementary Document t o the Assurance Framework".

Preparation and approval of this report

Our responsible gold mining work is carried out by multiple departments and is mainly promoted by the Company's ESG office. Therefore, this report is prepared and interpreted by the Company's ESG office in accordance with the relevant instructions in Appendix 1 of the "Responsible Gold Mining Principles Assurance Framework" and signed by Mr. Xie Xionghui, the Company's executive Director, vice president and Director of the ESG office.

This report is compiled in Chinese and an English translation version is provided for reference. In case of any discrepancy, the Chinese version shall prevail.

This report is disclosed in an electronic version together with the Company's 2025 annual sustainability report. The electronic version of the report can be downloaded and browsed from the Shanghai Stock Exchange, the Hong Kong Stock Exchange and the sustainability column of the Company's official website.

Signature:

Zijin Mining Group Co., Ltd. Executive Director, Vice President, Director of ESG Office

March 1, 2026 Shanghang, Fujian

ASSURANCE STATEMENT

INDEPENDENT LIMITED ASSURANCE REPORT ON CONFORMANCE OF ZIJIN MINING GROUP CO., LTD. WITH THE RESPONSIBLE GOLD MINING PRINCIPLES FOR 2025

SGS-CSTC Standards Technical Services Co., Ltd. (hereinafter referred to as SGS-CSTC) was commissioned by Zijin Mining Group Co., Ltd. (hereinafter referred to as Zijin Mining) to conduct an limited assurance on the conformance with the Responsible Gold Mining Principles (RGMPs) for the year 2025, which is to be published in the 2025 Annual Implementation Report on the Responsible Gold Mining Principles (hereinafter referred to as the Report).

ASSURANCE CONCLUSIONS

Based on the procedures we have performed and the evidence we have obtained, we have not identified any matter that causes us to use believe that the conformance with the RGMPs for the year 2025, as presented in Zijin Mining's report, has not been fairly prepared and presented in all material respects in accordance with the criteria defined below.This assurance conclusion does not encompass the Zijin Mining's future commitments and proposed subsequent actions. Such forward-looking information is outside the scope of the current assurance engagement, and no assurance is provided thereon.

ASSURANCE SCOPE

The assurance scope comprises a review of the information disclosed by Zijin Mining in its report regarding its 2025 conformance with the RGMPs, as well as whether its systems, processes, and performance adhere to the requirements stipulated by the RGMPs. The scope covers the detailed gap analyses conducted by Zijin Mining at both the corporate and mine site levels in 2025, along with the supporting documentation provided to demonstrate compliance with the RGMPs requirements. The mines included in this assurance are: Aurora Gold Mine, Buriticá Gold Mine, and Rosbel Gold Mine. The time period covered is from January 1, 2025, to December 31, 2025.

RESPONSIBILITIES

Zijin Mining is responsible for ensuring the design, implementation, operation, and monitoring of its business activities, processes, and control measures, with the objective of guaranteeing compliance with policies and procedures aligned with the Principles. Additionally, Zijin Mining is responsible for the preparation and presentation of the RGMPs implementation report.

SGS-CSTC is responsible for providing a limited assurance engagement and drawing a conclusion based on the work performed. We conducted our assurance engagement in accordance with International Standard on Assurance Engagements 3000 (ISAE 3000), as well as the guidance set out in the Responsible Gold Mining Principles Assurance Framework and the Responsible Gold Mining Principles Implementation and Assurance Guidance: Supplement to the Assurance Framework.

SGS-CSTC hereby states that it shall not be held responsible or liable for any direct, indirect, incidental, or consequential damages or losses arising from or in connection with the use of information provided in this report.

LIMITED ASSURANCE PROCEDURES PERFORMED

We planned and performed our work to obtain all necessary evidence, information, and explanations relevant to the scope outlined above. These procedures included:

- Enquiries of management to gain an understanding of the Company's processes and the existence of risk management provisions;
- Enquiries of staff responsible for the execution of processes at the corporate level and at selected mine sites, as well as those responsible for the preparation of the RGMPs report;
- Site visits to the Aurora Gold Mine, Buriticá Gold Mine, and Rosbel Gold Mine, taking into account the risk profile of the currently operating mines;
- Assessment of the suitability of the policies, procedures, and internal controls implemented by the Company to support compliance with the requirements of the Principles;
- Verification of the descriptions of RGMPs conformance in the report, evaluating whether Zijin Mining's representations of its performance are balanced and accurate based on the evidence obtained.

LIMITATIONS AND MITIGATION

The assurance procedures we selected are based on our professional judgment, including an assessment of the risks of material misstatement related to the information in the report.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

INDEPENDENCE AND COMPETENCY STATEMENT

The SGS Group of companies is the world leader in inspection, testing and certification, operating in multiple countries and providing services. As an affiliate of SGS Group, SGS-CSTC affirm our independence from Zijin Mining, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment. We confirm that we meet the criteria for assurance providers as set out in the Responsible Gold Mining Principles Assurance Framework and the Responsible Gold Mining Principles Implementation and Assurance Guidance: Supplement to the Assurance Framework, issued by the World Gold Council.

Signed:

For and on behalf of SGS-CSTC

David Xin
Sr. Director - Business Assurance
16/F Century Yuhui Mansion, No. 73, Fucheng Road, Haidian District, Beijing, P.R. China

Mar. 11th, 2026
WWW.SGS.COM

CN26/00001588

SGS ASSURANCE STATEMENT

INDEPENDENT LIMITED REPORT ON THE VERIFICATION OF AUTHENTICITY OF ALTYNKEN LIMITED LIABILITY COMPANY WITH THE RESPONSIBLE GOLD MINING PRINCIPLES FOR 2024

SGS-CSTC Standards Technical Services Co., Ltd. (hereinafter referred to as "SGS") was commissioned by Altynken Limited Liability Company (hereinafter referred to as "Altynken") to conduct a limited verification of authenticity regarding the statement of compliance of the Altynken company with the Responsible Gold Mining Principles (hereinafter referred to as "RGMPs") for 2024, as disclosed in the Chinese version of its 2024 Environmental, Social, and Governance (ESG) Report (hereinafter referred to as the "Report").

ASSURANCE CONCLUSION

Based on the procedures we have performed and the evidence we have obtained, we have not identified any matters that lead us to believe that the information on the compliance of Altynken's activities with the RGMPs for 2024, as disclosed in the Report, was not prepared and presented accurately in all material aspects in accordance with the defined criteria, except for the matters described below.

In our assessment with Principles 2 and 3, we conclude that the provisions of paragraphs 2.3 and 3.1 are only partially compliant. With respect to the partial compliance of paragraph 2.3, Altynken developed a systematic plan for comprehensive due diligence covering human rights, corruption, and conflict risks, with implementation commencing in 2025. With respect to the partial compliance of paragraph 3.1, Altynken improved its supplier management system and has conducted risk-based monitoring of contractors and suppliers regarding compliance with ethics, safety, labour rights, human rights, as well as their social and environmental performance since 2025. This assurance conclusion does not cover the future commitments and proposed follow-up actions made by the Client. Such forward-looking information is outside the scope of this assurance engagement, and we do not provide assurance thereon.

ASSURANCE SCOPE

The assurance scope covers the review of information on compliance with the RGMPs for 2024 disclosed in the report by Altynken Limited Liability Company located at 18 Kudryashova Street, Orlovka Village, Kemin District, Chui Region, the Kyrgyz Republic, as well as the review of whether the Company's systems, processes and performance conform to the requirements of the RGMPs. The scope covers the detailed gap analyses conducted by Altynken at the corporate level and mine site level in 2024, as well as the supporting documents provided to demonstrate compliance with the RGMPs. The mine site covered by this assurance is: Taldybulak Levoberezhny Gold Mine. The period covered is from 1 January 2024 to 31 December 2024.

RESPONSIBILITIES STATEMENT

Altynken is responsible for ensuring that the Company designs, implements, operates and monitors activities, processes and controls to ensure compliance with policies and procedures that conform with the Principles. It is also responsible for the preparation and presentation of the report on implementing the RGMPs.

SGS is responsible for carrying out a limited verification of authenticity engagement and to express a conclusion based on the work performed. We conducted our assurance engagement in accordance with International Standard on Assurance Engagements 3000 (ISAE 3000) and the guidance set out in the Fundamentals of Verification of Authenticity Regarding the Responsible Gold Mining Principles and Guidance on the Implementation and Verification of the Responsible Gold Mining Principles: Supplement to the Fundamentals of Verification of Authenticity.

SGS hereby states that it shall not be held responsible or liable for any direct, indirect, incidental, or consequential damages or losses arising from or in connection with the use of information provided in this report.

LIMITED ASSURANCE PROCEDURES PERFORMED

We planned and performed procedures to obtain all necessary evidence, information, and explanations relevant to the above scope. These procedures included:

- Interviewing the management of Altynken to gain an understanding of the Company's processes and risk management protocols
- Interviewing staff responsible for process execution at the corporate and mining site levels, as well as those responsible for report preparation
- Conducting on-site verification at the Taldybulak Levoberezhny Gold Mine
- Assessing the suitability of policies, procedures and internal controls implemented by Altynken to conform with the Principles
- Reviewing the RGMPs compliance disclosures in the Report to evaluate whether the Company's representation is balanced and accurate based on the evidence obtained

LIMITATIONS AND MITIGATION

The assurance procedures we selected are based on our professional judgment, including an assessment of the risks of material misstatement related to the information in the Report.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Due to language constraints, certain information obtained relied on translations. The accuracy of information obtained may be affected by potential variations in translation accuracy.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and certification, operating in multiple countries and regions. As an affiliate of SGS Group, SGS affirms our independence from Altynken, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications appropriate to this assignment.

Signed:

For and on behalf of SGS-CSTC

David Xin
Sr. Director - Business Assurance
16/F Century Yuhui Mansion, No. 73,
Fucheng Road, Haidian District,
Beijing, P.R. China

Oct. 13th, 2025
WWW.SGS.COM

SGS ASSURANCE STATEMENT

INDEPENDENT LIMITED ASSURANCE REPORT ON VERIFICATION OF AUTHENTICITY OF Joint Venture Zeravshan Limited Liability Company WITH THE RESPONSIBLE GOLD MINING PRINCIPLES FOR 2024

SGS-CSTC Standards Technical Services Co., Ltd. (hereinafter referred to as "SGS") was commissioned by Joint Venture Zeravshan Limited Liability Company (hereinafter referred to as the company "Zeravshan") to conduct a limited verification of authenticity regarding the statement of compliance of the company "Zeravshan" with the Responsible Gold Mining Principles (hereinafter referred to as "RGMPs") for 2024.

ASSURANCE CONCLUSION

Based on the procedures we have performed and the evidence we have obtained, we have not identified any matters that lead us to believe there are material risks in Zeravshan's implementation on the conformance with RGMPs for 2024, except for the matters described below.

In our assessment with principle 2 and 3, we conclude that principle 2.3 and 3.1 are only partially compliant. With respect to the partial compliance of principle 2.3, Zeravshan developed a systematic plan for comprehensive due diligence covering supplier human rights, corruption, and conflict risks, and implementation commenced in 2025. With respect to the partial compliance of principle 3.1, Zeravshan improved its supplier management system and has conducted risk-based monitoring of suppliers and contractors against ethics, safety, labour rights, human rights and social and environmental performance since 2025.

ASSURANCE SCOPE

The assurance scope covers the review of compliance with the RGMPs requirements in respect of systems, processes and performance of Joint Venture Zeravshan Limited Liability Company located in Sogdiana Town, Panjakent District, Sughd Region, the Republic of Tajikistan. It includes the review of the detailed gap analyses conducted by Joint Venture Zeravshan Limited Liability Company at the corporate level and mine site level in 2024, as well as the supporting documents provided to demonstrate conformity with the RGMPs. The mine sites covered by this assurance are: Jilau Mining Plant and Taror Mining Plant. The period covered is from 1 January 2024 to 31 December 2024.

RESPONSIBILITIES STATEMENT

Zeravshan is responsible for ensuring that the Company designs, implements, operates and monitors activities, processes and controls to ensure compliance with policies and procedures that conform with the Principles. It is also responsible for the preparation and presentation of the report on implementing the RGMPs.

SGS is responsible for carrying out a limited assurance engagement and to express a conclusion based on the work performed. We conducted our assurance engagement in accordance with International Standard on Assurance Engagements 3000 (ISAE 3000) and the guidance set out in The Foundations for the Verification of Authenticity Regarding the Responsible Gold Mining Principles and Guidance on the Implementation and Verification of the Responsible Gold Mining Principles: Supplement to the Foundations for the Verification of Authenticity.

SGS hereby states that it shall not be held responsible or liable for any direct, indirect, incidental, or consequential damages or losses arising from or in connection with the use of information provided in this report.

LIMITED ASSURANCE PROCEDURES PERFORMED

We planned and performed procedures to obtain all necessary evidence, information, and explanations relevant to the above scope. These procedures included:

- Enquiries of management to gain an understanding of Zeravshan's processes and risk management protocols in place
- Enquiries of staff responsible for the performance of the processes at corporate level and at mines site, and for conducting RGMPs compliance self-assessments for 2024
- On-site inspection at "Jilau" and "Taror" mines
- Assessment of the suitability of policies, procedures and internal controls that Zeravshan has in place to conform with the Principles

LIMITATIONS AND MITIGATION

The assurance procedures we selected are based on our professional judgment, including an assessment of the risks of material misstatement related to the information in the report.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Due to language constraints, certain information obtained relied on translations. The accuracy of information obtained may be affected by potential variations in translation accuracy.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and certification, operating in multiple countries and regions. As an affiliate of SGS Group, SGS affirms our independence from Zeravshan, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment.

Signed:

For and on behalf of SGS-CSTC

David Xin
Sr. Director - Business Assurance
16/F Century Yuhui Mansion, No. 73,
Fucheng Road, Haidian District,
Beijing, P.R. China

Oct. 13th, 2025
WWW.SGS.COM

ASSURANCE STATEMENT

INDEPENDENT LIMITED ASSURANCE REPORT ON CONFORMANCE OF AGM Inc. WITH THE RESPONSIBLE GOLD MINING PRINCIPLES FOR 2025

SGS-CSTC Standards Technical Services Co., Ltd. (hereinafter referred to as SGS-CSTC) was commissioned by AGM Inc. (hereinafter referred to as AGM) to conduct a limited assurance on the conformance with the Responsible Gold Mining Principles (RGMPs) for 2025.

ASSURANCE CONCLUSION

Based on the procedures we have performed and the evidence we have obtained, we have not identified any matters that lead us to believe there are material risks in Rosebel's implementation on the conformance with RGMPs for 2025, except for the matters described below.

In our assessment with principle 2 and 3, we conclude that principle 2.3 and 3.1 are only partially compliant.With respect to the partial compliance of principle 2.3, AGM plans to develop processes and plans to conduct human rights, corruption, and conflict risks due diligence for suppliers and contractors before July 2026, and will systematically conduct due diligence. With respect to the partial compliance of principle 3.1, AGM plans to finalize its supplier and contractor management policies by July 2026, and conduct risk-based monitoring of suppliers and contractors against ethics, safety, health, human rights and social and environmental performance.

This assurance conclusion does not cover the future commitments and proposed follow-up actions made by the Client. Such forward-looking information is outside the scope of this assurance engagement, and we do not provide assurance thereon.

ASSURANCE SCOPE

The assurance includes compliance assessment on AGM's systems, processes and performance. AGM's registered address is located at Third Floor R&S Mall Apartment District, Tract JW Mandela Avenue, Durban Backlands, Georgetown, Guyana; Aurora Mine Site is located in the Brokopondo District, Suriname. The scope covers the self-assessments conducted by AGM at the corporate level and mines site, as well as documentation provided to demonstrate compliance with the RGMPs. The mine subject to this assurance is Aurora Mine Site. The period covered is from 1 January 2025 to 31 December 2025.

RESPONSIBILITIES STATEMENT

AGM is responsible for ensuring that the Company designs, implements, operates and monitors activities, processes and controls to ensure compliance with policies and procedures that conform with the Principles. It is also responsible for the preparation and presentation of the report on implementing the RGMPs.

SGS-CSTC is responsible for carrying out a limited assurance engagement and to express a conclusion based on the work performed. We conducted our assurance engagement in accordance with International Standard on Assurance Engagements 3000 (ISAE 3000) and the guidance set out in the Assurance Framework for the Responsible Gold Mining Principles and the Guidance on implementing and assuring the RGMPs: supplement to the Assurance Framework.

SGS-CSTC hereby states that it shall not be held responsible or liable for any direct, indirect, incidental, or consequential damages or losses arising from or in connection with the use of information provided in this report.

LIMITED ASSURANCE PROCEDURES PERFORMED

We planned and performed procedures to obtain all necessary evidence, information, and explanations relevant to the above scope. These procedures included:

- Enquiries of management to gain an understanding of the Company's processes and risk management protocols in place
- Enquiries of staff responsible for the performance of the processes at corporate level and at mines site, and for conducting RGMPs compliance self-assessments
- Site visit to Aurora Mine Site
- Assessment of the suitability of policies, procedures and internal controls that the Company has in place to conform with the Principles

LIMITATIONS AND MITIGATION

The assurance procedures we selected are based on our professional judgment, including an assessment of the risks of material misstatement related to the information in the report.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Due to language constraints, certain information obtained relied on translations. The accuracy of information obtained may be affected by potential variations in translation accuracy.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and certification, operating in multiple countries and providing services. As an affiliate of SGS Group, SGS-CSTC affirm our independence from Rosbel, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment.

Signed:

For and on behalf of SGS-CSTC

David Xin
Sr. Director - Business Assurance
16/F Century Yuhui Mansion, No. 73,
Fucheng Road, Haidian District,
Beijing, P.R. China

Mar. 4th, 2026
WWW.SGS.COM

ASSURANCE STATEMENT

INDEPENDENT LIMITED ASSURANCE REPORT ON CONFORMANCE OF ROSEBEL GOLD MINES N.V. WITH THE RESPONSIBLE GOLD MINING PRINCIPLES FOR 2025

SGS-CSTC Standards Technical Services Co., Ltd. (hereinafter referred to as SGS-CSTC) was commissioned by Rosebel Gold Mines N.V. (hereinafter referred to as Rosebel) to conduct a limited assurance on the conformance with the Responsible Gold Mining Principles (RGMPs) for 2025.

ASSURANCE CONCLUSION

Based on the procedures we have performed and the evidence we have obtained, we have not identified any matters that lead us to believe there are material risks in Rosebel's implementation on the conformance with RGMPs for 2025, except for the matters described below.

In our assessment with Principles 2 and 3, we conclude that the provisions of paragraphs 2.3 and 3.1 are only partially compliant. With respect to the partial compliance of paragraph 2.3, Rosebel plans to develop processes and plans for comprehensive due diligence covering human rights, corruption, and conflict risks of suppliers and contractors, and has started to gradually implement systematic due diligence. With respect to the partial compliance of paragraph 3.1, Rosebel plans to complete improving its supplier and contractor management systems by July 2026, and conduct continuous risk-based monitoring of suppliers and contractors regarding compliance with ethics, safety, health, human rights, as well as their social and environmental performance.

This assurance conclusion does not cover the future commitments and proposed follow-up actions made by the Client. Such forward-looking information is outside the scope of this assurance engagement, and we do not provide assurance thereon.

ASSURANCE SCOPE

The assurance includes compliance assessment on Rosebel's systems, processes and performance. Rosebel's registered address is located at 2 President Da Costalaan, Paramaribo, Suriname; Rosebel Mine is located at Brokopondo, Suriname. The scope covers the self-assessments conducted by Rosebel at the corporate level and mine site, as well as documentation provided to demonstrate compliance with the RGMPs. The mine subject to this assurance is Rosebel Mine. The period covered is from 1 January 2025 to 31 December 2025.

RESPONSIBILITIES STATEMENT

Rosebel is responsible for ensuring that the Company designs, implements, operates and monitors activities, processes and controls to ensure compliance with policies and procedures that conform with the Principles. It is also responsible for the preparation and presentation of the report on implementing the RGMPS.

SGS-CSTC is responsible for carrying out a limited assurance engagement and to express a conclusion based on the work performed. We conducted our assurance engagement in accordance with International Standard on Assurance Engagements 3000 (ISAE 3000) and the guidance set out in the Assurance Framework for the Responsible Gold Mining Principles and the Guidance on implementing and assuring the RGMPs: supplement to the Assurance Framework.

SGS-CSTC hereby states that it shall not be held responsible or liable for any direct, indirect, incidental, or consequential damages or losses arising from or in connection with the use of information provided in this report.

LIMITED ASSURANCE PROCEDURES PERFORMED

We planned and performed procedures to obtain all necessary evidence, information, and explanations relevant to the above scope. These procedures included:

- Enquiries of management to gain an understanding of the Company's processes and risk management protocols in place
- Enquiries of staff responsible for the performance of the processes at corporate level and at mines site, and for conducting RGMPs compliance self-assessments
- Site visit to Rosbel Mine Site
- Assessment of the suitability of policies, procedures and internal controls that the Company has in place to conform with the Principles

LIMITATIONS AND MITIGATION

The assurance procedures we selected are based on our professional judgment, including an assessment of the risks of material misstatement related to the information in the report.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Due to language constraints, certain information obtained relied on translations. The accuracy of information obtained may be affected by potential variations in translation accuracy.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and certification, operating in multiple countries and providing services. As an affiliate of SGS Group, SGS-CSTC affirm our independence from Rosbel, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment.

Signed:

For and on behalf of SGS-CSTC

David Xin
Sr. Director - Business Assurance
16/F Century Yuhui Mansion, No. 73,
Fucheng Road, Haidian District,
Beijing, P.R. China

Mar. 4th, 2026
WWW.SGS.COM

ASSURANCE STATEMENT

INDEPENDENT LIMITED ASSURANCE REPORT ON CONFORMANCE OF CONTINENTAL GOLD LIMITED SUCURSAL COLOMBIA WITH THE RESPONSIBLE GOLD MINING PRINCIPLES FOR 2025

SGS-CSTC Standards Technical Services Co., Ltd. (hereinafter referred to as SGS-CSTC) was commissioned by Continental Gold Limited Sucursal Colombia. (hereinafter referred to as Continental Gold Colombia) to conduct an limited assurance on the conformance with the Responsible Gold Mining Principles (RGMPs) for 2025.

ASSURANCE CONCLUSION

Based on the procedures we have performed and the evidence we have obtained, we have not identified any matters that lead us to believe there are material risks in Continental Gold Colombia's implementation on the conformance with RGMPS for 2025, except for the matters described below.

In our assessment with principle 5, we conclude that principle 5.4 is only partially compliant.With respect to the partial compliance of principle 5.4, Continental Gold Colombia has committed to review and integrate existing policies and systems in line with the requirements of the RGMPs and the Conflict-Free Gold Standard (CFGS), to establish a clearer and more systematic management framework. Meanwhile, to continuously strengthen conflict risk identification and dynamic monitoring, supply chain due diligence, and staff training to ensure do not cause, support or benefit unlawful armed conflict or contribute to human rights abuses or breaches of international humanitarian law.

This assurance conclusion does not cover the future commitments and proposed follow-up actions made by the Client. Such forward-looking information is outside the scope of this assurance engagement, and we do not provide assurance thereon.

ASSURANCE SCOPE

The assurance includes compliance assessment on Continental Gold Colombia's systems, processes and performance. Continental Gold Colombia's registered address is located at Offices 1052 and 1152, Torre Protección, San Fernando Plaza, Carrera 43A No. 1-50, Medellín, Antioquia, Colombia; Buriticá Mine is located at Buriticá, Antioquia, Colombia. The scope covers the self-assessments conducted by Continental Gold Colombia at the corporate level and mines site, as well as documentation provided to demonstrate compliance with the RGMPS. The mine subject to this assurance is Buriticá Mine. The period covered is from 1 January 2025 to 31 December 2025.

RESPONSIBILITIES STATEMENT

Continental Gold Colombia is responsible for ensuring that the Company designs, implements, operates and monitors activities, processes and controls to ensure compliance with policies and procedures that conform with the Principles. It is also responsible for the preparation and presentation of the report on implementing the RGMPS.

SGS-CSTC is responsible for carrying out a limited assurance engagement and to express a conclusion based on the work performed. We conducted our assurance engagement in accordance with International Standard on Assurance Engagements 3000 (ISAE 3000) and the guidance set out in the Assurance Framework for the Responsible Gold Mining Principles and the Guidance on implementing and assuring the RGMPS: supplement to the Assurance Framework.

SGS-CSTC hereby states that it shall not be held responsible or liable for any direct, indirect, incidental, or consequential damages or losses arising from or in connection with the use of information provided in this report.

LIMITED ASSURANCE PROCEDURES PERFORMED

We planned and performed procedures to obtain all necessary evidence, information, and explanations relevant to the above scope. These procedures included:

- Remote enquiries of management to gain an understanding of the Company's processes and risk management protocols in place
- Remote enquiries of staff responsible for the performance of the processes at corporate level and at mines site, and for conducting RGMPs compliance self-assessments
- Remote visit to Buriticá Mine
- Assessment of the suitability of policies, procedures and internal controls that the Company has in place to conform with the Principles

LIMITATIONS AND MITIGATION

The assurance procedures we selected are based on our professional judgment, including an assessment of the risks of material misstatement related to the information in the report.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.Due to language constraints, certain information obtained relied on translations. The accuracy of information obtained may be affected by potential variations in translation accuracy.

Due to objective constraints, this assurance engagement was performed remotely and no on-site verification was conducted. Remote assurance has inherent limitations compared with on-site assurance, which may affect the sufficiency and appropriateness of the assurance evidence to a certain extent. This is hereby stated.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and certification, operating in multiple countries and providing services. As an affiliate of SGS Group, SGS-CSTC affirm our independence from Continental Gold Colombia, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment.

Signed:

For and on behalf of SGS-CSTC

David Xin
Sr. Director - Business Assurance
16/F Century Yuhui Mansion, No. 73,
Fucheng Road, Haidian District,
Beijing, P.R. China

Mar. 4th, 2026
WWW.SGS.COM

Reader's Feedback Form

Dear Reader,
Thank you for taking the time to read this Report. To enhance our efforts in sustainability and further improve our performance and capabilities, we warmly welcome your feedback and suggestions. We sincerely invite you to share your thoughts and provide an evaluation of this Report to help us drive continuous improvement. Kindly take a moment to complete the feedback form below and return it to us. Your input is highly valued and greatly appreciated.

Please leave us your personal information, if it is convenient.
Name/Company name/industry:
Telephone number/email address:

Our Contact:
ESG Office, Zijin Mining Group Co., Ltd.
Address: Room 1408, Zijin Building, No. 1 Zijin Road, Shanghang County, Longyan City, Fujian Province
Telephone number: +86 597 3893 6628
Postal Code: 364200
Email: zjky@zjky.cn or international@zijinmining.com

Access to this Report:
You can download the electronic version of this Report on the website of HKEXnews (https://www.hkexnews.hk) or the website of Zijin Mining (https://www.zijinmining.com/).

Please scan the QR code to learn more about Zijin Mining's ESG practices

1. What is your overall evaluation of this Report?

2. What is your opinion on the quality of information disclosed in this Report?

3. Which part(s) of the Report interest(s) you most?

4. What other information do you think should be included in this Report?

5. Do you have any suggestion(s) regarding our sustainable development work and publication of the sustainability reports in the future?

SSE：601899.SH HKEX：2899.HK

MINING FOR A BETTER SOCIETY

Zijin Mining Group Co., Ltd.*

Address: Zijin Headquarters, No. 1 Zijin Road, Shanghang County, Longyan City, Fujian Province

Telephone number: 0597-3998038

Postal Code: 364200

Email address: zjky@zjky.cn/international@zijinmining.com