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ZIJIN GOLD INTERNATIONAL



Forging A Golden Future Together

2025 Environmental, Social and Governance Report

Zijin Gold International Company Limited

2259.HK

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2025 ESG Highlights

For a Vibrant Environment

Investment in Environmental Protection
US$ 85.30 Million

Environmental Audit Coverage
100 %

Installed Capacity of Clean Energy
80.42 MW

Clean Energy Generation
41.67 GWh

Water Re-used
63.26 Million tonnes

Restored Vegetation Area
493,764 m^2

For a Harmonious Society

Local Employment Rate
92.95 %

Employee Training Hours
641,271 Hours

Investment in Production Safety
US$ 18.13 Million

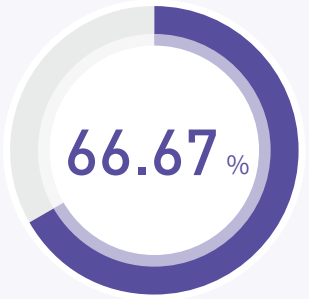
Participation in Safety Training
65,102 Attendances

Community Investment
US$ 22.24 Million

Community Grievance Feedback Rate
100 %

Resolution Rate
97.37 %

For Sound Governance



Percentage of Non-executive Directors and Independent Non-executive Directors



Risk Management Training Coverage for Directors and Senior Management



Internal and External Communication Coverage of Business Ethics Policy



Business Ethics Training Coverage for Directors and Senior Management

Message from the Management

Dear Stakeholders,

At a pivotal moment for transformation and sustainability in the global mining industry, Zijin Gold International is entering a new phase of growth shaped by strategic opportunity and long-term value creation. Against a backdrop of economic realignment and geopolitical uncertainty, gold continues to demonstrate its monetary attributes and safe-haven appeal, supporting resilient demand and broadening the Company's development prospects.

Looking back on 2025, we advanced our global strategy through several important initiatives, two of which were particularly significant. During the year, the Company completed its initial public offering and listing on the Main Board of the Hong Kong Stock Exchange and completed the acquisition and closing of two major assets, Akyem in Ghana and Raygorodok in Kazakhstan, materially increasing our gold resource base. These milestones marked a new stage in our global development and strengthened the asset and management platform that underpins long-term, disciplined growth.

Building on this strategic foundation, we continued to integrate ESG considerations into our global operations and decision-making. Across the environmental, social and governance dimensions, we sought to translate responsible business principles into practical action and long-term value creation.

Our Environmental Commitment

For Zijin Gold International, environmental protection and climate governance are not viewed as costs or constraints, but rather core competitive advantages for achieving high-quality global development. We are committed to deeply embedding Zijin's ecological and environmental protection model of "governing during development, developing during governance" throughout the entire lifecycle of our global mines. Adhering to this philosophy, we chose not to follow the traditional path of prioritizing development over restoration and instead insist on injecting green momentum from the very source of exploration and design to ensure a high degree of harmony between resource development and ecological protection.

In terms of environmental stewardship, we employ a systematic approach to build a "single network" for global environmental management. We fully implement a closed-loop water resource strategy, with our Zeravshan, Altynken, and Norton Gold Fields all achieving zero discharge of production wastewater, which significantly reduces disturbances to regional aquatic ecosystems and results in an overall water re-use rate of 78.34% within the Company. We consistently integrate ecological protection and restoration throughout the entire lifecycle of our mines, systematically advancing biodiversity conservation and land reclamation, and striving to transition from "coexistence" to "co-prosperity" between mining development and the natural ecosystem. Furthermore, we continue to strengthen the full lifecycle safety management of our tailings storage facilities, relying on a multi-dimensional monitoring and early warning system to ensure that every facility coexists harmoniously with its surrounding communities.

In addressing climate change, we view the low-carbon transition as a strategic opportunity to enhance operational resilience and discover new growth drivers. We are accelerating the green transformation of our energy structure by actively developing solar power, energy storage, and other clean energy projects, as well as promoting the electrification of mining trucks, to continuously increase the proportion of clean energy in our total energy consumption. In 2025, the Company's clean energy generation reached 41.67 GWh, further enhancing the efficiency of green energy application.



> Sound and high-quality development begins with reverence for resources and is fulfilled by accountability to society. We are convinced that robust ESG integration is never a passive restriction, but a core strength for our pursuit of world-class status in the mining industry.

Lin Hongfu
Chairman of Zijin Gold International Company Limited

Concurrently, we proactively identify, assess, and manage the risks and opportunities presented by climate change, establishing a comprehensive emergency response system for extreme weather, strengthening risk prevention and dynamic monitoring, and achieving a harmonious coexistence of resource development, ecological protection, and climate response.

Supporting Our Employees

Employees are the most valuable assets of Zijin Gold International and the cornerstone that enables us to navigate the complex global operating environment. We constantly place the safety and long-term well-being of our employees at the core of our corporate operations, and are committed to building an integrated talent development ecosystem that transcends geographical and cultural boundaries, combining safety resilience with growth opportunities.

In the area of safety and health, we pursue comprehensive improvements ranging from risk prevention and control to the well-being of all staff. We implement standardized management systems and digital monitoring tools, making hazard identification and emergency response routine practices, and continuously enhance the intrinsic safety level of our mines, with investments in production safety reaching US$18.13 million this year (excluding Akyem and Raygorodok). We also actively expand the scope of occupational health protection, extending from basic physical protection to systematic mental health support, striving to ensure that every frontline colleague receives comprehensive physical and mental care.

In talent development, we adhere to a dual-track approach of deep localization and global growth. We firmly believe that the long-term development of a company is inextricably linked to the prosperity of its host communities. To this end, we prioritize the localization of our management teams and technical workforce, creating clear career advancement paths for local talent, and achieving a local employment rate of 92.95% in 2025. At the same time, we uphold the philosophy of openness and inclusivity, unlocking the diverse potential of our global team through regular skills empowerment and cross-cultural leadership training, thereby creating and sharing value with our employees.

Development Benefiting Local Communities

We have always believed that the vitality of a mine depends not only on its resource reserves but, more importantly, on its ability to bring enduring prosperity to the land and its people. Zijin Gold International adheres to a development philosophy of symbiosis and mutual benefit, and is committed to transforming mining development into a lasting driver of regional economic and social progress. We prioritize creating employment opportunities for communities near our mining areas, vigorously cultivate local management and technical talents, and help local people share in the fruits of our corporate development. Building on this, we develop sustainable community support mechanisms tailored to local conditions, focusing on areas such as educational support, infrastructure upgrades, and industrial assistance, to enhance communities' self-development capabilities and effectively strengthen regional economic resilience.

We also see cultural respect as a bond to safeguard the inheritance and coexistence of diverse civilizations. We effectively integrate cultural heritage protection into our operational management system, ensuring the harmonious coexistence of mining development and historical context through preliminary assessments, proactive avoidance, and institutionalized emergency responses. We are willing to work hand-in-hand with our community partners worldwide to make every mine a benchmark of responsibility that ignites local hope and jointly builds a better future.

Strengthening Corporate Governance

High standards of corporate governance are the core pillar for Zijin Gold International's position in the global market. We have built a Board of Directors governance structure with clear responsibilities and effective checks and balances, and have established a three-tiered ESG governance system that runs through decision-making, management, and execution, deeply integrating risk control and compliance requirements into every aspect of our global operations. We adhere to the bottom line of business ethics, solidifying a foundation of integrity and transparency in our operations, and implement management systems for anti-corruption, anti-money laundering, and conflicts of interest to ensure that our entire business chain operates transparently. We also uphold the principles of responsible procurement, working with our upstream and downstream partners to maintain a business environment of integrity and fairness.

We further integrate human rights protection into the core of our corporate governance. We strictly adhere to internationally recognized human rights standards, systematically identifying and preventing risks related to labor rights, indigenous peoples' rights, and cultural heritage protection throughout our operation. By establishing accessible and efficient grievance and remedy mechanisms, we ensure that the legitimate concerns of employees, contractors, and community members are fully heard and valued. We firmly believe that only by deeply embedding respect for human rights into our corporate governance system and daily operations can we achieve mutual success with the regions where we operate and build a solid foundation for the Company's sustainable development.

Looking ahead, our development direction is clear and resolute: we will remain anchored to our global strategic layout, deepen the exploration and development of high-quality gold assets, continuously enhance operational quality and asset value, and promote the deep integration of sustainable development and commercial value, returning the trust and support of all our stakeholders with solid operating performance. Upholding our vision of "Forging a Golden Future Together", we are committed to working alongside our global partners, striding forward in the tide of high-quality industry development, and writing a new chapter for Zijin Gold International.

Finally, on behalf of the Board of Directors and all our employees, I would like to extend our sincerest gratitude to all stakeholders for their long-term trust, support, and appreciation.

About us

Our Business: A Snapshot

Zijin Gold International Company Limited is a leading global gold mining company formed through the consolidation of all gold mines outside China owned by Zijin Mining Group Co., Ltd. ("Zijin Mining"). The Company is deeply involved in the entire gold industry value chain, primarily engaged in the exploration, mining, processing, smelting and sale of gold, with principal products including gold bullion, gold doré and gold concentrates. We constantly adhere to a globalization strategy centered on "resource acquisition – development and construction – stable production and production growth – technological upgrade – life-of-mine extension and reserve addition – value enhancement". Through refined operation of operating mines, efficient integration of newly acquired assets and continuous exploration and development of projects with resource potential, the Company continues to improve the quality and profitability of its overall asset portfolio.

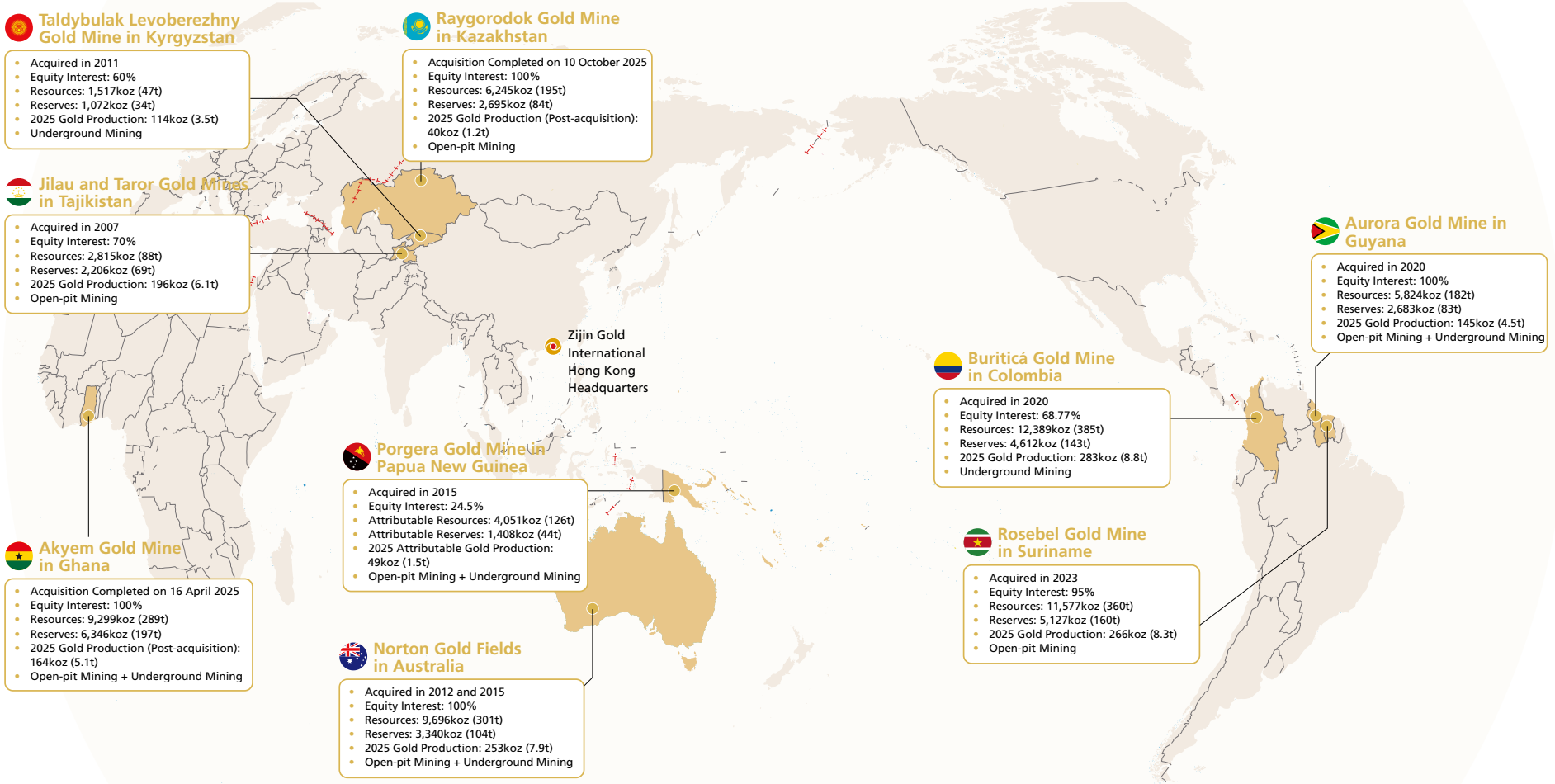
During the Reporting Period, the Company held and operated gold assets across multiple jurisdictions, including Tajikistan, Kyrgyzstan, Kazakhstan, Australia, Colombia, Guyana, Suriname, Ghana and Papua New Guinea, forming a geographically diversified portfolio of overseas gold assets at different stages of development. Among these gold mines, we control and operate eight gold mines and hold a minority interest in the Porgera Gold Mine in Papua New Guinea.

Through continuous resource development and enhanced operational efficiency, the Company has successfully established a leading position in the global gold mining industry, achieved a proven track record of robust growth, and remains committed to fulfilling its corporate environmental and social responsibilities while pursuing commercial development, striving to be a responsible global mining operator.



Our Global Footprint

The Company's 9 mining assets are located in world-renowned metallogenic belts in South America, Oceania, Central Asia and Africa, possessing strong resource endowment, geological potential and consolidation opportunities in peripheral areas.



Association Engagement

The Company understands that associations are crucial platforms and core vehicles for connecting stakeholders and promoting sustainable industry development, and we recognize that collaboration with industry peers is key to driving industry progress and transformation. Our controlling shareholder, Zijin Mining, is a member of the World Gold Council. During the Reporting Period, under the organization of the controlling shareholder, Zeravshan, Altynken, Aurora, Continental Gold, and Rosebel all passed the World Gold Council's Assurance of Responsible Gold Mining Principles (RGMPs). Leveraging various association platforms, we actively share our expertise and work closely with industry participants and other stakeholders, taking tangible actions to advance the sustainable development of the gold and mining sectors and contribute to the overall progress of the industry.

External Recognition

Country of Operation	Recipient Company	Awarding Body	Award Received
 Tajikistan	Zeravshan	National Supervisory Authority for Industrial and Mining Safety	Significant Contribution Award
		Environmental Protection Committee of Tajikistan and the Environmental Protection Department of Sughd Region	Outstanding Contribution to Environmental Protection Award
 Kyrgyzstan	Altynken	Ministry of Labor, Social Security and Migration of Kyrgyzstan	2025 Outstanding Social Contribution Award
		Chuy Region Environmental Protection Department of Kyrgyzstan	2025 Environmental Contribution Award
 Guyana	Aurora	Guyana National Bureau of Standards	Certificate of Eligibility – National Quality
 Colombia	Continental Gold	Environmental Authority of the Department of Antioquia	AAA Certification in Sustainability (30th Anniversary Edition)
		Municipality of Buriticá	Recognition for Continuous Support of Local Economic and Social Development
		National Mining Agency of Colombia (ANM)	First Prize in the Mine Rescue Simulation Event at the 6th National Mine Rescue Olympiad
 Kazakhstan	Raygorodok	Mining Association of Kazakhstan	2025 Mining Excellence Award
		Kazakhstan Mining Congress	"Safety Pioneer" Award
 Ghana	Akyem	Ghana Chamber of Mines	2nd Place – Best Performer in Innovation
		Ghana Chamber of Mines	3rd Place – Best Performer in Environmental Management

Awards and Recognitions Received by Subsidiaries (Excerpts)

Sustainability Governance

How We Structure Our Sustainability Governance

The Board has overall responsibility for the Company's ESG strategy, material ESG risks and opportunities, the results of the materiality assessment, annual targets and this Report. Through a layered governance mechanism comprising the Audit Committee, the Risk and Internal Control Management Committee, management and the Company's subsidiaries, the Board oversees the formulation, implementation and review of relevant policies, targets, internal controls and remediation actions. On this basis, the Company has established a three-tier ESG governance structure consisting of the Board-led supervisory level, the management level and the execution level, thereby embedding sustainability considerations into business decision-making and day-to-day operations.



Board of Directors' Supervision

The Board of Directors of Zijin Gold International is the Company's highest supervisory body for sustainability management, bearing ultimate oversight responsibility for all significant ESG matters, and is responsible for establishing the Company's overall ESG strategy and development direction, coordinating the integration of ESG concepts into the entire scope of corporate operations and management, balancing the interests of all stakeholders, continuously improving the corporate ESG management system, and promoting the synergistic enhancement of sustainable development and business value.

The three committees under the Board of Directors have significant relevance to ESG management work and each assumes corresponding ESG management responsibilities according to their respective functional areas, forming a specialized and systematic ESG supervisory and governance structure, with specific duties as follows:

Audit Committee	• Coordinates the establishment of the Company's ESG system and supervise its implementation; oversees and inspects the effectiveness of the corporate risk management framework and systems, identifies and manages various risks, including ESG risks; • formulates and reviews the ESG vision, strategies, and policies, making recommendations to the Board of Directors and promoting the implementation of its established ESG policies; • monitors compliance with ESG policies, sets ESG goals, indicators, and performance standards, and evaluates performance; • develops and monitors ESG codes of conduct and compliance manuals for directors and employees; reviews ESG-related content in various reports; supervises responses to emerging ESG issues and proposes recommendations for improvement; supports internal and external ESG initiatives; and exercises powers related to health, safety, environmental, social responsibility, and corporate governance as delegated by the Board of Directors.
Nomination Committee	• Formulates the *Board Diversity Policy* and discloses this policy or a summary of it in the corporate governance report, ensuring its effective implementation through policy follow-up; • it is also responsible for assessing the independence of independent non-executive directors, optimizing the composition of the Board of Directors, and ensuring the objectivity and professionalism of Board decision-making.
Risk and Internal Control Management Committee	• Deliberates and evaluates the Company's overall risk management objectives, risk appetite, and overall strategy and submits recommendations to the Board of Directors; coordinates the establishment of an effective risk management system and continuously monitors all major risks; • incorporates relevant ESG risks into the overall risk management system for integrated oversight and control, and reviews corresponding risk assessment standards and management strategies; • it also oversees the development of a risk management culture and promotes the integration of relevant risk awareness into daily operations and decision-making.

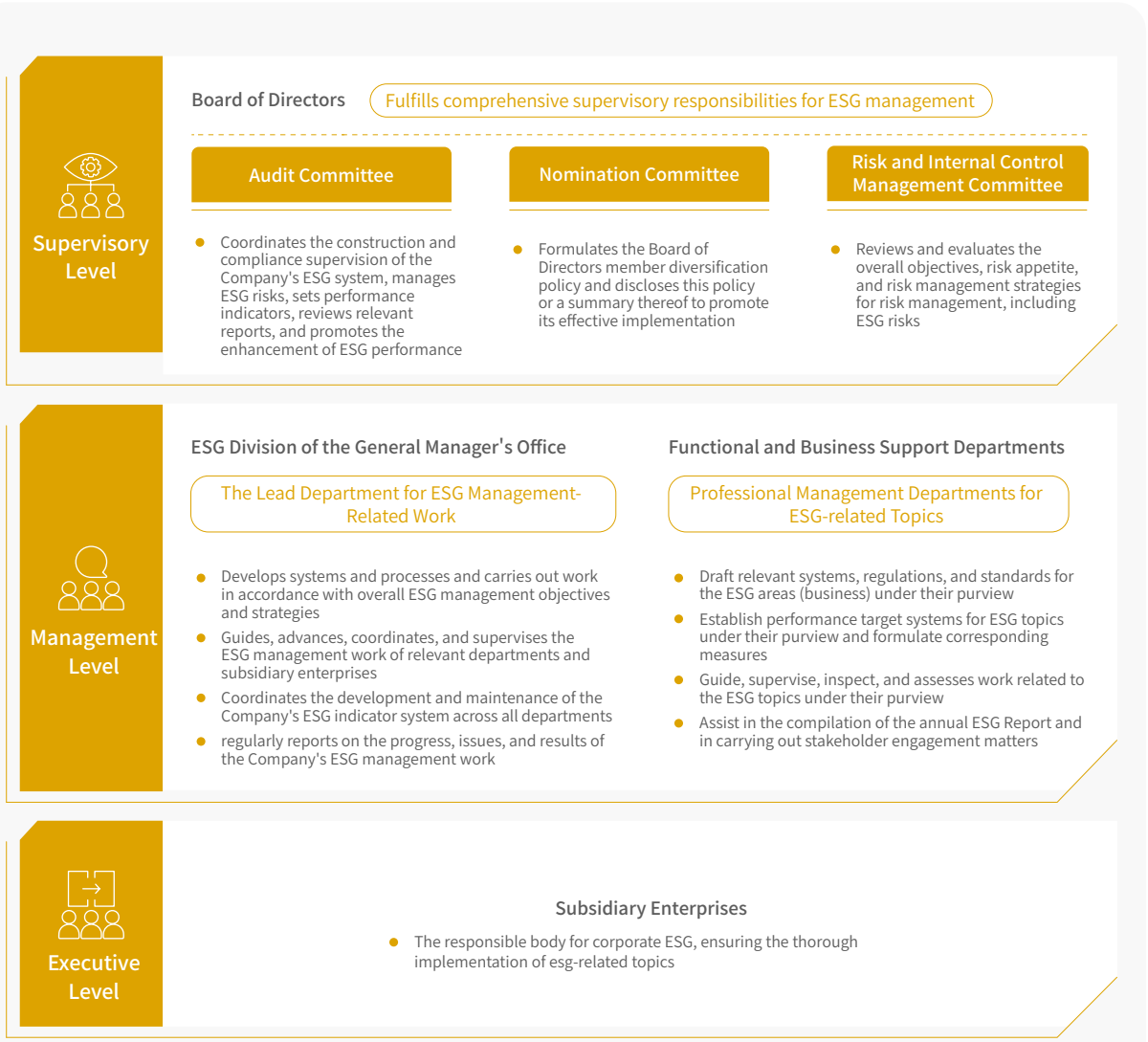
Management and Execution

The Company has established an ESG management and execution system with clear hierarchies and defined responsibilities, where a dedicated lead department coordinates the advancement of all ESG tasks, while various functional and business support departments fulfill professional management responsibilities in their respective areas, and subordinate enterprises, as the executing entities, implement all ESG requirements, forming a management structure characterized by vertical coordination and synergistic execution.

The ESG Division of the General Manager's Office is the lead department for the Company's ESG management work, responsible for formulating ESG-related policies and procedures, coordinating, supervising, and advancing the implementation of ESG initiatives at all levels, establishing and maintaining the Company's ESG indicator system, and regularly reporting on the progress and outcomes of ESG management. Various functional and business support departments serve as professional management departments for ESG topics, formulating specific systems and standards according to their respective areas of responsibility, setting performance targets and conducting assessments and supervision, and supporting the preparation of ESG reports and stakeholder engagement.

All subsidiary enterprises, as the responsible entities for ESG implementation, shall fully implement the Company's ESG management requirements, establish corresponding organizational and institutional systems, formulate and implement ESG performance target plans, and carry out ESG data collection and reporting, internal communication and training, as well as regular engagement and response with external stakeholders.

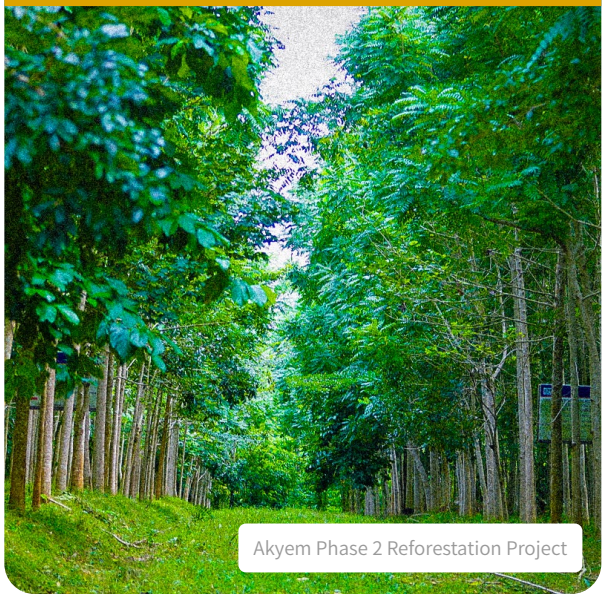
In addition, the Company adjusts and improves the remuneration schemes for executive directors and senior management based on actual needs. In the assessment scheme, ESG indicators account for no less than 20% of the incentive annual salary evaluation, covering key indicators such as environmental protection, production safety, community relations, business ethics, and ESG rating improvement. High-importance issues such as climate change adaptability and resilience, pollutant control, and health, safety, and well-being are assigned higher assessment weights, and the assessment results directly affect the remuneration fulfillment coefficient, ensuring that management's interests are highly aligned with the Company's long-term sustainable development goals.



Zijin Gold International ESG Governance Structure

Roadmap to Sustainability

At the macro level, Zijin Gold International adheres to an ESG strategy of green, high-quality, sustainable, and inclusive development. The Company strives to build a world-class ESG management system, committing to responsible mining development, practicing internationally recognized standards and best practices, enabling all relevant parties including shareholders, employees, community residents, and host country governments—to share in the benefits of development. This approach achieves coordinated development among the enterprise, employees, and society, ensuring that mining development benefits future generations.



Akyem Phase 2 Reforestation Project

We continue to focus on core ESG topics, demonstrating the Company's consistent commitment to environmental protection, social inclusion, and high-standard governance. In this Report, we present the action measures and phased development results in each core area of focus. All the aforementioned work is advanced within Zijin Gold International's "Planet: Protect our planet – People: Empower the people – Prosperity: Build our prosperity" sustainability framework. With environmental stewardship, climate change mitigation, employee empowerment, community development, enhanced business practices, and human rights commitments as core themes, this framework establishes a comprehensive and systematic implementation mechanism for deeply integrating sustainability concepts into global mining operations, value chain management, and corporate culture. We are keenly aware that outstanding ESG performance stems from top-down strategic leadership. To this end, the Company places great importance on promoting ESG awareness among management and actively encourages the decision-making team to continuously deepen their understanding and forward-looking perspective on sustainability trends. Through transparent information disclosure and continuously enhanced practices, we will promote the synergistic integration of environmental, social, and business values, and forge a golden future together with our stakeholders.



Aligning Our Sustainability Roadmap with the UN SDGs

The United Nations Sustainable Development Goals (SDGs) form the core agenda for global development, directly addressing the world's most pressing contemporary development challenges, such as climate action, access to healthcare, and the reduction of global development inequalities. Zijin Gold International deeply recognizes the importance and urgency of these global initiatives and firmly believes that, as a participant in the global gold industry, the Company should leverage its industrial footprint and business practices to assume corresponding responsibilities and play a meaningful role in promoting sustainable development and contributing to the achievement of global development goals.

We use the United Nations Sustainable Development Goals as a key guide for our strategic planning and the advancement of our sustainability work, promoting the alignment of our corporate strategy and sustainability priorities therewith. We also consider our industry characteristics and core capabilities to identify key goals where we can make a significant contribution. These goals guide the deep integration of sustainability actions with business operations, progressively advancing implementation and accumulating relevant achievements. To further enhance our contribution to sustainable development, this year, we have aligned our key action outcomes with the following seven goals:



Quality Education

- We establish a professional skills training system, provide employees with opportunities for professional competency enhancement and career development, and support vocational education and talent development for local communities, thereby empowering workforce capability and supporting the long-term development of communities through education.



Clean Water and Sanitation

- We implement a systematic water resource management and recycling system, adopt advanced technologies to enhance wastewater treatment and re-use efficiency, and standardize water environment management and discharge standards in mining areas to mitigate the adverse impacts of our operations on regional water resources.



Decent Work and Economic Growth

- We strictly adhere to international labor standards and local labor laws, establish a fair compensation and benefits system, create a safe and human-centric work environment tailored to the characteristics of the mining industry, and promote high-quality employment and regional economic growth through local hiring and industrial development.



Industry, Innovation and Infrastructure

- We invest in the research, development, and application of green mining technologies and smart equipment; advance energy conservation, emissions reduction, and intelligent upgrades throughout the entire mining, processing, and smelting value chain; drive high-quality development of the mining industry through industrial innovation; and support the enhancement of local infrastructure and industrial systems in our areas of operation.



Good Health and Well-being

- We build an occupational health and safety management system covering the entire mining process, improve safety protection and emergency response mechanisms, provide physical and mental health support and essential safeguards for employees and host communities, and safeguard the health and well-being of employees and community members.



Responsible Consumption and Production

- We incorporate the principles of a circular economy throughout the entire mining production process, optimize the efficiency of mineral resource extraction and comprehensive utilization, and establish a system for waste recycling, re-use, and safe disposal to achieve waste reduction, re-use, and compliant disposal across the entire production chain.



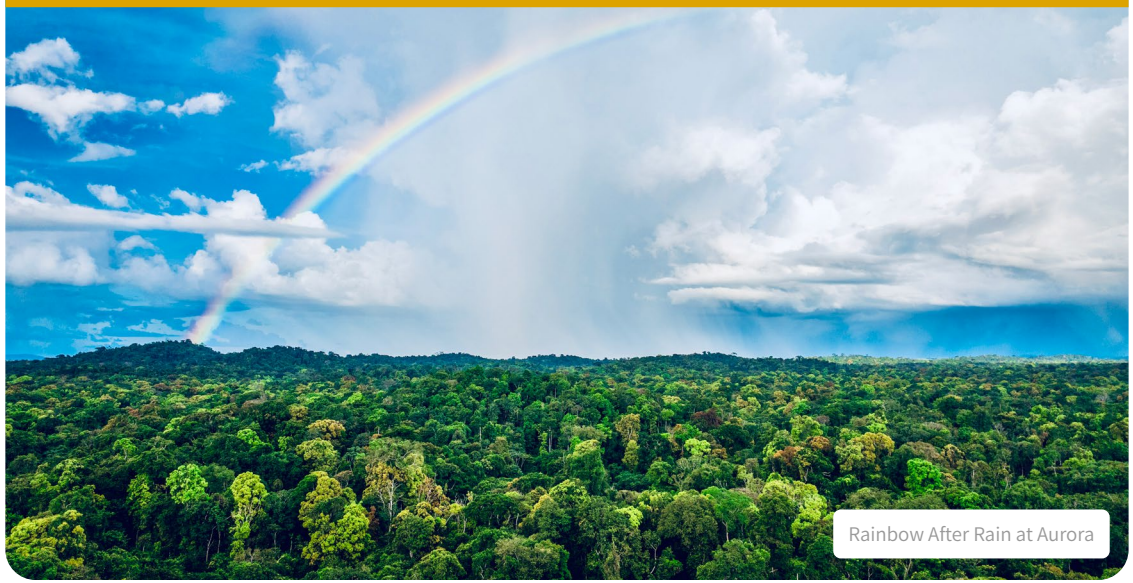
Climate Action

- We promote the substitution of clean energy and the optimization of the energy structure at the production end, implement process-based energy-saving retrofits to reduce carbon emissions per unit of output, and establish a climate-related risk identification and assessment mechanism to practice low-carbon development and contribute to global climate governance.

Building Resilience to Sustainability Risks

Zijin Gold International integrates ESG risk management into its overall corporate risk management framework, establishing a comprehensive control mechanism that covers the entire process of risk identification, assessment, response, and control activities. Following the PDCA (Plan-Do-Check-Act) cycle management model, the Company achieves dynamic and systematic management of ESG risks, ensuring all risks are identifiable, assessable, manageable, and controllable, thereby building a solid risk management framework for sustainable corporate development.

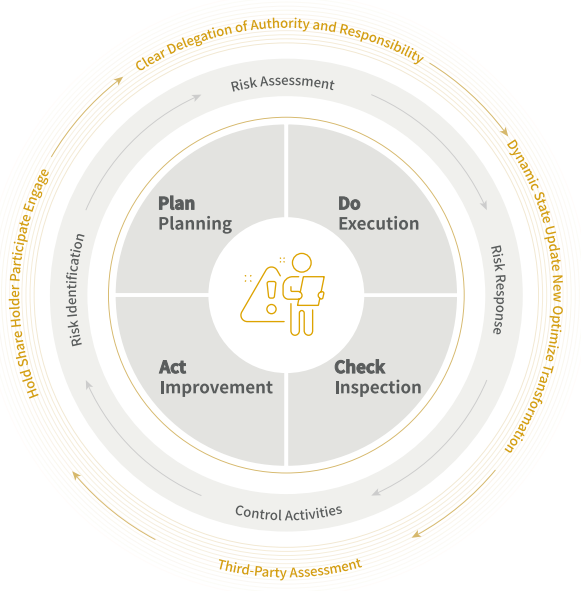
We systematically identify potential ESG risks in areas such as the ecological environment, occupational health and safety, business ethics, labor rights, community relations, and supply chain management to build a comprehensive risk inventory, enabling full coverage and proactive control of all types of risks. Based on the results of risk identification, we establish standardized assessment procedures, record the impacts of various potential risks, and formulate corresponding mitigation measures. We regularly review and optimize the assessment process, dynamically update assessment results considering regulatory, industry, and technological changes, and, when necessary, engage independent third parties to conduct effectiveness verification to ensure the scientific rigor and objectivity of our risk assessments.



Rainbow After Rain at Aurora

For identified and assessed ESG risks, we implement a tiered management approach based on their impact and probability of occurrence and formulate differentiated response measures. During this process, we fully take into account stakeholder feedback to enhance the relevance and comprehensiveness of the measures. We periodically evaluate the effectiveness of mitigation measures and promptly initiate corrective actions for any non-conforming items. When necessary, third parties are engaged to conduct independent assessments to ensure the effective implementation of risk responses. For key ESG risks, we have established dedicated process specifications and a control authorization system to clarify control responsibilities and standards at all levels, ensuring that core risks are effectively and practically managed.

We will also continue to advance the optimization and upgrading of our ESG risk management system, using the PDCA cycle to drive improvements in all control processes. This will promote the deep integration of ESG risk management with the Company's business operations and strategic development, continuously enhancing our ESG risk prevention and response capabilities.



ESG Risk Management (based on the PDCA method)

Materiality Assessment

Engagement with Our Stakeholders

Establishing a transparent, continuous, and substantive stakeholder communication mechanism is a core measure of our commitment to sustainable development. As a corporate citizen in the global mining sector, Zijin Gold International deeply understands that the voices and needs of diverse stakeholders are important inputs into corporate strategy formulation and operational decision-making. Therefore, we are dedicated to building long-term, trusted relationships with employees, shareholders and investors, business partners, governments and regulatory authorities, adjacent communities, NGOs, and media, and scientific/educational institutions, integrating stakeholder concerns and suggestions throughout the entire process of corporate development.

We uphold the principles of open and equal communication, establishing diverse formal and informal communication channels and tailoring our engagement approaches based on the characteristics of stakeholder groups and the nature of the topics. Through various forms such as one-on-one dialogues, thematic meetings, industry forums, community liaison, and online feedback mechanisms, we listen to stakeholder concerns. We have also established a standardized communication management system to ensure that stakeholder input is effectively conveyed to the corporate decision-making level and serves as an important basis for optimizing corporate strategy and improving business practices.

At the same time, we are committed to responding to stakeholder expectations through transparent information disclosure, promptly informing stakeholders of the Company's business performance, progress in ESG practices, and risk response measures. We also incorporate the core content and key topics arising from stakeholder engagement into the Company's Environmental, Social and Governance Report, achieving mutually beneficial outcomes for both the Company and its stakeholders through effective dialogue and interaction. A summary of stakeholder engagement in 2025 and the key topics raised by stakeholders is presented in the table below.

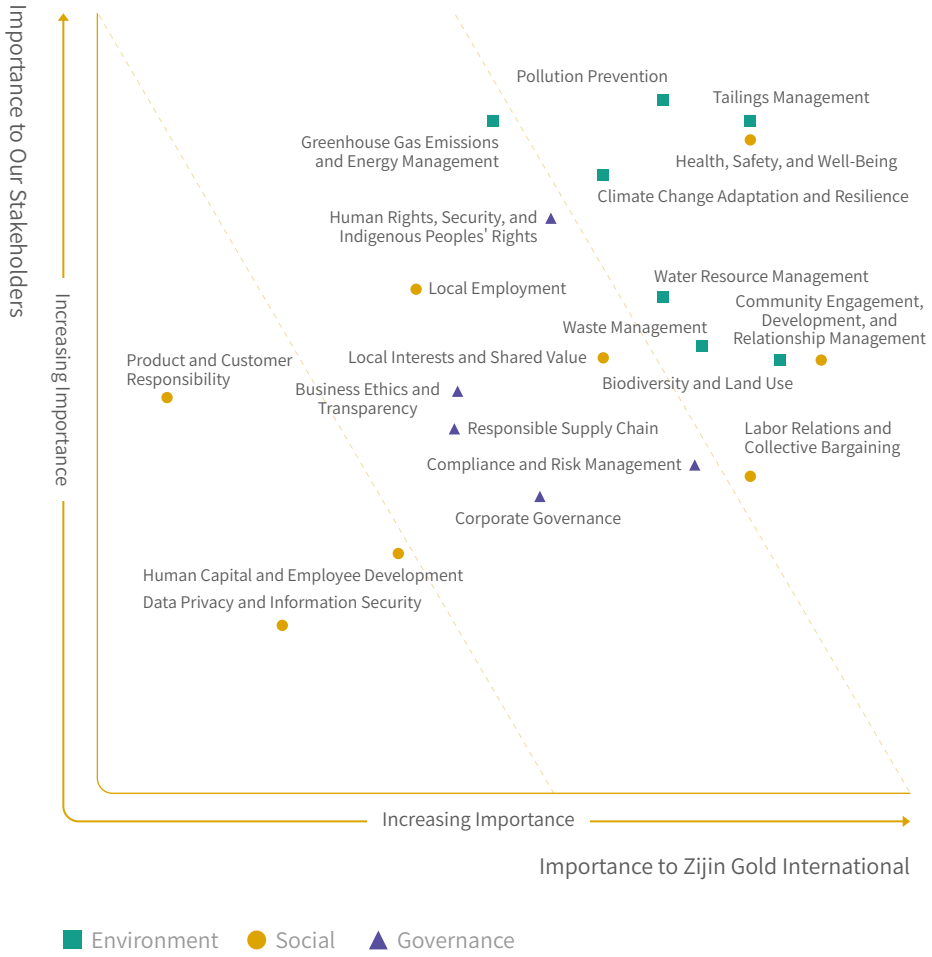
Key Stakeholders	Purpose of Communication and Interaction	Key Topics of Concern	Methods of Communication and Interaction
Employees	Creating a safe and respectful work environment, promoting professional development, and enhancing employee engagement and sense of belonging	• Occupational Health, Safety, and Well-being • Labor Relations and Collective Bargaining • Compensation, Benefits, and Career Development	• Employee representative meeting(s) • Union consultation and dialogue • Multi-channel online and offline feedback
Shareholders and Investors	Transparently disclosing business performance and ESG practices, creating sustainable value, and building long-term investor confidence	• Long-Term Value and Financial Returns • Governance Transparency and Risk Control • ESG Practice Performance	• Annual / extraordinary shareholders' meeting • Results announcement meetings • Dedicated investor communication sessions • Statutory information disclosure platforms
Business Partners	Building mutually beneficial and win-win cooperative relationships, aligning with sustainable development standards, and ensuring a robust and compliant supply chain	• Building a Responsible Supply Chain • Business Ethics • Transparency and Fairness in Cooperation	• Partner conferences • Contractor training • Daily operational communication and special-purpose negotiations
Governments and Regulatory Authorities	Strictly complying with all regulatory requirements, obtaining necessary approvals and permits, and maintaining good compliance communication	• Legal and Regulatory Compliance • Ecological and Environmental Governance Performance • Tax Compliance	• Statutory filings and information disclosure • Routine business communication for approvals, inspections, etc. • Meetings and forums
Adjacent Communities	Responding to community development expectations, supporting local sustainable development, and building harmonious and mutually beneficial community relations	• Operational Environmental Risk Prevention and Control • Community Development and Indigenous Rights • Local Employment and Benefit Sharing	• Community engagement and consultation meetings • Public disclosure of operational information • Routine visits and engagement • Special consultations on community development projects
NGOs, Media, and Scientific/ Educational Institutions	Promote open dialogue and exchange, share ESG best practices, and collaborate on initiatives related to industry research and advancement.	• Transparent ESG Information Disclosure • Cooperation on Sustainable Development in the Mining Industry	• Media briefings • Industry forums and public dialogue • Seminars on sustainable development topics

Materiality Analysis: Our Material Topics

To systematically identify, assess, prioritize and disclose ESG topics that are material to the Company's business, financial resilience and stakeholders, Zijin Gold International conducted its first materiality assessment during the year and identified 20 material topics. The assessment is intended to inform ESG governance, risk management, climate-related disclosure and annual management priorities, and to support focused disclosure of material topics in this Report. The assessment followed a process of "Topic identification - Stakeholder engagement - Management assessment - Board review - Disclosure application - Periodic review" in order to enhance the relevance, consistency and review ability of the results.



2025 Materiality Matrix

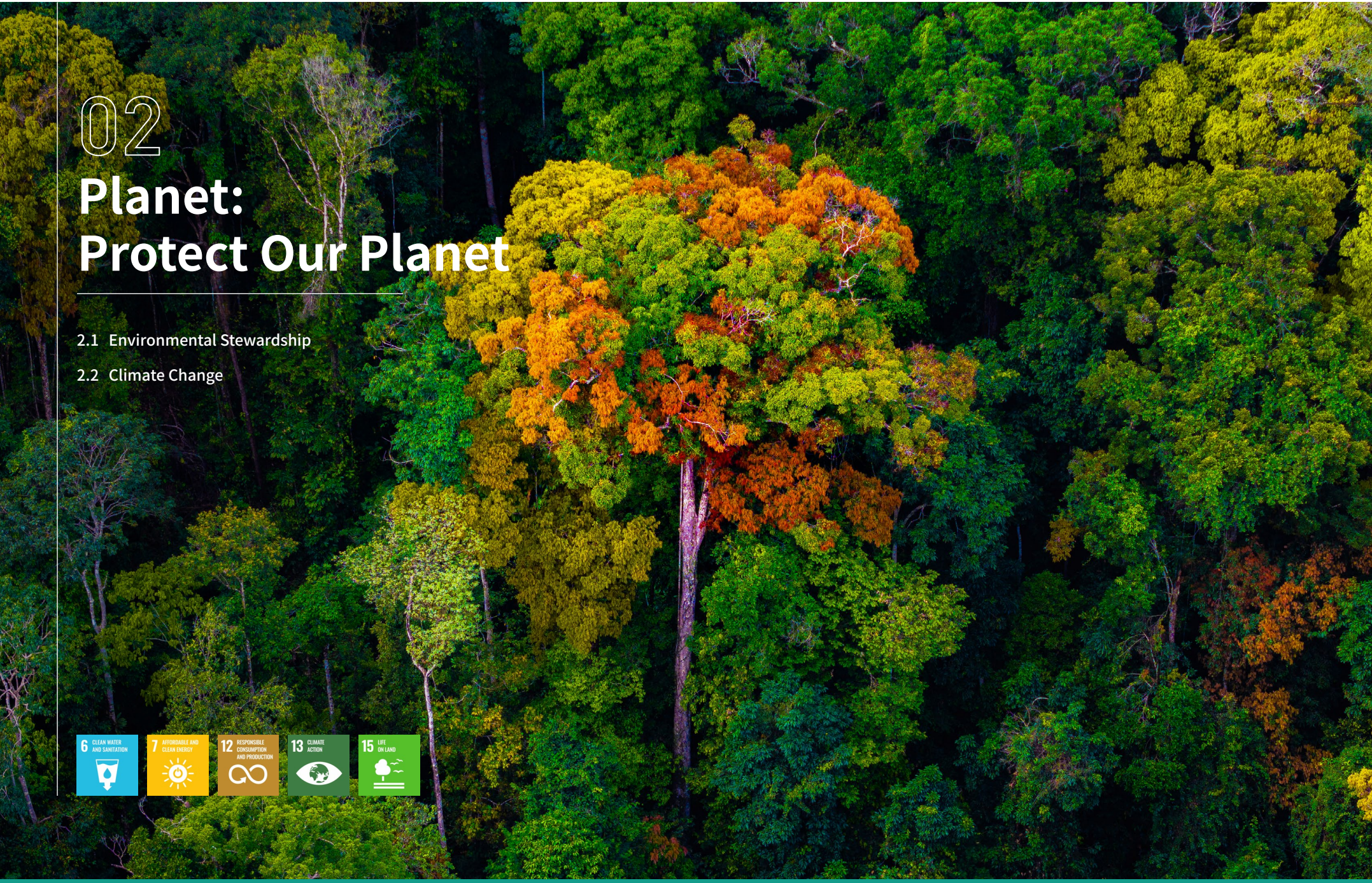


Based on this materiality matrix, we conducted a further in-depth review of the high-priority topics to systematically identify potential development opportunities and operational risks throughout the entire mining operations process. We have correspondingly defined specific courses of action to ensure risks are controllable and opportunities are realized. The following table details the opportunities, risks, and our corresponding actions for each high-priority topic, serving as a supplementary extension and implementation support for the material topics analysis.

High-Priority Topics	Opportunities	Risks	Corresponding Disclosure Section
Environment			
Tailings Management	Strengthened technical and policy support for the resource utilization of tailings can create potential for extracting value from solid waste and promoting the green upgrading of the industry.	Inadequate anti-seepage and anti-leakage measures during tailings storage and transportation can easily cause soil and water pollution, while a lack of tailings storage facility management and emergency response capabilities may induce geological disasters, endangering the personal and property safety of downstream communities.	Tailings Management
Pollutant Prevention	Driven by environmental policies and technical upgrades, there are opportunities to enhance pollutant disposal efficiency, in line with green mining concepts and standards.	Abnormal operation of pollution control facilities can easily lead to excessive pollutant emissions, and the continuous investment in related prevention, control, and standardized disposal of hazardous waste may create periodic pressure on operating costs.	Waste Management
Climate Change Adaptation and Resilience	Under the guidance of low-carbon policies, investing in research and development in climate-friendly technologies and applying clean energy and energy-saving processes can enhance production efficiency and reduce carbon emissions at mines.	Extreme weather events may disrupt mining production and operations, and the initial investment in climate adaptation-related facilities could create temporary financial cost pressures.	Climate Risk and Opportunity Management

High-Priority Topics	Opportunities	Risks	Corresponding Disclosure Section
Environment			
Greenhouse Gas Emissions and Energy Management	Building an energy conservation and emission reduction management system and promoting the optimization of the energy mix and the use of clean energy can improve comprehensive energy efficiency and reduce total energy consumption and greenhouse gas emissions from production.	Slow progress in adjusting the energy structure and imprecise online monitoring of emissions can easily violate low-carbon policy compliance requirements, increasing the costs and risks of the enterprise's production and operations.	Climate Action and Energy Management
Biodiversity and Land Use	Advancing land use and ecological restoration in mining areas can improve the efficiency of land resource utilization and achieve synergistic development between mining production and ecological protection.	Mining and construction activities can easily disturb regional ecosystems; if restoration is not timely or measures are inadequate, the Company may face ecological compliance risks and public scrutiny.	Biodiversity and Land Use
Water Stewardship	Constructing a water recycling system in mining areas and implementing refined control over the entire water use process can effectively improve the comprehensive utilization efficiency of water resources, reduce freshwater consumption in production, and lessen the burden of water discharge.	Inadequate control over water use in mining production and insufficient water body protection measures can easily lead to water waste or pollution, posing environmental compliance risks, and pose an impact on the surrounding residents.	Water Stewardship
Waste Management	Promoting the classified storage and resource utilization of waste in mining areas and strengthening standardized management throughout the entire process can increase the recycling rate of solid waste resources and reduce waste disposal costs.	A lack of measures for the classified storage of solid waste and the standardized disposal of hazardous waste from mines can easily cause soil and water pollution, leading to environmental compliance penalties.	Waste Management

High-Priority Topics	Opportunities	Risks	Corresponding Disclosure Section
Social			
Health, Safety and Well-being	Improving the production safety management system and employee health and well-being guarantees in mining areas and strengthening risk prevention and control throughout the entire process can reduce the accident rate, enhance employee cohesion, and increase production efficiency.	Inadequate implementation of safety protection and operating procedures at production sites, along with oversights in employee health monitoring, can easily lead to safety accidents or occupational diseases, resulting in production interruptions and related penalties.	Health, Safety and Well-being
Community Engagement, Development and Relationship	Establishing a robust community engagement mechanism, promoting shared benefits and collaborative development, and strengthening daily relationship maintenance can enhance community recognition and support, thereby ensuring the stability of mining production and operations.	Ineffective community engagement channels, untimely responses to community interests and demands, and poor implementation of collaborative development measures can easily trigger community complaints or protests, affecting the normal progress of projects.	Community Prosperity
Labor Relations and Collective Bargaining	Improving collective bargaining mechanisms and optimizing labor-management communication channels to protect the legal rights and interests of employees can enhance their sense of belonging and work motivation, thereby stabilizing the enterprise's workforce.	An inadequate collective bargaining mechanism, untimely responses to employee demands, and insufficient implementation of rights protection measures can easily lead to labor disputes, impacting the order of production and operations.	Employee Development
Governance			
Human Rights, Security and Rights of Indigenous Peoples	Standardizing human rights management throughout the entire process, strengthening on-site security systems, and implementing the protection of rights and benefit-sharing for indigenous peoples can enhance corporate social credibility and solidify the foundation for localized operational development.	Lapses in the execution of human rights protection measures, non-standard on-site security management, and untimely coordination and response to the rights and demands of indigenous peoples can easily trigger risks such as social disputes, hindering project advancement.	Human Rights



02
Planet: Protect Our Planet

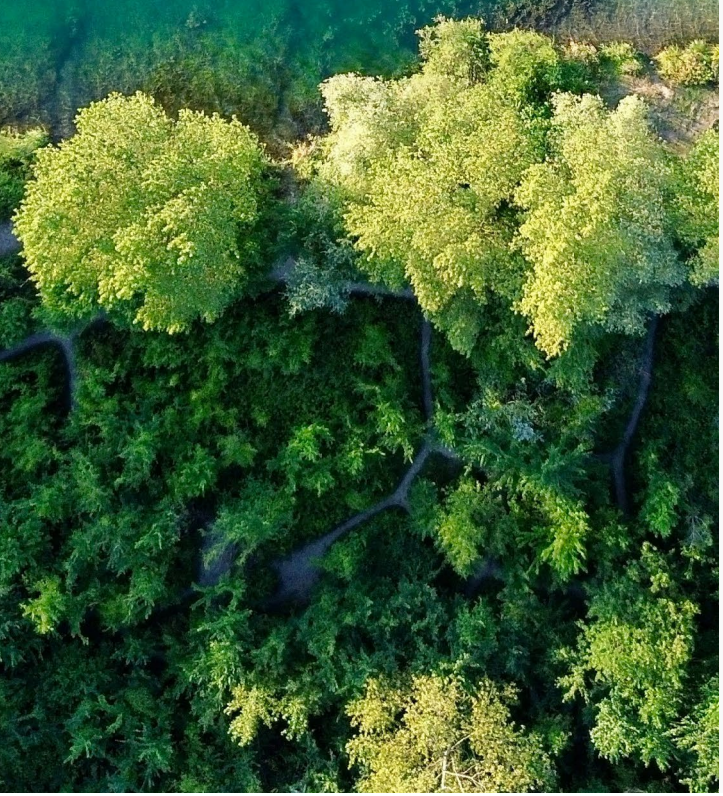
2.1 Environmental Stewardship

2.2 Climate Change

Glittering Stories

“Empowering Sustainable Mining Practices with Systematic Data

— Raygorodok Environmental Study



As a key initiative for Zijin Gold International to fulfill its global environmental responsibilities, Raygorodok has launched a forward-looking environmental research program. Based on the need for coordinated development between long-term mining operations and ecosystem protection, the program aims to shift environmental management from a basic level to a scientific, quantitative one. By collecting systematic data, the initiative will refine the mine's management database and provide a precise basis for integrating environmental requirements into every stage of the operational process.

This program strictly follows an international standardized scientific research framework and uses non-invasive observation techniques to systematically collect multi-dimensional environmental baseline data within the mine area, specifically covering core areas such as air quality, soil physical and chemical properties, surface water and ground water quality, snow cover dynamics, and the diversity of local flora and fauna communities, while we uphold the principles of science and pragmatism, striving to base our environmental protection work on a more precise and predictable scientific foundation through objective data collection to avoid management deviations caused by empiricism.

The core results of this study will be directly applied to the optimization and development of the Company's internal environmental data management system and analytical tools. We plan to conduct in-depth environmental risk modeling and trend analysis based on this scientific data to identify potential environmental risk points within our mining operations and provide scientific support for daily operational decision-making. This initiative not only aligns with the global industry consensus on sustainable development but also reflects our practical direction of strengthening proactive environmental risk prevention with scientific data at its core to help fulfill our long-term commitment to responsible resource extraction.



Staff Collecting Environmental Baseline Data within the Mine Area

Environmental Stewardship [1]

Our Aspiration

Zijin Gold International is committed to achieving harmonious coexistence with natural ecosystems in every operational region worldwide. We not only focus on the proper extraction and efficient use of resources but also uphold our responsibility as stewards of water resources, land, and ecosystems, and ensure the long-term safety of tailings storage facilities with strict standards. We also integrate climate resilience and circular economy principles into the entire lifecycle from exploration to mine closure, optimizing resource management and reducing waste and carbon emissions through innovative technologies.

Materiality to Our Business & Society

For us, environmental management is the core and cornerstone of our business operations, a stable water supply and safe tailings facilities are directly related to production continuity and operating permits. Efficient energy and waste management not only reduce long-term costs but are also key actions for us to address climate risks and fulfill our social commitments. We believe that responsible environmental practices are fundamental to earning community trust, ensuring employee safety, and achieving long-term corporate resilience and value creation.

Our Policies & Approach

Our Policies

Based on the *Corporate Code of Conduct* formulated by the Company, we guide each mine site to develop specific management systems, such as the *Water Management Plan, Waste Management Plan*, and *Biodiversity Management Standard*, in line with their operational realities, thereby establishing an environmental management policy framework applicable to our global operations. This framework adheres to international standards such as the ISO 14001 Environmental Management System and aligns with the legal and regulatory requirements of each operating location. We have defined implementation standards for full-lifecycle environmental management and established a dynamic review and revision mechanism to continuously optimize the content of these policies based on operational realities and performance feedback.

Approach

Environmental Management System	We establish and improve our environmental management system, building a complete management framework, strengthening full-process environmental control and emergency response capabilities, and increasing investment in environmental protection to achieve standardized and sustainable environmental governance.
Water Stewardship	Through quantitative targets and systematic monitoring, we pursue the proper use and efficiency improvement of water resources, strictly control the compliant discharge of wastewater, and ensure compliant disposal throughout the entire process to safeguard water environment security.
Biodiversity and Land Use	We follow the requirements of international conventions, implement the "avoid, mitigate, restore, and compensate" mitigation hierarchy, and integrate biodiversity conservation into project planning from the outset, committing to the ecological restoration of areas affected by our operations.
Waste Management	Based on compliant management, we promote waste reduction and resource utilization, and incorporate performance targets into our assessments to ensure the effective implementation of all measures.
Tailings Management	We have established a specialized management system and a monitoring and early warning mechanism, strengthening daily control and emergency preparedness to ensure the long-term safety and stable operation of our tailings facilities.

1.Data on hazardous waste, energy consumption, and greenhouse gas emissions do not yet cover Raygorodok. The acquisition of this mine was completed in the fourth quarter of 2025, and while the overall environmental data system has been largely established, the collection systems for the three aforementioned indicators are still being refined. For data accuracy, they have not been included in this period; the Company will continue to advance related developments. The data and textual information in this Report have been verified and an assurance opinion has been issued by TÜV SÜD Certification and Testing (China) Co., Ltd., an independent third-party verification body, in accordance with the *International Standard on Assurance Engagements 3000 (Revised) (ISAE 3000)*. For details, please refer to the "Independent Verification Statement" section of this Report.

Environmental Management System

A comprehensive and effective environmental management system is a crucial foundation for us to achieve synergistic progress between ecological protection and operational development. Zijin Gold International strictly abides by environmental laws and regulations in all its global operating locations, upholds the spirit of international conventions such as the *United Nations Framework Convention on Climate Change* and the *Convention on Biological Diversity*, and fulfills its commitment to responsible resource extraction through the *Corporate Code of Conduct*. We integrate environmental protection concepts throughout the entire lifecycle of our mines, from project initiation to closure. Through management innovation, process optimization, and resource recycling, we enhance the comprehensive utilization efficiency of minerals, energy, and water resources, while continuously promoting waste reduction, biodiversity conservation, land planning, and ecological restoration to minimize our impact on the ecological environment.



Environmental Management Framework

Zijin Gold International has established and continuously improved an environmental management system covering its global operations. We have built a systematic management framework based on the ISO 14001:2015 international standard and closely integrated environmental targets with performance assessments to ensure a unified environmental management model from the head office level to each mine site.

We actively promote the international standardization of environmental management systems at each of our production and operation sites.

During the Reporting Period,

the ISO 14001 Environmental Management System certification coverage rate for all our operating sites where we have held control for over a year reached **83.33 %**



СЕРТИФИКАТ СООТВЕТСТВИЯ

Регистрационный № А.СРТ.СС-Э.120324.01-3859.04

выдан

Обществу с ограниченной ответственностью «Алтынкен»

ИНН 00504200610034

Кыргызская Республика, Чуйская область, Кеминский р-н., г.Орловка, ул. Кудряшова ,18

настоящий сертификат удостоверяет, что

Система Экологического Менеджмента

Применительно к следующим видам работ:

- Геологическое изучение недр, включающее поиск и оценку месторождений полезных ископаемых
- Пользование участками недр для целей геологического изучения и добычи подземных вод, использование для питьевого водоснабжения имеющихся или технологически обеспечимых вновь объектов промышленности
- Разведка, добыча и металлургия полезных ископаемых, в том числе использование методов переобогащающего и связанных с ним переработывающих производств
- Добыча и обогащение руд черных цветных металлов
- Ведение горных работ, работ по обогащению полезных ископаемых, а также работ в подземных условиях
- Крупные восстанавливающих, окислителя, горючих, взрывчатых, токсичных, высокотоксичных веществ и веществ, представляющих опасность для окружающей среды, не обычные 1 и/или II кл. опасности
- Строительство жилых и нежилых зданий
- Строительство автомобильных дорог и автомагистралей

СООТВЕТСТВУЕТ ТРЕБОВАНИЯМ

ГОСТ ISO 14001:2015 (Р ИСО 14001-2016)

Настоящий сертификат и обязанности организации поддерживать состояние выполнения работ в соответствии с вышеуказанными стандартами, что будет контролироваться при проведении инспекционных контролей. Информация о действии настоящего сертификата опубликована на официальном сайте системы www.alkcert.ru

Дата регистрации сертификата: 03 декабря 2024 года

Дата окончания действия сертификата: 02 декабря 2027 года

Руководитель органа Михеев С. Н.

Главный эксперт Шелушков Н. К.

ОРГАН ПО СЕРТИФИКАЦИИ

Общество с ограниченной ответственностью «Альтернатива»

191002, РФ, г. Санкт-Петербург, ул. Рубинштейна дом 7, литер А, помещение 33-Н офис 151



BUREAU VERITAS Certification

CONTINENTAL GOLD LIMITED SUCURSAL COLOMBIA

Entidad Contratante: Vereda Los Asientos, sectores Rampa Sur, Rampa Yaraguá e Higuera, Buriticá, Antioquia, Colombia

BVQI Colombia Ltda. certifica que el Sistema de Gestión de la organización ha sido auditado y se ha encontrado conforme con los requerimientos de las normas de Sistema de Gestión que se detallan a continuación

ISO 14001:2015

Alcance de Certificación

EXPLORACIÓN, EXPLOTACIÓN Y BENEFICIO DE METALES PRECIOSOS ORO Y PLATA

Fecha de inicio del Ciclo Original de Certificación:	30 enero 2020
Fecha de Vencimiento del ciclo previo:	29 enero 2026
Fecha de Auditoría de Recertificación:	21 noviembre 2024
Fecha de inicio del ciclo de Recertificación:	30 enero 2026

Sujeto a la operación continua y satisfactoria del Sistema de Gestión de la organización, este certificado vence el: 29 enero 2029

Certificado No. COS6.06058 Version: No. 1 Fecha de Revisión: 05 enero 2026

Certificado Previo No. COS2.04218

Caroline Prieto Carranza, Gerente Técnico

ONAC ACREDITADO

Oficina Local: BVQI Colombia Ltda. Carrera 16 No 97-46 Torre 1 Oficina 401, Bogotá D.C. – Colombia

ISO 14001:2015 Certificate

ISO 14001 Environmental Management System Certification for Altynken and Continental Gold

We also explicitly incorporate ecological and environmental protection requirements into our strategic planning and daily operations, requiring each mine site to strictly comply with local environmental regulations and the Company's environmental management guidelines based on clear, quantifiable environmental targets. Through a closed-loop management mechanism of target setting, process monitoring, performance evaluation, and continuous improvement, we involve all employees and contractors to jointly fulfill environmental responsibilities. The individual targets set by each mine site include, but are not limited to:

In 2025, all mine sites successfully achieved the shared environmental management objective of "zero major environmental incidents".

Achieved | In Progress | Not Achieved

Mine Site	2025 Environmental Management Targets	Status of 2025 Target Achievement
Zeravshan	Zero general-level or higher sudden environmental incidents; zero ecological damage incidents	✓
	100% completion rate for rectification of environmental hazards; 100% implementation rate for environmental monitoring plan	✓
Altynken	Zero general-level or higher sudden environmental incidents; zero ecological damage incidents	✓
	100% treatment rate for wastewater and exhaust gas; 100% compliance rate for emissions; 100% compliant disposal rate for solid waste according to law; total pollutant emissions are within volume approved in the pollutant discharge permit	✓
Norton Gold Fields	Classify and dispose of solid waste (hazardous waste, non-hazardous waste, domestic waste) in accordance with laws and standards	✓
	At least 70% of bulk transportation should use railways, waterways, enclosed conveyor belts, or new energy vehicles	✓
Aurora	Greenhouse gas emission intensity per RMB10,000 of industrial added value decreases by approximately 3% year-on-year; clean energy usage rate at the mine site reaches 15%	✓
	The green plantation coverage rate of the mine reaches 100% of the planned areas and the implementation rate of the biodiversity monitoring plan reaches 100%	✓
Continental Gold	Fully implement all agreements signed with the regional environmental authorities (CAR)	✓
	Waste recycling and re-use rate exceeds 60%	✓
Rosebel	Zero level 4 and level 5 environmental incidents	✓
	The industrial water re-use rate exceeds 94%, and 100% of wastewater treated by the sewage treatment plant (TWSP) meets IFC (International Finance Corporation) standards	✓
Raygorodok	Pollutant emissions for the year drops by 29.8% compared to 2024	✓
	Revegetate 20 hectares of land and plant over 100,000 pine seedlings	✓
Akyem	Zero reportable incidents (level 3)	✓
	Ensures that hazardous waste is properly managed in accordance with local environmental regulations	✓

Mine Site Environmental Management Objectives (Excerpts)

Environmental Impact Management

We use environmental impact assessments as a key management tool in mine development and operations, ensuring that all business activities proceed in compliance with environmental regulations and with a focus on ecological protection. The Company actively promotes the identification, assessment, and control of environmental impacts throughout the entire project lifecycle at all mine sites. We formulate targeted mitigation measures, monitoring plans, and continuous improvement mechanisms based on international standards and local laws and regulations, and are committed to minimizing the environmental impact of our operations. The following are excerpts of relevant initiatives from some of our mine sites:

Zeravshan

In 2025, we strictly identified and controlled environmental impacts throughout our business activities in accordance with environmental permits and the environmental management system. We commissioned a third-party organization to prepare an environmental impact assessment report, which was approved by the environmental protection department of Tajikistan in 2025. Additionally, we reduce external environmental impacts through measures such as wastewater re-use, exhaust gas treatment, and dust suppression through water spraying.

Raygorodok

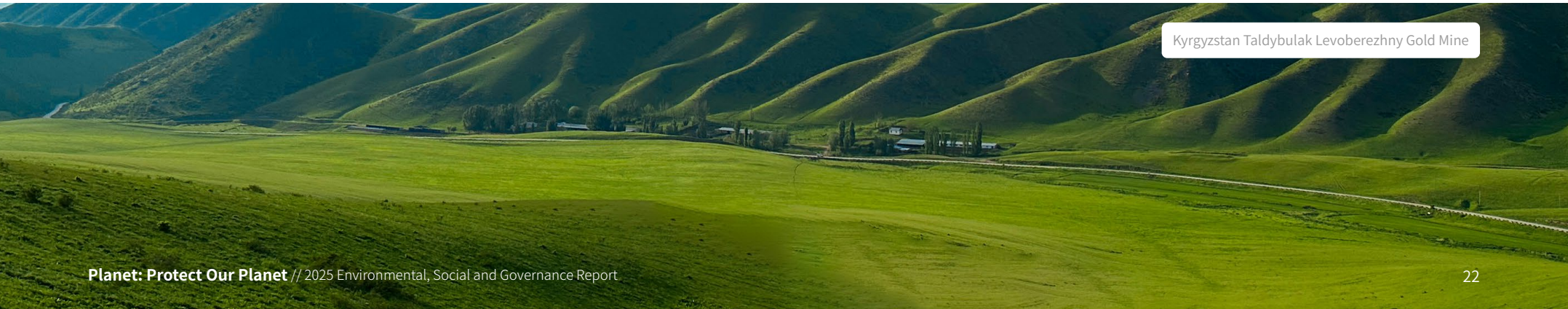
In accordance with Kazakhstan's ecological legislation, we conducted environmental impact assessments for Raygorodok's mining operations, tailings storage facilities construction, and mineral processing plant operations, covering multiple dimensions such as the atmosphere, water bodies, soil, biodiversity, and resident health. In 2025, we continued to implement various measures to minimize and manage environmental impacts, ensuring compliance with the requirements of *Ecological Code of the Republic of Kazakhstan* and the principles of sustainable development.

Continental Gold

In 2025, we continued to identify, assess and dynamically manage impacts on the ecological environment, water resources and biodiversity across all project stages. We implemented environmental management, monitoring and compensation plans, and, with the support of the ISO 14001 framework, further applied tools such as carbon and water footprint analysis to improve environmental impact assessment, resource efficiency, emissions reduction and water conservation.

Akyem

Based on a baseline assessment of the environmental and social conditions of the Akyem mine site, we conducted an environmental impact assessment, systematically identifying direct, indirect, and residual environmental impacts on vegetation, water, and air, and proposed and implemented environmental measures to avoid and mitigate these impacts. In 2025, we prepared a supplementary environmental impact report for the Akyem pit expansion Phase I project and established a regular environmental monitoring system, periodically sampling over 100 water sampling stations, 5 air quality and noise monitoring stations, and 3 blasting monitoring stations within and around the mining area.



Kyrgyzstan Taldybulak Levoberezhny Gold Mine

Environmental Emergency Management

We consider environmental emergency management as an integral part of operational safety and environmental protection, and continuously build and improve a systematic, tiered, and comprehensive emergency management system. All our mine sites have established complete emergency response plan for environmental incidents that comply with international standards. Through regular and institutionalized training, frequent practical drills, and efficient inter-departmental coordination mechanisms, we systematically enhance the effectiveness of our emergency response and the control of environmental risks throughout our processes.

In terms of environmental emergency management system, all our mine sites have established standardized systems, which are optimized according to their specific operational characteristics. Taking the practices of Aurora and Continental Gold as examples, both mines have integrated environmental emergency management into their overall risk management frameworks, based on a comprehensive system that includes both integrated and specialized emergency plans. Aurora has further enhanced its specialized emergency response capabilities by focusing on key risk areas such as tailings facilities, hazardous chemicals, wastewater systems, and extreme weather events.

In terms of emergency drills and building emergency response capacity for all personnel, all our mine sites have established regular training and drill mechanisms, effectively raising employees' awareness and skills in handling environmental emergencies. Citing the practices of Zeravshan and Norton Gold Fields as examples, both mines strictly adhere to corporate requirements by conducting standardized emergency training and drills at all levels. In 2025, Zeravshan conducted a total of 68 specialized environmental and emergency training sessions and organized 15 drills, with participation exceeding 17,500 person-times. Norton Gold Fields has integrated environmental protection requirements and emergency response procedures into its mandatory induction training system, ensuring all personnel complete and pass the relevant training before entering operational areas.

In 2025, Zeravshan conducted a total of

Specialized environmental and emergency training sessions	Emergency drills	Total participation (person-times)
68	15	17,500

Regarding coordinated emergency response and professional capacity building, all mine sites are equipped with corresponding emergency rescue teams and have established collaborative response mechanisms to continuously improve their professional emergency management capabilities, with Continental Gold achieving particularly outstanding results. The mine has established a professional emergency rescue team, continuously enhancing its technical and collaborative capabilities through regular skills training and practical drills. Due to its solid emergency preparedness, efficient response and handling, and excellent results, the mine has received national-level recognition twice, fully demonstrating the professional expertise and reliable capabilities of our mines in environmental emergency management.



Zeravshan Environmental Emergency Drill

Environmental Protection Investment

We continuously enhance our environmental protection investment mechanism by integrating environmental training with dedicated financial support. Each mine site systematically conducts various types of environmental training for employees and contractors, including induction training, specialized refresher courses, and practical drills, effectively improving the environmental risk prevention and control capabilities and compliance awareness of all personnel. We also strictly adhere to the environmental investment policies of each operating location, ensuring that special funds are precisely allocated to key areas such as ecological restoration, pollution prevention and control, and community environmental improvement.

Each mine site implements relevant requirements based on its own operational characteristics. Aurora has integrated environmental requirements into its HSE management system, conducting 10,145 person-times of environmental training annually, totaling 10,601 hours, with a 100% training coverage rate. Continental Gold strictly fulfills its 1% environmental investment obligation as required by Colombian law, with all related funds used for ecological protection, restoration, and sustainable management projects. Rosebel undergoes annual environmental supervision audits covering all its operating areas. Akyem has established a tiered environmental training mechanism and regularly undergoes internal and external environmental audits. Other mine sites have also effectively strengthened their basic environmental management work through methods such as regular guidance, expert-led training, and emergency drills.

During the Reporting Period,

the Company's investment in environmental protection reached

US$ 85.3 million



Water Stewardship

Water resource management is a core responsibility for our sustainable operations, directly impacting production stability, operational compliance, and social recognition. Zijin Gold International has established a systematic water resource management policy and governance framework, fully integrating water management into its environmental management system. Each mine site, in accordance with local laws and regulations, has formulated management measures such as the *Water Management Plan* and the *Efficient Water Use and Conservation Plan,* defining strategies, goals, indicators, and specific actions for the proper use of water, improvement of water efficiency, water recycling, and water performance monitoring. The mine's General Manager or Director of Sustainable Development serves as the highest responsible person, responsible for formulating the strategic direction of water resource management and ensuring resource allocation. A specialized water resources team is responsible for technical planning, monitoring and evaluation, and compliance management. Departments such as Operations and Infrastructure Services implement water control measures within their respective areas, forming a comprehensive management system that covers decision-making, execution, and supervision.

Within this robust water resource management framework, each mine site carries out customized management practices based on its own characteristics. Continental Gold has established an integrated system of "policy-monitoring-reporting" to enhance water use efficiency and management transparency. Akyem has established a Mine Site Water Resource Management Steering Committee composed of a cross-functional team to achieve systematic control through data monitoring and community collaboration. At Aurora, the Health, Safety, and Environment department leads the implementation of comprehensive water resource risk management. Other mine sites have also effectively improved their technical specifications for water management by optimizing recycling solutions and enhancing inter-departmental collaboration mechanisms, jointly supporting the governance objectives of water conservation, compliant operations, and ecological balance.



Water Management

We set differentiated water management goals based on operational realities and regional water resource conditions, focusing on key areas such as increasing industrial water re-use rates, minimizing fresh water intake, optimizing water circulation systems, and implementing comprehensive monitoring and evaluation. This systematic approach promotes a reduction in water intensity and mitigates impacts on aquatic ecosystems. Currently, none of our mine sites face significant challenges or supply pressures in water acquisition, and our water supply systems remain stable and reliable.

Each mine site implements tailored water management measures based on local water resource availability, climate conditions, and actual water consumption needs of its production processes. These measures include water accounting frameworks, performance-linked mechanisms, recycling technology upgrades, water balance optimization, and smart monitoring systems:

Zeravshan

Zeravshan Gold Mine has constructed and commissioned a SART (sulfidization, acidification, recycling, and thickening) process water treatment station to promote the re-use of water from its tailing's storage facilities, achieving zero discharge of production wastewater and saving up to **2.16** million tonnes of fresh water annually.

Aurora

Aurora conducted a comprehensive water use survey and baseline assessment to identify areas of high consumption and inefficient use; developed phased water efficiency targets and an implementation roadmap; enhanced its metering, monitoring, and management systems by integrating water efficiency targets into annual management and performance assessments; and continuously evaluated implementation effectiveness to dynamically optimize water conservation measures.

Raygorodok

Raygorodok identifies water-saving opportunities by analyzing its entire process of water withdrawal, use, storage, and secondary supply; develops water circulation and re-use systems to integrate treated wastewater and process water into the production cycle; and establishes a regular monitoring mechanism for comprehensive control over water withdrawal, discharge volumes, and water quality.

Altynken

By rectifying pipeline network leakages, analyzing its water balance, and prioritizing the re-use of treated wastewater, Altynken has reduced its monthly fresh water withdrawal by approximately **15,000** cubic meters and simultaneously brought its water withdrawal permit into full compliance.

Continental Gold

Continental Gold has implemented a closed-loop water circulation system, which enables the re-use of approximately **98%** of the processing plant's production water, and has systematically improved the transparency and precision of its water management by installing water meters, optimizing control valves, and conducting water footprint assessments.

Akyem

Akyem has established a management mechanism centered on a water accounting framework, which significantly reduces fresh water consumption by distinguishing between impacted and fresh water and enhancing recycling and re-use. Its processing operations primarily rely on treated impacted water and return water from tailings storage facilities, systematically reducing its dependence on natural water sources.

In addition, each mine site establishes corresponding water resource management targets and action plans based on local environmental characteristics, operational realities, and regulatory requirements. The following section discloses selected targets and achievements from certain mine sites to illustrate the progress of the Company's water resource management.

Achieved In Progress Not Achieved

Mine Site	2025 Water Resource Management Target	Status of 2025 Target Achievement
Rosebel	Industrial water re-use rate exceeds 94%	✓
Raygorodok	Recycled water use increases by 25.38% compared to 2024	✓

Mine Site Water Resource Management Targets (Excerpts)

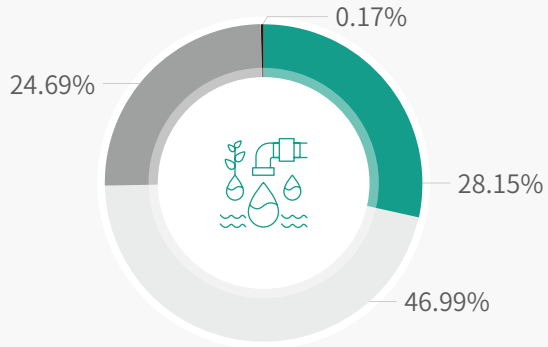
During the Reporting Period,

the Company's total water withdrawal was **17.50** million tonnes



Water Withdrawal by Categories

Fresh Water Non-fresh Water



Water Withdrawal by Sources

Surface Water Ground Water
Mine Dewatering Water Externally Purchased Water



Wastewater Discharge Management

The Company has established a comprehensive management system covering the entire lifecycle of production wastewater, domestic sewage, and process wastewater. Through technical upgrades, facility optimization, and system improvements, the Company enhances wastewater treatment efficiency and resource recovery, ensuring that discharged water quality fully complies with local regulations and international standards to minimize the impact on the surrounding water environment.

Building on its comprehensive wastewater management, the Company further balances mining operations with aquatic ecosystem protection through a combination of systematic monitoring, source control, and engineering solutions. Each mine site conducts targeted risk prevention and remediation for aquatic ecosystems based on its geological characteristics and legacy issues. For example, Continental Gold effectively prevents acid drainage through groundwater monitoring and tailings containment, while also advancing the resource-based disposal of legacy tailings. Rosebel regularly monitors existing acidic lakes and has initiated the construction of a specialized water treatment system scheduled for completion in 2026, which will significantly reduce potential environmental impacts while ensuring operational compliance.

Concurrently, each mine site further refines its wastewater management measures based on its operational characteristics and local environmental requirements. It adopts comprehensive wastewater management initiatives centered on wastewater segregation and treatment, advanced purification technologies, recycling and re-use systems, scientific discharge studies, and end-to-end compliance monitoring:

Altynken

Altynken achieves zero external discharge of production wastewater, with 100% of its domestic and production wastewater being treated, brought to standard, and re-used. The mine has also completed a clean-water and wastewater diversion project, reducing the load on its treatment systems and mitigating environmental risks.

Aurora

Aurora segregates and treats domestic sewage and production wastewater separately. Domestic sewage is centrally processed at a treatment plant and discharged upon meeting standards, while production wastewater is prioritized for re-use in the production system. Automated monitoring and third-party testing ensure that the quality of discharged water complies with IFC standards.

Continental Gold

Continental Gold strictly adheres to statutory discharge standards, supported by the construction of sedimentation facilities and treatment systems. Through a combination of bi-weekly and quarterly third-party monitoring, real-time equipment, and manual controls, it achieves 100% compliance with all discharge parameters.

Raygorodok

Raygorodok is conducting specialized scientific research on the issue of pit water discharge. In accordance with the requirements of Kazakhstan's new *Water Code*. Raygorodok is developing an ecologically safe discharge plan, establishing a water quality monitoring system, and promoting compliant and scientific management.

Akyem

Akyem operates a mine wastewater treatment plant that uses reverse osmosis technology to treat excess mine wastewater from impacted water ponds. It is also equipped with a cyanide detoxification plant to treat return water from its tailings storage facilities and strictly monitors discharge water quality to comply with Ghana's environmental protection standards.

During the Reporting Period,

the Company's total water discharge was **11.43** million tonnes

Water re-use rate reached **78.34** %

Indicator	Unit	2025
Chemical Oxygen Demand (COD)	Tonne	15.62
Ammonia nitrogen	Tonne	1.24
Total copper	Tonne	0.29
Total zinc	Tonne	0.05

Discharge Data for Major Water Pollutants

Regarding acid rock drainage, the Company follows the *Global Acid Rock Drainage Guide* to assess and develop mitigation plans for potentially affected mine sites through geological exploration, hydrogeological surveys, and rock chemistry analysis. In high-risk areas, preventive measures are prioritized to minimize the contact between rainwater and acid-generating rock, thereby reducing its formation. For existing acid rock drainage, the Company first focuses on recovering valuable metals from higher-concentration flows, then combines and neutralizes both high and low-concentration drainage. Once meeting standards after treatment, the water is re-used or discharged, preventing environmental pollution.

Indicator	Quantity	Proportion
Mines with risk of acid rock drainage[1]	1	5.56%
- Mines where acid rock drainage is predicted to occur	0	0
- Mines where acid rock drainage is actively mitigated	0	0
-Mines where acid rock drainage is under treatment or remediation	1	5.56%

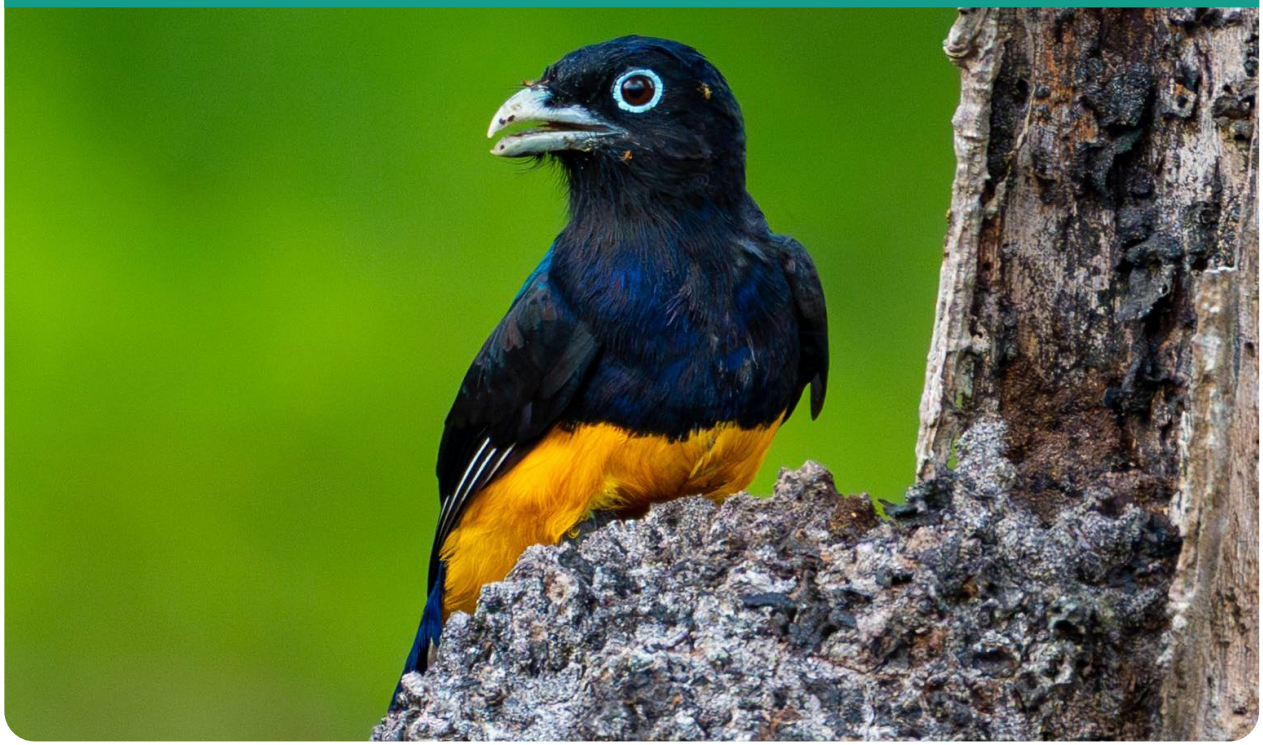
Acid Rock Drainage Status

1.The total number of mine sites is calculated based on the number of mining rights held by the Company's subsidiaries, with each mining right counted as one site. As at the end of the Reporting Period, the Company had 18 mine sites.



Biodiversity and Land Use

Biodiversity and land use are fundamental to corporate environmental governance, requiring rigorous management and protection from site planning and resource development to production, operations, and ecological restoration. We strive to international conventions such as the *Convention on Biological Diversity* and the *Kunming-Montreal Global Biodiversity Framework*, as well as local laws and regulations in our operating regions, guiding each mine site to formulate relevant policies including a *Biodiversity Management Plan, Biodiversity Conservation Guidelines,* and a *Wildlife Monitoring Plan*. Following the mitigation hierarchy of "avoid, mitigate, restore, and compensate", we integrate biodiversity conservation into the entire life cycle management of our mines, ensuring the steady achievement of land rehabilitation goals at the end of the life cycle. We pledge not to conduct mining in high-conservation-value areas such as nature reserves and world heritage sites, and we strive to promote systematic ecological restoration in all affected areas.



Biodiversity Risk Assessment

We manage the potential impacts of mining activities on wildlife and their habitats through baseline surveys, dynamic monitoring, and regular assessments, and we continuously conduct comprehensive biodiversity assessments. All mine sites advance related management under this mechanism. Specifically, Altynken, Aurora, Rosebel, and Raygorodok continue to conduct biodiversity monitoring, resource surveys, and environmental impact assessments. Continental Gold uses a detailed analysis of the current bio-environmental status, completed in 2024, as the scientific basis for daily management and decision-making. Overall assessment results indicate that the ecosystems surrounding each mine site maintain good diversity and stability, with no significant ecological damage caused by operational activities.

To date, 6 of our mine sites have completed biodiversity surveys, recording a total of 4 critically endangered species, 5 endangered species, 21 vulnerable species, and 17 near-threatened species. We are committed to dynamically updating the species database and ensuring that all new projects complete comprehensive biodiversity baseline surveys before construction begins.

Biodiversity Protection

Each mine site promotes biodiversity conservation and ecological restoration projects based on the current local ecological conditions. By implementing species protection and habitat restoration plans, we minimize the impact of project construction and operation on local ecosystems. Concurrently, during the operational planning stage, each site systematically identifies and delineates key areas such as habitats, biological corridors, and ecologically sensitive zones, using this information as a crucial basis for standardizing operational scope and adjusting work schedules.

Reforestation

Each mine site actively promotes reforestation and ecological rehabilitation efforts, implementing specific actions tailored to the local environmental characteristics. In 2025, Altynken added over 13,000 new trees and completed 4,700 square meters of landscape optimization and enhancement, with plans to focus on slope and waste dump reclamation in 2026. Continental Gold donated over 20,000 native trees to local institutions and communities to support regional reforestation. Raygorodok planted pine saplings on a large scale across 20 hectares and conducted supplementary planting in eight areas, laying the groundwork for long-term forest recovery and ecological stability. Akyem continues to fulfill its commitment to threefold reforestation for the adjacent forest reserve, enhancing forest ecosystem functions.



Habitat Protection

Each mine site actively promotes habitat protection and the conservation of critical species, implementing targeted measures based on regional ecological features. Continental Gold focuses on wild felines and their habitats, which hold ecological value as "**umbrella species**", as their protection helps maintain the stability of the entire regional ecosystem. The mine conducts species monitoring using infrared cameras, protects biological corridors, and collects scientific data on wildlife behavior and activity ranges, while also taking corresponding measures to mitigate human-wildlife conflict and effectively safeguard critical species and their habitats. In accordance with its *Critical Species Management Plan*, Akyem proactively avoids wildlife nesting and breeding periods during operations and cultivates native plant species in its on-site nursery for concurrent habitat reclamation.

Ecological Restoration at Mine Sites

Each mine site is dedicated to advancing ecological restoration work, implementing targeted measures based on local conditions. Zeravshan completed over 139,000 square meters of greening projects by sowing grass seeds and conducting slope hydroseeding, effectively improving the mine's ecological status. Continental Gold implemented afforestation and biodiversity loss compensation plans and worked closely with local communities to restore disturbed areas and enhance ecological connectivity by propagating and planting native tree species, maintaining reforested areas, and carrying out phased ecological restoration in regions affected by mining. At the same time, all mine sites generally adopt supporting conservation measures, such as restricting vegetation clearing, preserving secondary forests, and optimizing operational layouts. Continental Gold further protects existing natural forests, enhances the protection of water bodies and associated organisms, and implements good daily production practices, collectively reducing the ecological footprint and minimizing the impact of production activities on the environment.

Stakeholder Collaboration

To fulfill our commitment to working with communities to improve the regional ecological environment, each mine site actively collaborates with various stakeholders. Continental Gold has established a regular coordination mechanism with local environmental departments and actively participates in regional environmental conferences, effectively integrating community feedback into all aspects of ecological restoration. Raygorodok has partnered with local residents on environmental protection initiatives, jointly cleaning a 14-kilometer stretch of the Arshaly riverbank and actively participating in the national "Taza Kazakhstan" environmental competition to promote regional environmental improvement through practical actions.

Akyem works closely with local research institutions in Ghana to conduct on-site biodiversity monitoring studies and collaborates with multiple government departments to implement ecological remediation projects.

During the Reporting Period,

the Company invested in eco-restoration

US$ **13.29** million

Restoring a cumulative vegetation area of

490,000 square meters

Planting

128,900 trees

Land Use and Restoration

Zijin Gold International regards responsible land management as a crucial support for the Company's sustainable operations. We ensure that all land use activities strictly follow the mitigation hierarchy of "avoid, mitigate, restore, and compensate". We systematically promote land use planning, management, and ecological rehabilitation across all our global operating regions, striving to continuously reduce our operational ecological footprint and to achieve the long-term value regeneration and functional recovery of disturbed land.

Land Use Planning and Management

We formulate an overall land use plan at the early stages of project planning, prioritizing the use of previously disturbed areas for various facilities and strictly controlling the scope of operations to minimize new land occupation. Each mine site implements land control based on this principle. Altynken follows a model of "**simultaneous mining and rehabilitation**" to ensure 100% coverage of all areas that can be greened. Akyem conducts vegetation clearing only when necessary and authorized, preserving the secondary forests on the mine's periphery to the greatest extent possible, while also implementing strict restoration management for temporary land use to effectively control soil and water erosion risks during construction.

Soil Resource Protection

We have established a standardized soil management and land resource protection system, adhering to the principles of economical and intensive land use and strengthening soil environmental risk prevention and control. Before construction begins, we systematically strip and properly conserve topsoil and subsoil to achieve effective protection and recycling of soil resources. Additionally, we prevent soil pollution and safeguard regional land ecological security by standardizing the management of temporary hazardous waste storage facilities and installing comprehensive anti-seepage devices. In 2025, no leakage or pollution incidents causing damage to the soil environment occurred at any of our operational mine sites.

Mine Closure Management

We have always viewed mine closure not as an isolated act at the end of a mine's operational life, but as a professional, process-wide undertaking that begins with mine planning and ends with the successful re-use of the land. We strictly adhere to the legal and regulatory requirements of all our operating countries and regions, having formulated management regulations such as the *Production* and *Operations Management Policy* and the *Mine Closure Master Plan*. These provide forward-looking closure planning frameworks for each mine site, ensuring that after mining activities cease, disturbed land can be fully restored to its ecological function and achieve long-term, stable, and sustainable use. All our mine sites are advancing closure and land rehabilitation work toward this goal. For example, Altynken has restored the productivity of damaged land through scientific restoration engineering to meet the acceptance criteria for handover and use. Raygorodok is planning pathways for agricultural or recreational use and has set a standard of no net loss, or even a net gain, in biodiversity, demonstrating our commitment to going beyond compliance to create long-term ecological and social value.

Mine Closure Planning

Our mine sites strictly adhere to the regulatory requirements of their host countries and regions, preparing mine closure plans and submitting them to regulatory authorities for approval according to legal procedures, while also implementing dynamic updates based on the latest scientific knowledge and actual conditions. Zeravshan has developed a comprehensive closure and reclamation plan based on the concept of life-of-mine management; Norton Gold Fields' closure plan has completed the regulatory approval process and will be continuously optimized and updated to match operational development needs.

Post-closure Ecological Restoration

Post-closure ecological restoration at our mine sites is advanced through a systematic approach that combines engineering treatments with natural remediation. Continental Gold carries out ecological restoration using professional techniques such as landform reshaping, laying a solid foundation for subsequent long-term recovery. Akyem prioritizes the use of native species and has established dedicated nurseries for their propagation, while fully incorporating reclamation cost estimates and asset retirement obligations into its closure plan to ensure that ecological restoration work is sustainable and implementable.

Post-closure Management

Post-closure management is a crucial step in ensuring the long-term effectiveness of ecological restoration. We have established a comprehensive post-closure environmental monitoring system to continuously conduct systematic assessments of key indicators such as water quality, soil, and vegetation, and to scientifically verify restoration outcomes. We also emphasize transparent communication and stakeholder participation, deepening collaboration with local communities to ensure the entire closure process is scientific and credible, ultimately achieving the long-term goal of returning the land safely and stably to nature or transferring it to the community for use.

Waste Management

Waste management is a critical aspect of corporate environmental compliance, spanning the entire chain from production and resource recycling to final disposal. It is both a key area for risk control and an important manifestation of a company's environmental responsibility. Zijin Gold International incorporates waste and emissions management into its overall environmental management system, requiring each mine site to strictly comply with local environmental regulations and reference international best practices (such as IFC standards). Sites autonomously formulate their own related management policies, including a *Waste Management Plan* and a *Hazardous Chemical Management Plan*. By establishing quantifiable key performance indicators linked to management assessments, we ensure the effective implementation of targets such as waste reduction at the source, resource utilization, compliant disposal, and control of air emissions.



Waste Discharge Management

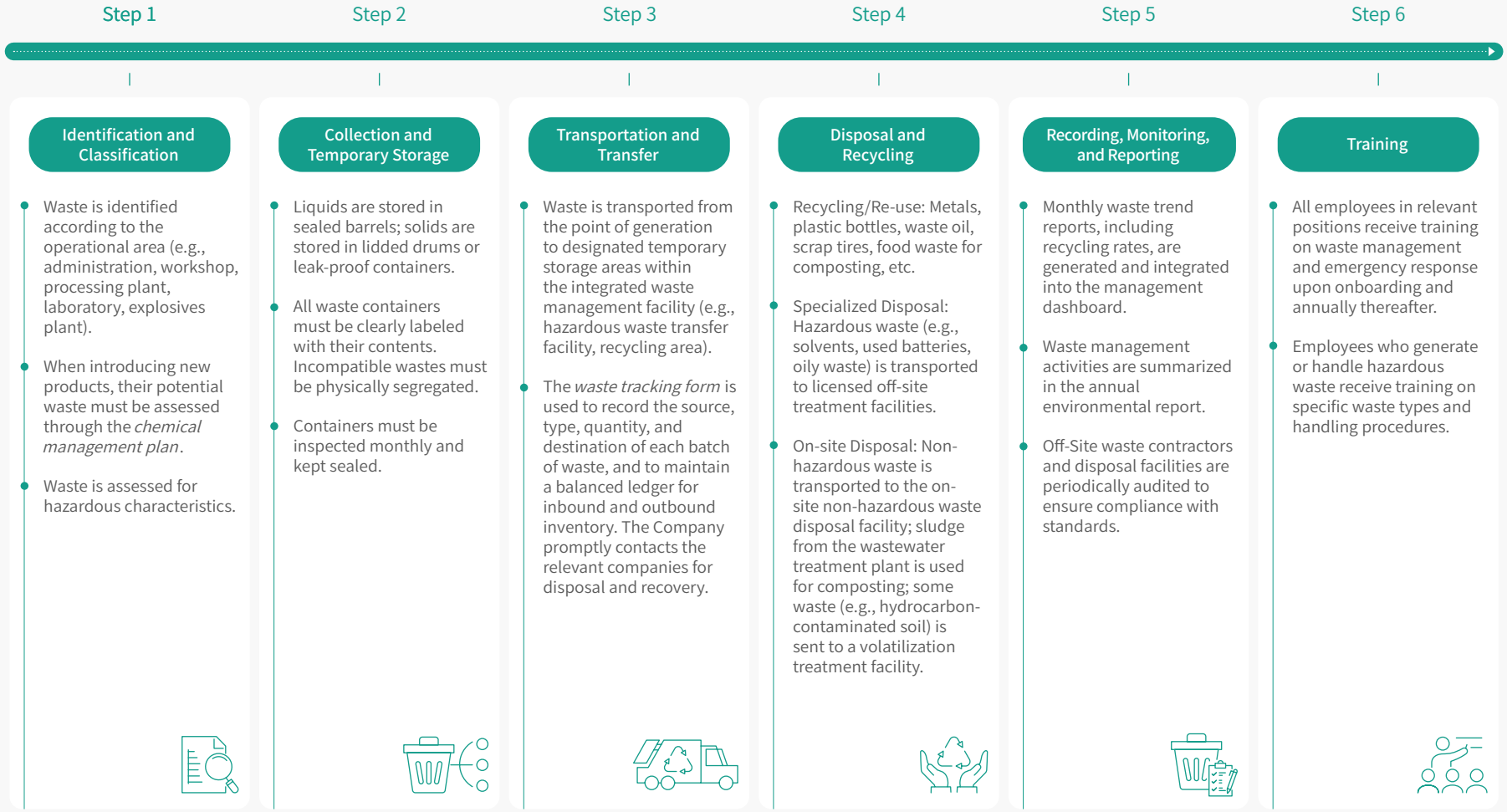
We have established a complete waste management system encompassing goal setting, process control, and performance evaluation, requiring each mining area to set quantitative management targets covering non-hazardous waste reduction and resource utilization, as well as compliant disposal of hazardous waste, based on operational realities and local regulations. The table below lists the relevant targets and achievements of selected mining areas.

✓ Achieved ○ In Progress ✗ Not Achieved

Mining Site	2025 Waste Management Target	2025 Target Achievement Status
Zeravshan	Solid waste discharge per RMB 10,000 of output value decreased by 2% compared with 2024	✓
Aurora	100% compliant disposal rate for both general solid waste and hazardous waste	✓

Waste Discharge Management Targets for Mining Areas (Excerpts)

Each mining area has established a standardized, end-to-end waste management mechanism. Taking Akyem as an example, its waste disposal process covers key stages including identification and classification, collection and temporary storage, transport and transfer, disposal and recycling, recording, monitoring and reporting, and personnel training. These management steps are universally applicable and serve as a reference for other mines.

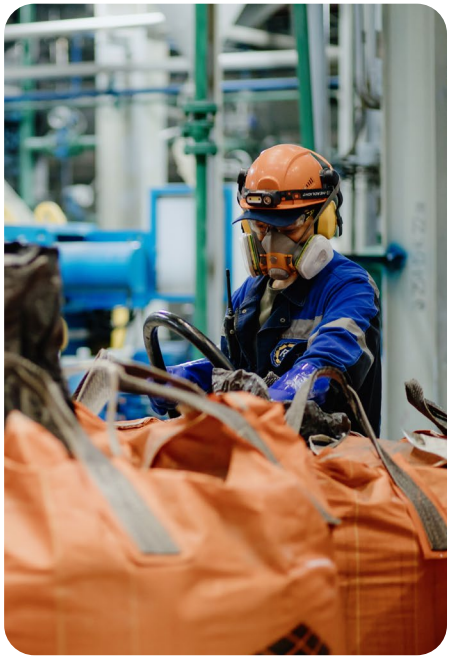


Waste Disposal and Management Process (Using Akyem's Regulations as an Example)

Building on the implementation of the above end-to-end management standards, each mining area implements classified control and detailed management for non-hazardous and hazardous waste. For non-hazardous waste, mining areas commonly adopt strategies such as material substitution, process optimization, and closed-loop recycling, including converting waste rock and tailings into construction or backfill materials and promoting the circular use of organic matter and renewable resources through composting and recycling networks. For hazardous waste, each mining area strictly adheres to the principles of classified temporary storage, full traceability, and compliant disposal, ensuring that risks are controlled throughout the entire chain from generation to final disposal by establishing electronic ledgers, using certified third-party disposal services, and strengthening internal training and emergency drills.

Zeravshan	Comprehensively utilizes low-grade ore, reducing waste rock by 1.04 million tonnes annually; implements a full-process ledger management for items like waste engine oil and batteries to ensure full traceability of hazardous waste disposal.
Altynken	Uses flotation tailings for underground backfilling and re-uses dust from the crushing process in ore processing; maintains a hazardous waste management ledger and entrusts all hazardous waste to qualified units for compliant disposal.
Norton Gold Fields	Applies photoelectric ore-sorting upgrade technology to process low-grade ore and mineralized waste rock previously deemed to have no sorting value. The sorted waste rock can be processed into aggregates for underground backfilling operations, effectively enhancing the resource utilization value while substantially reducing production costs.
Continental Gold	Systematically advances a "Zero Waste" program centered on the circular economy, covering all waste streams; converts tailings into underground backfill material as an alternative to surface disposal, supported by a comprehensive quality control, monitoring system, and personnel training mechanism.
Raygorodok	Utilizes large quantities of stripping materials from the mining area for internal construction (5.08 million tonnes annually) and researches processing them into building materials that meet established quality requirements; installs a direct drinking water filtration system to reduce plastic waste; establishes a secure collection and transport system for hazardous waste featuring anti-seepage measures and GPS monitoring.
Akyem	Converts sludge from the sewage plant and kitchen waste into compost for mine reclamation and donates waste wood to the community as fuel; all hazardous and electronic waste is entrusted to third parties for compliant disposal and recycling.

Concurrently, we have established a systematic, life-cycle management system for hazardous chemicals. This system is framed around specific management plans, such as the *Management Plan for the Transport, Storage, and Use of Hazardous Materials* and the *Cyanide Management Plan*, and strictly regulates every stage from procurement approval and qualified transportation to classified storage, safe use, and waste disposal. Each mining area implements measures such as material safety data sheet (MSDS/SDS) management, standardization of storage areas, operational procedure training, and emergency drills, and enhances process traceability and compliance control through ledger registration and regular inspections, aiming to effectively mitigate potential risks to employees, communities, and the environment.



Indicator	Unit	2025
Total non-hazardous waste generated	Million tonnes	249.89
- On-site diverted from disposal	Million tonnes	4.84
- Off-site diverted from disposal	Million tonnes	0.003
- On-site directed to disposal	Million tonnes	245.03
- Off-site directed to disposal	Million tonnes	0.01
Non-hazardous waste comprehensive utilization rate [1]	%	1.94
Non-hazardous waste generated intensity by revenue	Tonne/US$ 10,000 revenue	464.47
Total tailings generated	Million tonnes	39.95
Total tailings comprehensively utilised	Million tonnes	0.48
Tailings recycling rate	%	1.20

Non-hazardous Waste Data

Indicator	Unit	2025
Total hazardous waste	Tonne	4,648.33
- On-site diverted from disposal	Tonne	36.65
- Off-site diverted from disposal	Tonne	1,699.81
- On-site directed to disposal	Tonne	1,594.54
- Off-site directed to disposal	Tonne	1,317.32
Hazardous waste comprehensive utilization rate [2]	%	37.36
Hazardous waste generated intensity by revenue	Tonne/ US$ million revenue	0.86

Hazardous Waste Data



1. In gold mining operations, the general waste generated mainly consists of tailings and waste rock. Due to technical and economic constraints, the industry's comprehensive utilization rate remains generally low. The Company has always strictly complied with relevant laws and regulations in waste disposal and continues to explore feasible pathways to improve the comprehensive utilization rate.
2. The comprehensive utilization rate of hazardous waste is relatively low, primarily because mining enterprises generate a small overall volume of hazardous waste. The Company needs to wait for hazardous waste to accumulate to a suitable scale before entrusting it to qualified professional organizations for centralized, compliant disposal, which is a standard operational practice for hazardous waste management in the mining industry.

Air Emissions Management

We incorporate air emissions management into the core of our operational compliance and environmental protection efforts, having established a multi-layered management system that covers source control, process governance, and monitoring and traceability to ensure that air emissions at all our global mine sites comply with local regulations and international best practices. Each mine site has formulated corresponding control measures and reduction plans based on its production characteristics; specifically, Rosebel has set clear targets for reducing atmospheric pollutants: by 2030, the emission intensity of sulphur dioxide (SO_2) and nitrogen oxides (NOx) will be reduced by at least 5% compared to 2020, aiming to improve air quality in the mining area and surrounding regions through refined management. During the Reporting Period, no environmental violations or negative impact events related to air emissions, waste, or other discharges occurred at any of our operating mine sites.

Guided by institutionalised goals, we implement air emission control requirements in our specific operational actions. Each mine site has developed and executed targeted and practical air emission treatment and monitoring measures tailored to its production processes and regional environmental characteristics to ensure stable and compliant emissions:

Indicator	Unit	2025
Particulate matter (PM)	Tonne	121.42
Nitrogen oxides (NOx)	Tonne	26.28
Sulphur dioxide (SO_2)	Tonne	3.19
Volatile organic compounds (VOCs)	Tonne	0.95

Emissions Data for Major Air Pollutants

Zeravshan

- Regularly monitors pollution control equipment and effectively controls dust and pollutant emissions through comprehensive methods such as water spraying for dust suppression and greening of exposed areas.

Aurora

- Employs a model that combines daily self-inspections with quarterly professional third-party monitoring, focusing on the gas quality in the underground mining environment to ensure compliance throughout the entire emissions process.

Continental Gold

- Maintains a continuous automated air emission monitoring system for real-time tracking of key indicators such as PM_{10} and $PM_{2.5}$. Concurrently, we systematically carries out dust suppression and emission reduction work through multiple initiatives, including road hardening, optimizing water spraying frequency, deploying mist cannons, and enhancing equipment maintenance.

Akyem

- Strictly implements a dedicated air emissions management plan, sets up air quality monitoring points in the mining area and surrounding communities, and establishes a comprehensive mechanism for investigating abnormal events and for continuous emission reduction.



Tailings Management

From a global operational perspective, Zijin Gold International has built an outstanding lifecycle management system for its tailings storage facilities. We consistently prioritise safety, environmental compliance, and refined management to ensure that every storage facility, both during its operational life and after closure, can coexist harmoniously with the surrounding ecosystem, fulfilling our high-standard commitments to the community, the environment, and the future. During the Reporting Period, all of our tailings storage facilities all tailings storage facilities operated stably, with no safety anomalies, environmental leakages, or unforeseen risk events.



Tailings Storage Facilities Management System

Zijin Gold International has established a comprehensive management system for tailings storage facilities to safeguard safe mining operations and environmental compliance control. We strictly adhere to relevant international and local standards and compliance requirements, clearly defining management responsibilities at all levels, standardising full-process operational standards and control scopes, and preventing various safety and environmental risks such as dam failures and seepage through systematic and standardized management, ensuring the stable operation of tailings storage facilities throughout their entire lifecycle from construction and operation to closure.

Tailings Storage Facilities Management Systems and Procedures

We focus on perfecting our organizational structure and implementing our Policies, building a tiered management system with defined responsibilities and developing targeted special documents that clarify departmental duties, approval processes, and execution standards. At the same time, we strive to strengthen supervision over system implementation and promote dynamic optimization to ensure all management requirements are integrated into every stage of tailings storage facility operations.



- Core Objective: Achieving safe containment of tailings storage facilities, maximizing tailings density and water recovery rates, and effectively controlling seepage risks.
- Compliance Requirements: Strictly abiding by relevant local laws and regulations in Ghana, while also adhering to global industry standards for tailings management.
- Baseline Basis: Scientifically planning facility layout and storage capacity based on site geology, hydrology, and climate data.

- Core Facilities: Constructing zoned dams, conveyance pipelines, discharge units, and impermeable liners.
- Supporting Systems: Equipping with leachate collection and recovery systems, emergency spillways, and groundwater monitoring wells.
- Quality Control: Implementing layered construction according to design standards to ensure dam slopes and the integrity of impermeable liners meet specified requirements.

- Tailings Disposal: Transporting tailings via dedicated pipelines and adopting a rotational discharge point operation model to form uniform tailings deposition areas.
- Water Resource Management: Continuously monitoring the water level of the clarification pond and recycling the supernatant back into the production process for re-use.
- Cyanide Control: Implementing full-process monitoring through a dedicated control system to ensure that the weak acid dissociable (WAD) cyanide content at the discharge points and in the clarification pond meets control standards.

- Tiered Inspections: Establishing a tiered inspection mechanism where operators conduct daily visual checks, joint inspections are performed weekly, full-coverage verifications are executed monthly, and quarterly third-party audits and annual professional engineer audits are conducted.
- Multi-dimensional Sampling: Executing multi-dimensional sampling and monitoring, tracking cyanide content daily, collecting groundwater and leachate samples monthly, and testing the physical and chemical properties of tailings quarterly.
- Key Parameters: Continuously recording key indicators such as tailings production, slurry density, dam displacement, and rainfall, and completing monthly on-site measurements of the tailings beach.
- Data Management: Uniformly archiving all monitoring records, preparing monthly monitoring reports, and holding special review meetings quarterly.

- Graded Response: Classifying emergency scenarios into five levels based on risk severity, covering high-risk situations requiring personnel evacuation, such as overtopping and landslides.
- Specialized Response: Formulating dedicated response procedures for sudden incidents, including pipeline ruptures, heavy rainfall, earthquakes, and cyanide leaks.
- Rapid Response: Activating early warning mechanisms and coordinating with responsible parties to execute response measures such as production suspension, repairs, and personnel evacuation.

- Rectification Execution: For non-compliant issues such as liner damage and dam cracks, clearly defining responsible parties and rectification deadlines, and completing repairs in a timely manner.
- Incident Tracking: Recording various issues using an incident tracking log and reviewing the effectiveness of rectifications through quarterly meetings.
- Mechanism Optimization: Updating the operating manual based on audit results to adapt to actual conditions such as changes in ore characteristics and facility aging.

- Preliminary Preparation: Adjusting tailings deposition patterns, reshaping the overall form of the tailings beach, and completing the planning and construction of permanent spillways.
- Site Reclamation: Professionally remediating the dams by constructing downstream slopes and step structures that meet safety standards; covering the tailings surface with a protective layer of waste rock of appropriate thickness; and simultaneously advancing vegetation restoration work.
- Acceptance and Closure: Continuously carrying out various monitoring operations until the environmental authorities issue the site closure acceptance documents, ensuring the site is stable and free of environmental risks.

Tailings Storage Facility Management Process (Using Akyem's Relevant Regulations as an Example)

We formulate corresponding management structures and institutional measures tailored to local conditions, comprehensively considering the operational status and environmental conditions of each mine site. The specific implementation details are as follows:

Zeravshan

Guided by the core special management objective of "optimizing and controlling the water balance across the entire production system", a closed-loop management mechanism has been established. This mechanism focuses on achieving target dry beach lengths, dynamically managing reservoir water levels, and reducing risk levels, with clear processes for goal setting, process execution, and performance evaluation.

Norton Gold Fields

Has formulated a *Tailings Management Plan*, which is integrated into the unified control of the environmental management system. This is complemented by the use of audit tools to standardize core operational processes such as storage and monitoring, clarifying management requirements for the entire lifecycle.

Aurora

Has issued the *Safety Standard Operating Procedure for Mineral Processing Tailings Management (AGM-HSE-C-032-2025)*, which is managed by the Safety and Environmental Protection Department. This procedure clearly defines the control standards and responsibilities for various stages, including tailings transportation, storage, and monitoring.

Continental Gold

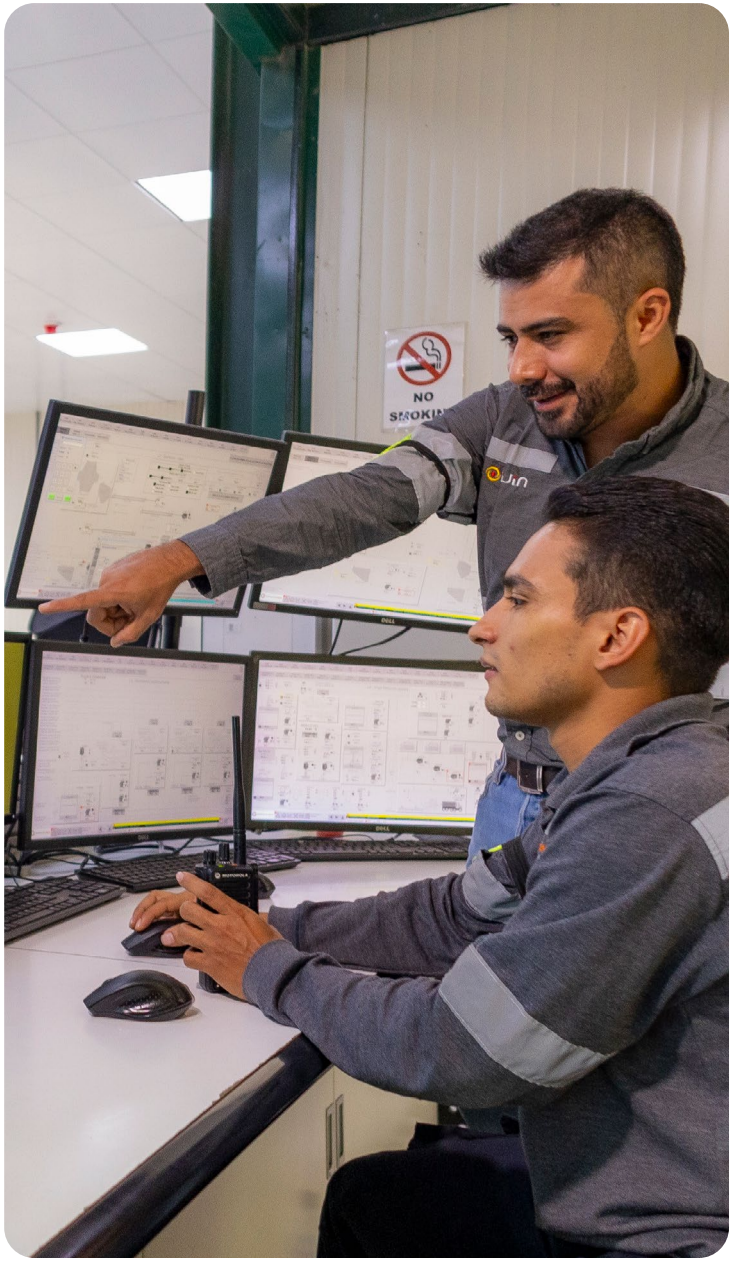
Has developed the core document *Dry-Stack Tailings Storage Facility Operation, Maintenance, and Surveillance (OMS) Manual*, strictly adhering to GISTM standards. The system architecture is clearly defined, encompassing management systems and technical specifications for the entire lifecycle, from design and construction to operation and closure.

Rosebel

Has issued specialized documents such as the *Tailings Management Strategy*, the *Maintenance and Surveillance (OMS) Manual*, and the *Emergency Preparedness and Response Plan* (EPRP). These are implemented collaboratively by multiple departments, including the Infrastructure Services Department and the Project Engineering Department, to clarify the governance structure, responsibilities, and accountabilities.

Raygorodok

Has established a tailings management strategy and internal procedures, defining core requirements for safety and environmental control and standardising management and execution standards for tailings storage facilities from construction to closure.



Development of Monitoring and Early Warning Systems

Our monitoring and early warning system is a critical line of defense for ensuring the safe operation of our tailings storage facilities. We focus on key risk points such as dam stability, water level changes, and seepage risks, building a multi-dimensional, real-time monitoring network. Through scientific indicator setting and dynamic data tracking, we achieve early risk identification, early warning, and early response, providing data support for the long-term stable operation of our tailings storage facilities.

We have established targeted monitoring mechanisms based on the specific risk characteristics of each tailings storage facility, integrating manual inspections with automated monitoring equipment to cover key indicators such as dam deformation, reservoir water levels, and seepage rates; through regular data analysis and anomaly tracking, we ensure the authenticity and validity of monitoring data, providing a scientific basis for risk management decisions.



We have developed differentiated plans based on the operational status of each mine site, with specific monitoring and early warning measures as follows:

Zeravshan

Focuses on monitoring dry beach length, changes in reservoir water levels, and downstream seepage rates at the dam toe, optimizing control measures through real-time data tracking and reserving storage capacity in advance to cope with extreme weather.

Altynken

Has constructed a 24-hour dynamic monitoring system for dam stability and conducts daily water quality sampling and monitoring of the seepage interception pond, with a key focus on tracking pH values and process-specific pollutant indicators, immediately activating interception and disposal measures if abnormalities are detected.

Norton Gold Fields

In accordance with the *Tailings Management Plan*, integrates tailings storage facility monitoring into the environmental management system, clearly defining monitoring indicators and frequencies, and standardizing data recording and reporting processes through supporting audit tools.

Aurora

Has developed the *Safety Standard Operating Procedures for Mineral Processing Tailings Management*, focusing on monitoring the integrity of the tailings delivery pipeline, dam stability, and the patency of the drainage system to ensure the operational status of each link is traceable throughout the entire process.

Continental Gold

Has established a comprehensive system of monitoring indicators covering pore water pressure, slope deformation, and surface erosion, using specialized equipment such as inclinometers and piezometers to enable automated data collection, analysis, and assessment.

Rosebel

Has built a multi-dimensional monitoring system covering key indicators such as dam stability (pore water pressure gauges, settlement markers), water levels, seepage, and beach slope morphology, tracking dynamic data changes through weekly water management meetings.

Raygorodok

Has set core monitoring indicators including water level, pore water pressure, and dam deformation, installed five observation wells and settlement markers, and performs weekly data collection and recording to promptly identify potential abnormal risks.

Periodic Safety and Environmental Audits of Tailings Storage Facilities

Periodic safety and environmental audits of tailings storage facilities are a key measure for verifying the effectiveness of our management system and identifying potential safety and environmental risks. We adhere to international and industry standards as well as internal management regulations, defining the scope, frequency, and core content of audits. Through independent assessments and specialized reviews, we promote closed-loop rectification of issues to ensure that the entire operational process of our tailings storage facilities complies with safety and environmental requirements.

We have established a hierarchical audit mechanism at each mine site, integrating internal self-inspections with third-party independent assessments. Audits are conducted focusing on key areas such as system implementation, facility operational status, and the effectiveness of risk management. These audits result in audit reports and specialized rectification plans, with the progress of implementation tracked to advance the management of tailings storage facilities toward standardization and refinement.

Specifically, Continental Gold conducts an annual dam safety inspection (DSI), performs monthly engineer of record (EOR) technical checks, and carries out special audits after earthquakes or heavy rainfall to ensure all key operational areas are covered. Rosebel engages third-party consultants for annual audits of its tailings storage facilities and implements a dam safety review (DSR) every five years; in 2025, it completed a gap analysis against the GISTM standard and produced a special audit report. Furthermore, Raygorodok conducted interim and annual safety and environmental audits in February and June 2025, respectively, focusing on verifying the implementation of anti-seepage facilities, drainage systems, and emergency plans.

Operational Management Measures

The operational management of tailings storage facilities is constantly a key area of focus for us. We strictly adhere to the core requirements of safety, environmental protection, and compliant operations, implementing various operational management measures. Our refined management covers the entire process, including daily inspections, facility maintenance, drainage and flood control, compliant deposition, and emergency preparedness, to effectively ensure the long-term safe and stable operation of our tailings storage facilities.

Daily Inspections of Tailings Storage Facilities

Each mine site has established a regular inspection mechanism based on its own operational characteristics. Zeravshan focuses on checking dry beach length, reservoir water level, and dam toe seepage, while also monitoring the operational status of its mist cannon equipment. At Altynken, the tailings workshop conducts inspections twice daily, and the surface duty team carries out special checks every other day. Similarly, Aurora implements on-site inspections by operators during each shift and has a hierarchical inspection system in place for weekly, monthly, and semi-annual checks. Continental Gold conducts routine inspections during daily operations, supplemented by special reviews in conjunction with its audit work. In addition, the safety department at Rosebel performs high-frequency inspections six times a day, and the mineral processing team inspects the dam pond daily. Raygorodok conducts on-site inspections on a daily and weekly basis, focusing on the integrity of the PE membrane, slopes, and drainage ditches.

Maintenance Measures

To maintain and optimize the daily operations of tailings storage facilities, each mine site implements specific measures tailored to its local conditions. Zeravshan uses mist cannon spray technology during the high summer temperatures of Central Asia to accelerate water evaporation in the reservoir, increasing storage capacity by approximately 1%. Altynken reinforces inspections of its anti-seepage membranes and welds and regularly cleans diversion channels. Concurrently, Continental Gold has discontinued the use of compaction additives and has implemented progressive closure slope reshaping and vegetation cover. Rosebel is advancing the dam raise project for its No. 3 tailings storage facility, implementing construction QA/QC supervision and controlled tailings deposition. Additionally, Raygorodok carries out technical maintenance on the dam body, repairs the drainage system, and inspects anti-seepage facilities. Akyem conducts full-liner maintenance for its tailings storage facility and optimizes deposition with multiple spigots to enhance tailings density and evaporation efficiency.

Operational Management of Drainage and Flood Control Systems

We focus on the stable operation of our drainage and flood control systems. Through measures such as dynamic water level management, regular facility maintenance, and technical upgrades, we enhance our ability to respond to extreme weather, ensure unimpeded drainage and sufficient reserved capacity in reservoir areas, and prevent risks of flooding and leakage at the source.

Regarding refined management of drainage, flood control, and storage capacity, each project implements specialized control plans based on local conditions. Zeravshan carries out system-wide water balance optimization for its entire production process, increasing the dry beach length of its tailings storage facility to above safety standards. In the summer, it leverages the high-temperature climate of Central Asia, combined with mist cannon spraying technology, to enhance water evaporation efficiency in the tailings reservoir. This effectively regulates the water level, reduces tailings water discharge, reserves sufficient capacity for rain and snow in winter, and significantly lowers the risk of downstream seepage at the dam toe, thereby improving overall storage efficiency. Continental Gold is equipped with rainfall monitoring devices and facilities such as surface drainage, ditches, and culverts. Professional tools were deployed to track rainfall data in real-time, strictly implements flood prevention and drainage management standards, regularly clears and maintains drainage facilities, and promptly optimizes operational strategies during periods of heavy rainfall to ensure the stable and coordinated operation of both the drainage system and the tailings storage facility.

Tailings Deposition and Comprehensive Utilization

We adhere to a dual approach of standardized deposition and resource utilization. Through process optimization and technological innovation, we reduce our environmental footprint and enhance resource recycling efficiency, balancing the dual objectives of safe storage and ecological protection. Each mine site optimizes its tailings disposal methods based on its own process characteristics, employing diverse models such as dry stacking, underground backfilling, and the re-use of clarified water. Some mines are advancing the resource utilization of tailings, converting them into raw materials for production or backfill, which effectively reduces the volume of waste discharged.

Akyem

Optimizes deposition effects through multi-spigot dry stacking technology, achieves zero discharge from the tailings storage facility, and re-uses all clarified water in the production process.

Zeravshan

Increases the density of discharged tailings and uses dry stacking technology, effectively alleviating pressure from water accumulation in the reservoir area while strengthening safety controls for stacking.



Rosebel

Implements controlled tailings deposition technology at its No. 3 tailings storage facility, strictly managing beach slope morphology and warning water levels to ensure compliant and stable deposition.

Altynken

Mixes flotation tailings with a cemented binder for use in underground backfilling operations in accordance with laws and regulations, achieving an average monthly backfill volume of 27,000 tonnes and realizing the circular utilization of tailings resources.

Continental Gold

Employs a dry stacking process and has built a new backfill plant to return tailings to underground mined-out areas, reducing surface storage risks and improving resource utilization efficiency.



Emergency Response Plans and Material Reserves

We have established a scientific and comprehensive emergency management system based on the potential risk characteristics of our tailings storage facilities. We formulate specialized emergency plans and maintain sufficient emergency materials in accordance with laws and regulations to strengthen our emergency response capabilities and minimize the impact of sudden incidents. Each mine site has established a sound emergency management mechanism, developing corresponding plans for scenarios such as dam failure, leakage, and extreme weather, and regularly conducts emergency drills. Concurrently, various emergency materials for flood control, leakage prevention, and pollutant disposal are stockpiled to ensure a rapid and effective response to emergencies.

Indicator	Unit	2025
Number of tailings storage facilities	Number	10
Number of active tailings storage facilities	Number	9
Number of tailings storage facilities at risks	Number	0

Data of Tailings Storage Facilities

As at the end of the Reporting Period, the Company had 10 tailings storage facilities, of which 9 were active. Under the Company's current tailings storage facility risk rating system, no facility was rated as high risk during the Reporting Period. This disclosure does not mean that tailings storage facilities are free from potential safety or environmental risks. Rather, it reflects that, under the Company's current assessment criteria, monitoring results and rectification status, no facility reached the high-risk rating threshold. We will continue to strengthen lifecycle risk management of tailings storage facilities through daily inspections, automated monitoring, engineer assessments, third-party audits, emergency drills and GISTM gap analyses, and will progressively enhance the transparency and verifiability of tailings-related disclosure.

Based on the practical operational experience in emergency management at each mine site, the specific measures are summarized as follows:

Zeravshan

- Reduces the risk of dam failure through preventive measures such as managing dry beach length to meet requisite and dynamically controlling water levels, supported by comprehensive emergency response procedures that defined specific response plans for scenarios such as leakage and abnormal water levels.

Altynken

- Has formulated the *Water and Drought Disaster Emergency Plan*, established an emergency pool, stockpiled emergency response materials, built a complete emergency command system, and regularly conducted regular emergency drills.

Aurora

- Prepares a specialized emergency plan for its tailings storage facility, focusing on stockpiling specialized flood control materials, and conducts emergency training and practical drills for scenarios such as slurry leakage and oil spills during road transport.

Continental Gold

- Has developed emergency plans covering scenarios such as extreme weather and dam abnormalities, established standardized emergency response procedures, and equipped with a professional emergency rescue team with comprehensive emergency equipment.

Rosebel

- Has defined the emergency response procedures for its tailings storage facility in its *Emergency Preparedness and Response Plan (EPRP)*, standardizing operational requirements and the division of responsibilities for each stage to ensure a rapid and efficient response to emergencies.

Raygorodok

- Has formulated a specialized emergency plan for its tailings storage facility that specifies response measures for risks such as leakage and dam failure, while concurrently advancing the stockpiling of emergency materials and the development of its emergency response team.

Our Path Forward

In environmental stewardship, we will continue to deepen our environmental management systems and practices, committing to the harmonious coexistence of our operations and the natural environment. Our future path includes:



- Enhancing our environmental management system, promote the standardization of systems and digital supervision at each mining area to ensure consistent and efficient execution of global operations.
- Strengthening the refined management of water resources, biodiversity, and land use, while adhering to the principles of ecological priority and closed-loop utilization.
- Improving the resource utilization of waste and tailings, enhancing full life-cycle risk prevention and control, and steadily achieving emission reduction and remediation targets.
- By aligning with international good practice, we seek to protect the environment through disciplined, verifiable action and to create durable long-term value.

Climate Change

Our Aspiration

Zijin Gold International aimed to continuously reduce its operational carbon footprint, leveraging innovative technology and systematic management to proactively transform climate challenges into strategic opportunities for enhancing operational resilience and competitiveness. We are building a sustainable mining model that combines climate adaptability with low-carbon leadership to create long-term value for all stakeholders and the ecological environment.

Materiality to Our Business & Society

We recognize that proactively addressing climate change is crucial for ensuring the resilience of our global operations. Sound climate governance enables effective management of physical risks from extreme weather and helps seize market opportunities from the low-carbon technology transition. This is not only a vital measure for controlling compliance and operational costs but also central to earning the confidence of international investors and fulfilling our environmental commitments to communities, directly supporting the Company's long-term value and social license to operate.

Our Policies & Approach

Our Policies

Each mine site had been tasked to develop specific management documents, such as the *Management System for Energy Reviews*, the *Management System for Energy Performance Parameters, Baselines, and Target Indicators*, and the *Management System for Energy Data Collection, Monitoring, and Measurement,* based on the climatic and emission characteristics of their operating locations, thereby establishing a climate governance framework applicable to our global operations. We formulated clear implementation standards covering emission reduction pathways, risk management, and performance monitoring; established dynamic review and continuous optimization mechanisms; and periodically revised the content of these systems based on operational realities and target achievement to ensure that our climate governance advances in phase with global trends and business development.

Approach

Climate Governance	We have established a clear climate governance structure to coordinate and advance all aspects of low-carbon development, defining clear greenhouse gas (GHG) emission reduction targets to promote a low-carbon transition.
Climate Strategy	We have formulated a systematic climate strategy, aiming to transform climate challenges into strategic opportunities for enhancing operational resilience and competitive advantage through risk and opportunity identification, impact analysis, and resilience building.
Climate Risk and Opportunity Management	We integrate the management of climate-related risks and opportunities into our overall risk management system, establishing a closed-loop management mechanism for the entire process to ensure that climate factors are incorporated into strategic decision-making and resource allocation.
Climate Action and Energy Management	We prioritize energy management as a key focus of our low-carbon transition, promoting the establishment of refined energy management mechanisms at each mining area and enhancing energy efficiency and reducing emissions through measures such as system development and technical upgrades.

Climate Governance

Zijin Gold International has established a clearly layered climate governance structure and has incorporated climate-related matters into the Board's oversight and the Company's overall governance framework. The Board oversees climate-related risks and opportunities, reviews material climate-related judgements and principal disclosures, and monitors management's implementation of relevant strategies, targets and action plans. The Audit Committee and the Risk and Internal Control Management Committee, within their respective mandates, assist the Board in reviewing climate-related internal controls, risk management and disclosure preparation. Management is responsible for coordinating the identification, assessment, response, monitoring and reporting of climate-related matters and for driving implementation at the operating level across the Company's subsidiaries.

Drawing on the experience of governance members in mining engineering, global operations, risk management and capital allocation, the Company conducts regular reviews of climate-related matters and, where appropriate, engages external specialists to support focused analysis. The Company has begun to strengthen climate governance capabilities, including training for directors and relevant management personnel, improvements to data governance and enhancements to internal communication mechanisms. In terms of performance management, we have established mechanisms linking climate change and other ESG indicators to remuneration so as to strengthen accountability and execution.

Management reviews climate-related matters through annual reporting, routine energy management and emergency preparedness processes, enabling it to monitor greenhouse gas emissions, the progress of energy transition initiatives and performance against emissions-reduction targets across the Company's global operations. Through regular bottom-up reporting and internal escalation mechanisms, the relevant governance bodies are able to receive timely updates and respond to material climate-related developments.



At the metrics and targets level, the Company has established climate-related management directions and greenhouse gas reduction targets, focusing principally on lowering operational carbon intensity, improving energy efficiency and expanding the use of clean energy. Using 2020 as the baseline year, by 2029, the GHG emissions per unit of industrial added value will decrease by 38%. At present, the Company's short-, medium- and long-term directions for carbon peaking and carbon neutrality are aligned with the overall targets of its controlling shareholder. From the perspective of the Company's own disclosure, we will continue to refine target parameters, including the base year, target year, applicable boundary, accounting basis and annual progress-tracking mechanism, and will further align with science-based approaches and industry decarbonization pathways when conditions permit.

2029

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.

2030 - 2045

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.

2046 - 2050

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 utilization and storage (CCUS), and carbon trading, to achieve carbon neutrality.

Climate Strategy

Zijin Gold International has developed a structured climate strategy centered on the identification of climate-related risks and opportunities, assessment of potential impacts and the strengthening of operational resilience. Through physical risk quantification, transition risk scenario analysis and the evaluation of decarbonization opportunities, the Company seeks to integrate climate considerations into decision-making while improving energy efficiency, resilience and long-term competitiveness.



Climate Risk and Opportunity Identification

A robust understanding of climate-related risks and opportunities is fundamental to strategy development and capital allocation. With reference to IFRS S2, we identify, assess and manage climate-related physical and transition risks that could reasonably be expected to affect the Company's assets, operations or value over the short, medium and long term.

Climate Risks and Opportunities	Risk/Opportunity Description	Time Horizon [1]	Potential Impact
Physical Risks			
Extreme Heat	• Increased frequency and intensity of heatwaves due to global warming, especially in tropical and arid operational areas.	Medium and Long Term	• Operationally, high-temperature environments significantly reduce the productivity of outdoor and underground workers and increase occupational health risks such as heatstroke. Concurrently, the power consumption of cooling equipment will rise substantially, increasing operating expenses.
Extreme Cold	• Climate anomalies lead to sudden or prolonged periods of severe cold weather and blizzards in some regions.	Short Term	• Extreme cold can easily cause pipes to freeze and burst, difficulties in starting heavy machinery, and an increased rate of equipment failure, directly impacting operational continuity. Heavy snow can also block supply routes and product transport channels for remote mining areas, potentially forcing a suspension of operations.

1. Zijin Gold International references the time frames adopted by its controlling shareholder, Zijin Mining: short-term (2025–2029), medium-term (2030–2045), and long-term (2046–2050).

Climate Risks and Opportunities	Risk/Opportunity Description	Time Horizon [1]	Potential Impact
Physical Risks			
Flooding	• Widespread flooding occurred in the mining area due to rapidly rising water levels in surrounding rivers or the accumulation of surface runoff.	Short, Medium, and Long Term	• Floodwaters may backflow into open pits and underground tunnels, forcing a complete halt in production. Floods can also destroy access roads, bridges, and power facilities, incurring costs for asset repair and water pumping, and triggering risks of disruption to both upstream supply chains and downstream transportation.
Typhoons	• Tropical cyclones bring strong winds and heavy rain to operating locations, causing significant damage.	Short, Medium, and Long Term	• Typhoons can directly destroy operational infrastructure such as light steel-structured plants and solar power station components at the mining site, leading to widespread power outages and asset write-offs.
Landslides Triggered by Extreme Precipitation	• Landslide risk caused by high-intensity rainfall events that break historical records within a short period.	Short, Medium, and Long Term	• Torrential rain can easily trigger instability, landslides, or mudflows on the slopes of open-pit mines. It also poses a severe test to the flood control and discharge capacity of Tailings storage facilities.
Wildfires	• Fires in surrounding forests or shrublands triggered by prolonged high-temperature and dry conditions.	Short, Medium, and Long Term	• Spreading fires may destroy external power supply networks, leading to upstream power interruptions and subsequent full production stoppages. They also pose a direct threat to the safety of operational facilities and employee camps.
Physical Risks			
Water Stress and Drought	• Long-term regional imbalances in water supply and demand, leading to increasing scarcity of fresh water resources.	Short, Medium, and Long Term	• Severe drought can cause the reservoirs that supply water to the mining area to dry up, forcing mineral processing plants to reduce or halt production due to a lack of process water. It may also trigger social conflicts over water rights at the operational end.
Transition Risks			
Greenhouse Gas Emission Reduction Policies	• Governments are successively introducing stricter emission limits, mandatory climate disclosure requirements, and mechanisms for phasing out outdated production capacity.	Medium and Long Term	• Tightening regulations require companies to accelerate the electrification of operational equipment, which may lead to the early retirement of existing diesel-powered heavy transport fleets and result in impairment of stranded assets; at the same time, responding to complex climate-related regulatory disclosures will also increase administrative and legal compliance expenditures.
Carbon Pricing	• Jurisdictions of operation are gradually introducing or increasing carbon taxes and the price of carbon allowances in emissions trading systems.	Short, Medium, and Long Term	• At the operational level, the Company's existing Scope 1 and Scope 2 emissions, which rely on fossil fuels, will face direct financial pricing.
Increased Demand for Low-Carbon Products	• Downstream customers and institutional investors are increasingly scrutinizing the "carbon footprint" of metal products, with market preference shifting toward green products.	Medium and Long Term	• If the Company fails to effectively reduce the unit emission intensity of its products, it may lose its premium pricing advantage in downstream markets.

Climate Risks and Opportunities	Risk/Opportunity Description	Time Horizon [1]	Potential Impact
Transition Risks			
Insufficient Fossil Fuel Supply	• As the global energy system transforms, a reduction in traditional fossil fuel production capacity may lead to regional shortages or sharp fluctuations in the market supply of diesel and heavy oil.	Medium and Long Term	• Heavy mining equipment and backup generators in remote mining areas are highly dependent on diesel supply. If the upstream supply chain is disrupted or fuel prices surge, it will directly threaten the stability of production at the operational level and significantly increase transportation and extraction costs.
Electricity Price Uncertainty	• During the transition of regional power grids to renewable energy, fluctuations in industrial electricity prices may be triggered by grid instability or the pass-through of construction costs for clean energy infrastructure.	Short-Term	• Sharp fluctuations in upstream purchased electricity prices will increase the difficulty of forecasting operating costs and undermine the accuracy of the Company's financial budgets; frequent power rationing from the grid could also directly lead to unexpected shutdowns at operational plants.
R&D and Investment in Low-Carbon Transition Technologies	• Achieving deep decarbonization depends on the commercial application of next-generation technologies.	Mid-Term	• The large-scale introduction of not-yet-fully-mature decarbonization technologies requires substantial capital expenditure and may result in investment returns at the operational level falling short of expectations due to R&D failures or the inability of new equipment to adapt.
Transition Opportunities			
Use of Renewable Energy	• Widely deploy clean energy infrastructure such as solar, wind, and hydropower facilities in mining areas, combined with energy storage technologies, to replace traditional fossil fuel power generation.	Medium and Long Term	• Vigorously deploying renewable energy can directly reduce reliance on municipal power grids and diesel generation, effectively hedging against the dual financial impacts of future surges in upstream fossil fuel prices and rising carbon taxes. Furthermore, a significantly lower product carbon footprint will strongly meet the robust demand for green products in downstream end markets.

Based on this work, we are progressively advancing our climate transition plan. Our approach includes optimizing the energy mix, improving energy efficiency, deploying cleaner technologies and, where appropriate, considering the role of carbon credits or market mechanisms. Our priority remains direct emissions reduction first, followed by other measures where necessary.[2] At the same time, we are embedding climate resilience into mine planning and operations by developing site-specific emergency and adaptation measures designed to strengthen preparedness for extreme weather and other climate-related disruptions.

Current and Anticipated Climate-related Financial Effects

We recognize that climate change is not only an environmental matter but may also have financial implications for asset values, operating costs, financing conditions and capital allocation. The Company has begun to incorporate climate-related risks and opportunities into its financial planning, investment assessment and risk management processes. During the Reporting Period, the Company conducted preliminary scenario analysis and financial impact assessment for certain physical and transition risks. The results are based on the current model scope, data availability and underlying assumptions, and do not represent a complete quantification of all climate-related financial effects.

At this stage, certain factors such as climate adaptation capital expenditure, insurance costs, supply chain disruption, logistics impacts, asset impairment and changes in financing costs have not yet been fully incorporated into the quantitative model. The Company will continue to improve its climate data, model assumptions and financial attribution methodology, and progressively enhance its ability to identify, assess and disclose material climate-related financial effects.

2. As at the end of the Reporting Period, the offsetting of GHG emissions via carbon credits is still under planning, and no relevant details can be presented for the time being. The Company will make timely external disclosures at a subsequent stage with regard to the type of carbon credits, third-party verification, estimated consumption and other relevant information.

Climate Risk and Opportunity Management

Zijin Gold International integrates climate-related risks and opportunities into its overall risk management framework and has established a closed-loop process covering identification, assessment, monitoring and response. In identifying climate-related risks, the Company considers factors such as extreme weather, carbon regulation development and energy market volatility through physical risk quantification and transition scenario analysis. At the operational level, each mine develops emergency and adaptation measures in light of its own climate conditions and exposure profile, embedding resilience into life-of-mine management. The Company also monitors climate policy and low-carbon technology development and considers climate-related factors in strategic planning and resource allocation, supporting the Company's long-term value with robust climate governance.



Financial Quantification of Physical Climate Risks [1]

We conducted our first systematic assessment of physical climate risks across our global operations. The assessment is based on two Shared Socio-economic Pathways (SSPs) from the Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC), namely the SSP1-2.6 low-emission scenario and the SSP5-8.5 high-emission scenario, covering the time horizons of 2030, 2050, and 2080.

We focus on physical risks such as extreme precipitation, water stress, and drought, and have developed a quantitative financial model that integrates asset locations, production and operational data, and key macroeconomic variables (such as GDP and water prices) to systematically quantify the potential impacts on revenue under different climate scenarios. The model inputs include internal parameters such as asset locations (latitude and longitude), asset values, operating days, and historical extreme weather conditions. The model also incorporates built-in parameters, including physical climate data and physical risk exposure levels under different scenarios, thereby providing key data support for strategic decision-making and resource allocation.

Scenario	SSP1-2.6		SSP5-8.5	
Scenario Description	The low-emission scenario assumes that all countries implement their emission reduction targets as pledged under the *Paris Agreement*, achieve net-zero emissions by the end of the century and limit the global temperature increase to no more than 2° C by 2100 above pre-industrial levels.		The high-emission scenario assumes no additional climate policies, following a business-as-usual trajectory where CO_2 emissions in 2100 will be more than three times the 2015 level, and global temperatures are projected to be approximately 4.4° C higher than pre-industrial levels by 2100.	
Time Horizon	Baseline	2030 (2015-2044)	2050 (2035-2064)	2080 (2065-2084)
	• Current climate conditions, serve as the baseline for climate change	• Short-term climate change	• Medium-term climate change	• Long-term climate change

1. When estimating the potential financial impacts of physical climate risks, we use revenue share as the basis for calculation. This estimation is not based on projected future revenues; rather, it derives the potential impact of climate risks directly based on factors such as asset distribution and risk probabilities.

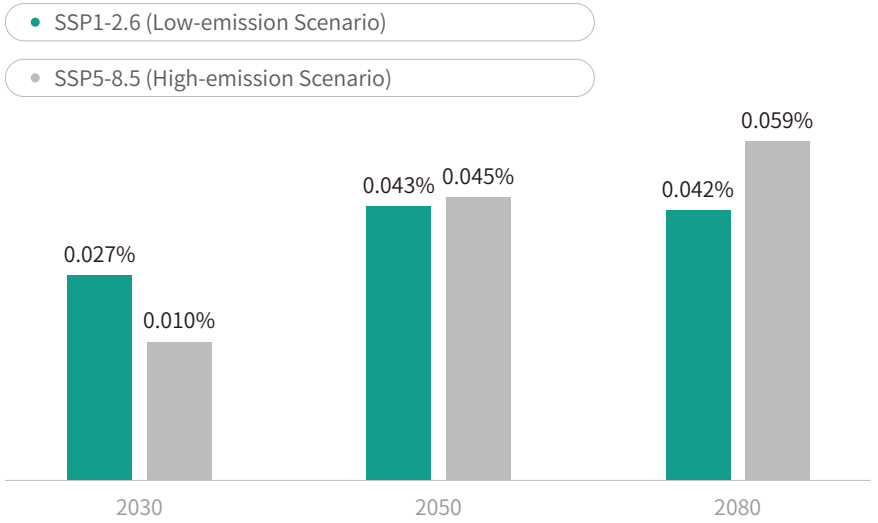
Physical Risk	Potential Impact
Extreme Precipitation	• Extreme precipitation may lead to an increase in shutdown days, thereby negatively impacting revenue. We assess the number of extreme precipitation days across assets under both low- and high-emission scenarios and compare future values with the baseline to determine changes in extreme precipitation exposure. Based on this, we estimate the reduction in operating hours under extreme precipitation conditions, subsequently calculate the decrease in total future working hours, and quantify the revenue loss caused by extreme precipitation in conjunction with average revenue levels.
Water Stress and Drought	• Water stress and drought will drive up water prices and extend periods of elevated water prices, thereby increasing water-related expenditures. We use asset-level average daily water costs and water stress indices under low- and high-emission scenarios as key inputs. By mapping the water stress index to the duration of elevated water prices and projecting future unit water prices based on historical trends, we estimate the incremental annual water costs attributable to changes in water stress for both the baseline period and future scenarios.

Physical Risks and Potential Impacts



The results show that within the current assessment scope, the impact of physical climate risks on the Company's overall financial performance is minor and manageable. Under the high-emission scenario, the related impact is projected to account for approximately 0.045% of revenue by 2050, rising to 0.059% by 2080, with a moderate increase. In contrast, the risk level is lower under the low-emission scenario, further demonstrating the Company's strong climate resilience. Continued progress in the low-carbon transition is expected to further enhance risk management capabilities and support long-term, sustainable development.

Financial Impact of SSP1-2.6 (Low-emission Scenario) and SSP5-8.5 (High-emission Scenario) in 2030, 2050, and 2080[1]



1. Under the SSP5-8.5 scenario, the underlying data for the financial impact related to extreme precipitation in 2030 is unavailable and will be further refined in the future.

Climate Transition Risks and Opportunities

We recognize that the global low-carbon transition is having a profound impact on the gold mining industry. Factors such as increasingly stringent policies and regulations, the expansion of carbon pricing mechanisms, advancements in low-carbon technologies, and shifts in market preferences have gradually permeated all stages of operations, including exploration, mining, and mineral processing, posing tangible challenges to the Company's cost structure, operational efficiency, and long-term development. Volatility in global energy markets further amplifies exposure to transition risks, with energy supply constraints in certain regions, driven by geopolitical conflicts, pushing up electricity and fuel procurement costs. The gradual implementation of international carbon regulations also places potential pressures on compliance costs and market access for export-oriented operations. We prudently evaluate these trends and incorporate them into the Company's overall risk management framework to ensure that climate risks are effectively identified, assessed, and managed.

In addressing transition risks, we adopt a forward-looking approach by integrating climate resilience into strategic decision-making and operations. We continuously monitor carbon pricing policies and carbon border adjustment developments in major global economies to proactively assess their potential implications for regional competitiveness and export costs, and we diversify our energy supply channels by optimizing our power procurement structure to mitigate price volatility risks. Meanwhile, with reference to the *Internal Carbon Pricing Implementation Guidelines* issued by Zijin Mining, we incorporate carbon costs into our core investment decision-making framework through a shadow carbon pricing approach[1], guiding the application of low-carbon technologies and optimizing of our investment structure to enhance the Company's climate resilience. To comprehensively assess the resilience of our business under different policy scenarios, we have selected two highly authoritative climate scenarios published by the International Energy Agency (IEA) as the basis for our quantitative assessment:

Scenario Name	Scenario Description
Net Zero by 2050 Scenario Low-emission Scenario	• This scenario outlines a pathway to achieve global net-zero emissions by 2050, aiming to limit the global average temperature increase at 1.5° C by ensuring universal access to modern energy by 2030.
Stated Policies Scenario High-emission Scenario	• This scenario reflects the development trends implied by current policy settings. It illustrates how future CO_2 emissions and global temperature increases might evolve if existing policies and measures continue to be implemented.

Transition Risk Analysis Scenario Settings

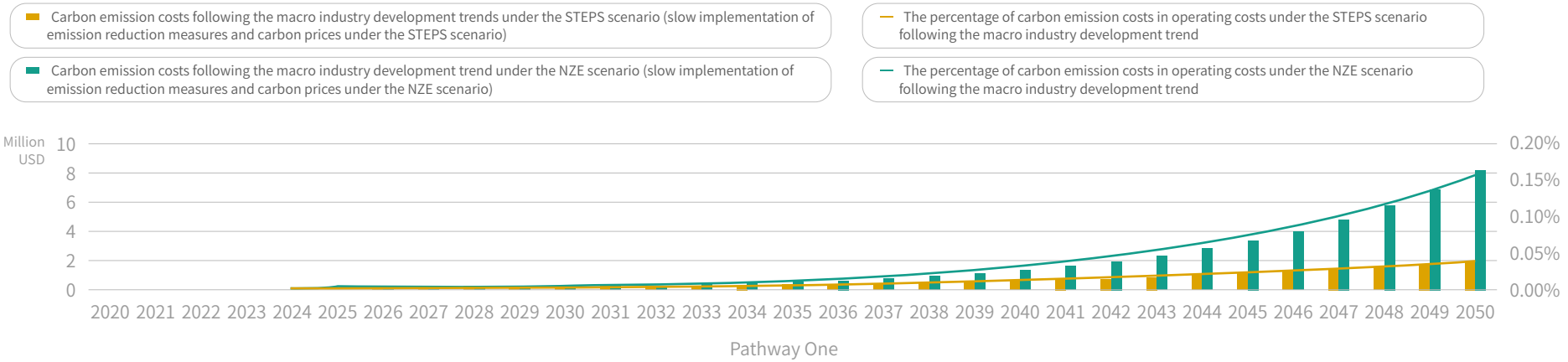
When quantifying the financial impact, we developed a dynamic carbon cost forecasting model based on actual Scope 1 GHG emissions data for 2025. The model integrates key variables, including projected carbon price trajectories, carbon pricing risk exposure arising from policies across operating locations, and projected revenue and regional GDP growth rates. We conducted financial stress tests on two corporate action pathways to quantify the percentage change in carbon compliance and abatement costs relative to operating costs.



1.The internal carbon price is RMB150 per tCO_2e.

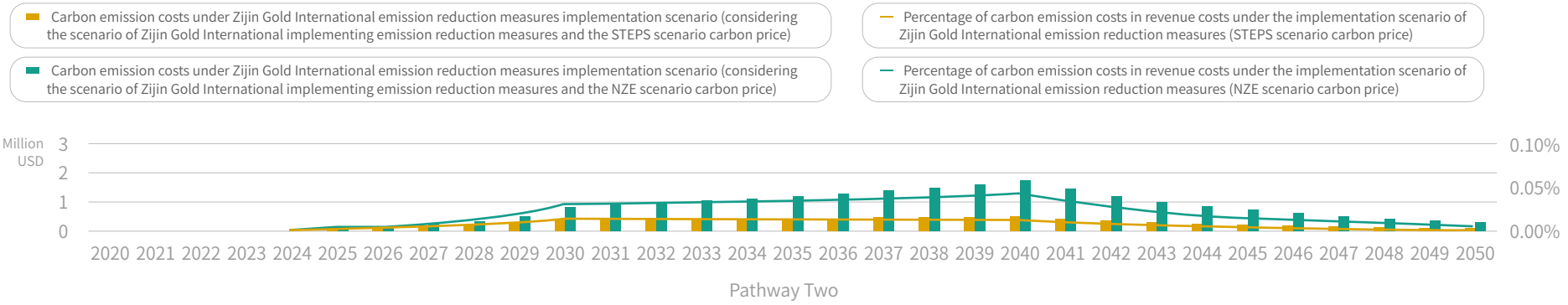
If decarbonization measures are not implemented promptly across our operations, the Company's carbon compliance costs are expected to increase steadily as global carbon pricing policies become more stringent. By 2050, under the STEPS scenario, carbon compliance and abatement costs are projected to account for 0.040% of total operating costs; under the more stringent NZE scenario, this proportion is projected to rise to 0.156%.

Carbon emission costs under macro industry development trends (without considering emission reduction measures)



Under the pathway of actively fulfilling our climate commitments and steadily implementing various low-carbon transition initiatives, emissions abatement costs are projected to peak around 2040. By 2050, reduction costs under the STEPS scenario will account for only 0.002% of operating costs, while under the NZE scenario, this figure will be reduced to just 0.008%.

Zijin Gold International emission abatement costs under the implementation of emission reduction measures (considering emission reduction measures)



Given that the data required to accurately quantify the returns on low-carbon technologies and green market premiums remains under development, we have not conducted a quantitative financial assessment of transition opportunities during the Reporting Period and instead provide a qualitative discussion of their potential strategic value. Leveraging site-specific clean energy practices across our mining operations, we are transforming the low-carbon transition into a strategic lever to enhance operational efficiency and market competitiveness. These initiatives not only help mitigate risks associated with energy price volatility and carbon regulatory changes, but also provide valuable experience in developing low-carbon operating models. We believe that transforming climate challenges into strategic opportunities to strengthen operational resilience and competitiveness is a key pathway for Zijin Gold International to achieve sustainable development.

Climate Risk Management

In terms of risk response, we integrate climate resilience into the full lifecycle management of our mines. Each mine site formulates emergency management plans tailored to their operations, such as the *Flood Prevention and Drainage Management Plan, Accident Emergency Plan,* and *Water and Drought Disaster Emergency Plan*, based on local climate characteristics and disaster risks (e.g., extreme precipitation, high temperatures, strong winds, and corrosion), and establishes systematic adaptation strategies and differentiated action plans. All mine sites have clearly defined organizational structures, divisions of responsibility, engineering measures, monitoring and warning systems, and emergency response procedures for extreme weather events to fully protect personnel safety, reduce property losses, and minimize environmental impacts. Examples of practices at selected mine sites are provided below.

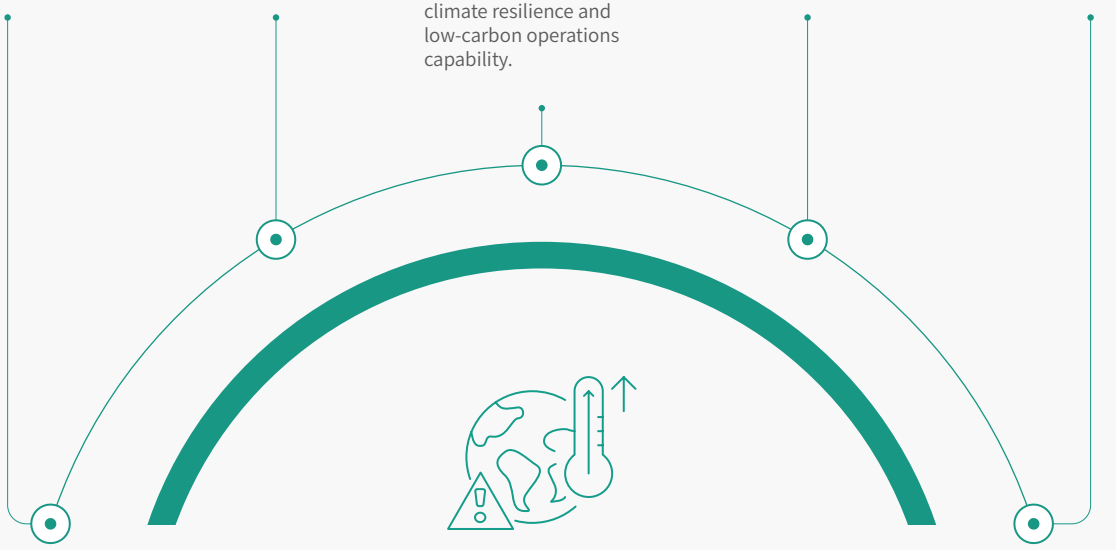
Altynken
Focuses on mitigating heavy rainfall and geological disasters by deploying micro seismic and slope displacement monitoring systems for real-time warnings, and enhancing disaster response capabilities through engineering measures such as anchor cable support and the construction of interception trenches.

Norton Gold Fields
In response to elevated temperatures, strong winds, and a highly-saline corrosive environment, uses drone inspections to reduce personnel exposure, and incorporates high wind-resistance standards and corrosion-resistant materials into equipment and structural design.

Continental Gold
Integrates decarbonization requirements into production optimization by procuring 100% renewable electricity, assessing the feasibility of mining truck electrification, optimizing mining processes, and implementing centralized smelting, thereby effectively reducing energy consumption and carbon emission intensity while enhancing the mine site's climate resilience and low-carbon operations capability.

Rosebel
Incorporates climate resilience and carbon efficiency considerations into its processing plant technology upgrades, reinforces supporting facilities such as drainage and power protection systems, and applies technologies such as precise cyanide control to improve resource and energy efficiency.

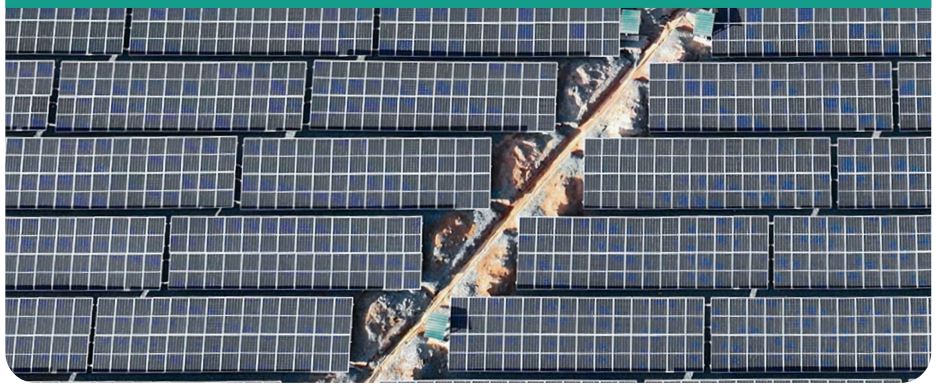
Raygorodok
Focuses on managing flood risks during the rainy season and heavy snow in winter, ensuring operational continuity through drainage engineering measures. The site also promotes the development of specialized emergency plans for various areas, building a complete management chain from early warning to response.



Climate Action and Energy Management

Zijin Gold International regards energy management as the key lever for its low-carbon transition, promoting the establishment of energy management mechanisms at each mine site tailored to its own operations within a unified corporate framework. Taking Zeravshan as an example, under the Company's guidance, the mine site has formulated policy documents including the *Energy Review Management System, Energy Performance Parameters, Benchmarks, and Target Indicators Management System,* and *Energy Data Collection, Monitoring, and Measurement Management System* to drive carbon emissions control through refined energy management.

All sites conduct monitoring and tracking of major energy consumption sources such as electricity and fuel, and set key control indicators based on actual operating conditions. For example, Aurora uses "carbon emissions intensity per RMB10,000 of output value" as a core accounting indicator and an important basis for annual management and continuous improvement. We have established a systematic energy management framework and integrated it into our overall management system. By clarifying organizational responsibilities, standardizing management procedures, and strengthening data collection and target assessment, we set clear requirements for energy use, equipment operation, and energy conservation, thereby systematically driving improvements in energy efficiency and reductions in carbon emissions intensity.



Within this management framework, each mine site implements key measures tailored to local conditions, including energy conservation and emissions reduction, and clean energy deployment.

Zeravshan

All electricity used is sourced from the Nurek Hydropower Station, ensuring 100% clean energy supply. In 2025, the site procured 10 electric mining trucks to replace conventional fuel-powered vehicles and decommissioned one old 2,500 kVA high-energy-consuming transformer, effectively advancing clean energy use, fleet electrification, and equipment energy efficiency upgrades.

Altynken

Gradually replaces diesel boiler heating in the Chym logistics and office area with electric boilers, upgrades all indoor lighting to energy-saving lighting, and procures new energy commuter vehicles, supporting low-carbon operations through clean energy use and electrification.

Norton Gold Fields

Actively advances the construction of a "solar-plus-storage" project, with 5.3 MW of installed solar capacity and a 2.5 MWh energy storage facility. A clear expansion plan has been established, aiming to increase the total installed solar capacity to 18.2 MW and expand the energy storage capacity to 13.5 MWh by 2028, which is expected to reduce carbon dioxide emissions by approximately 23,000 tonnes annually.

Norton Gold Fields

Installed solar capacity	Energy storage facility
5.3 MW	2.5 MWh

Aurora

A 45 MW photovoltaic power system has been commissioned, with Phase II expansion in progress and supported by a 16.8 MW/67.3 MWh energy storage system. Through refined energy management, the clean energy utilization rate reached approximately 24% in 2025, significantly reducing carbon emission intensity per RMB10,000 of output value.

Continental Gold

Purchased 100% green electricity certified under International Renewable Energy Certificates (I-REC) to achieve 100% renewable electricity for its operational power. The site is also developing an *Energy Efficiency and Conservation Plan* and a *Carbon Reduction Plan* to lay the foundation for future energy efficiency improvements and emission reduction actions.

Rosebel

A 25 MW solar photovoltaic power plant was commissioned during the year, becoming Suriname's first large-scale centralised solar facility. The green electricity generated is supplied directly to production and residential use, bringing total installed capacity to 30 MW. The site has deployed 34 pure electric mining trucks and 15 hybrid mining trucks, with plans to purchase an additional 50 hybrid mining trucks by 2026 to replace fuel-powered equipment. It has also implemented refined measures such as lighting time management in mining areas to reduce ineffective energy consumption.



Inauguration Ceremony of the Rosebel Solar Power Station

Raygorodok

Implemented energy efficiency equipment retrofits, including the installation of motion sensors, the replacement of lights with LEDs, and the use of thermostats. Diesel boilers have been replaced with electric boilers to reduce greenhouse gas emissions.

Akyem

Implemented several technical energy-saving measures, including the installation of static VAR compensators (SVC), light-controlled lighting, variable frequency drives, and soft starters for motors. A solar power facility has also been developed at the mine camp to explore renewable energy integration.

During the Reporting Period, the Company's

Total energy consumption was

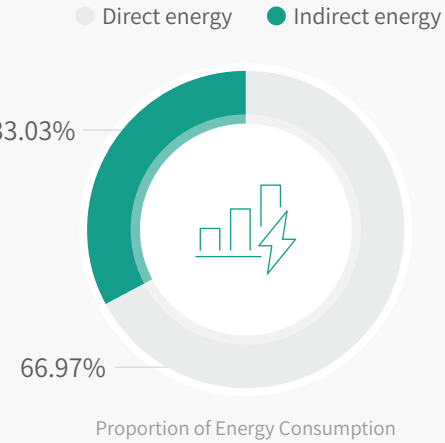
3,480.58 GWh

Clean energy generation was

41.67 GWh

Energy consumption intensity was

4.25 MWh per RMB10,000 of industrial added value



Proportion of Energy Consumption



During the Reporting Period, we followed the *Greenhouse Gas Protocol* to account for Scope 1 and Scope 2 GHG emissions within the Company's operational boundaries. In 2025, the total Scope 1 and Scope 2 GHG emissions within the Company's operational boundaries amounted to 786,700 tCO_2e, and the GHG emissions intensity was 0.96 tCO_2e per RMB10,000 of industrial added value. Specifically, Scope 1 emissions primarily arose from diesel consumption in mining processes, while Scope 2 emissions were from purchased electricity.

We continuously optimize our Scope 3 GHG accounting system with reference to international industry benchmarks and in alignment with the *Greenhouse Gas Protocol*. Currently, we identify and collect data from six categories of emission sources[1]: Category 3 Fuel- and Energy-Related Activities; Category 4 Upstream Transportation and Distribution; Category 5 Waste Generated in Operations; Category 6 Business Travel; Category 7 Employee Commuting; and Category 9 Downstream Transportation and Distribution. During the Reporting Period, our total Scope 3 emissions amounted to 308,700 tCO_2e, with fuel- and energy-related activities and upstream transportation and distribution accounting for the largest shares. For high-impact categories, we implement differentiated control strategies: for fuel- and energy-related activities, we enhance energy conservation and efficiency and promote the use of clean energy, driving collaborative carbon reduction efforts across the upstream supply chain; for transportation, we optimize logistics arrangements and promote the transition to low-carbon transport models to continuously reduce energy consumption and greenhouse gas emissions in the transportation segment.

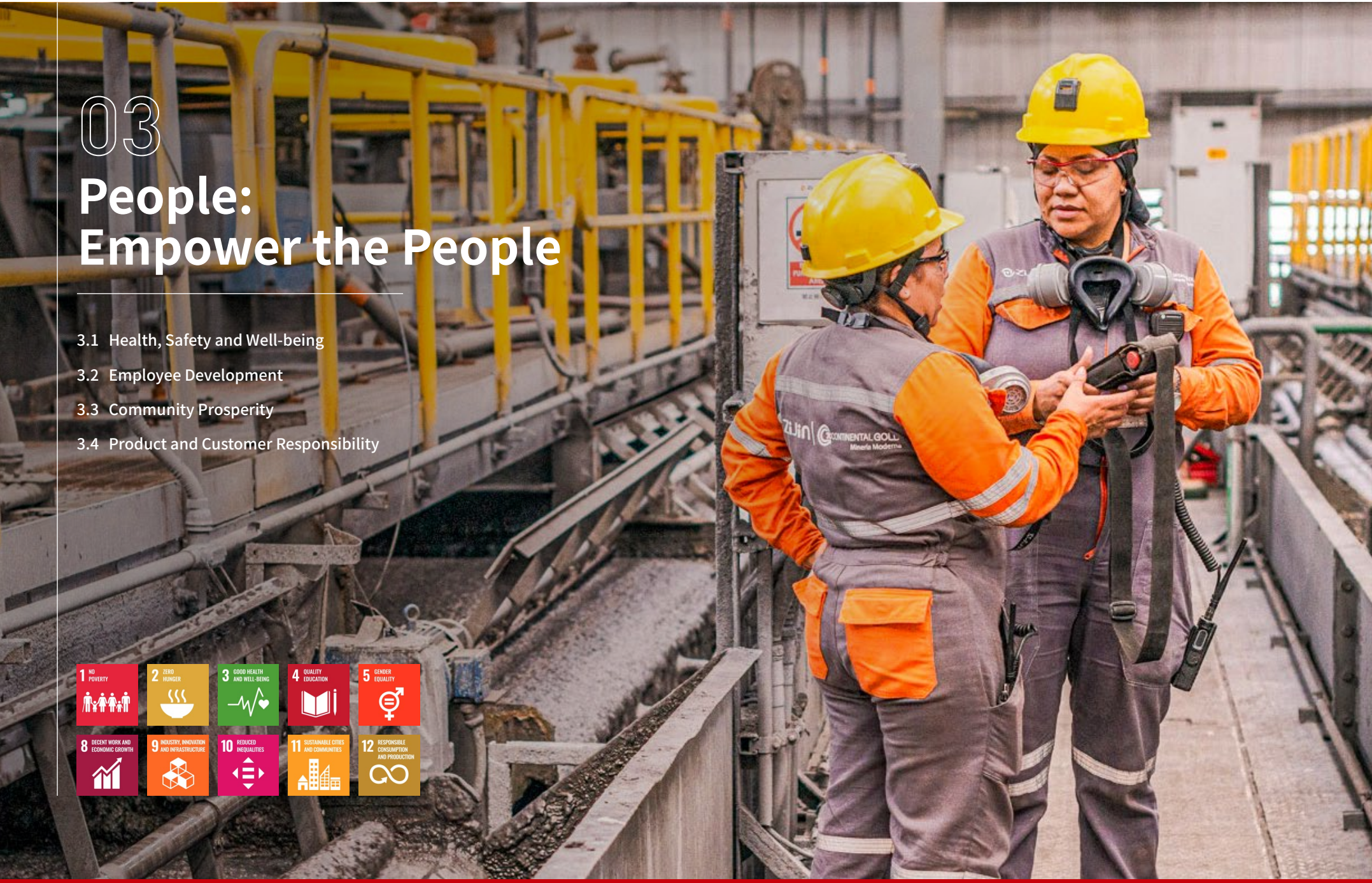
Indicator	Unit	2025
Total GHG emissions (Scope 1+2)	10,000 tCO_2e	78.67
- Direct GHG emissions (Scope 1)	10,000 tCO_2e	63.26
- Indirect GHG emissions (Scope 2)[2]	10,000 tCO_2e	15.40
- Other indirect GHG emissions (Scope 3)	10,000 tCO_2e	30.87
GHG emissions intensity per RMB 10,000 of industrial added value	tCO_2e per RMB10,000 of industrial added value	0.96

Our Path Forward

On our climate governance journey ahead, we are committed to deepening our existing emission reduction commitments and strengthening operational resilience. Our next steps will focus on:

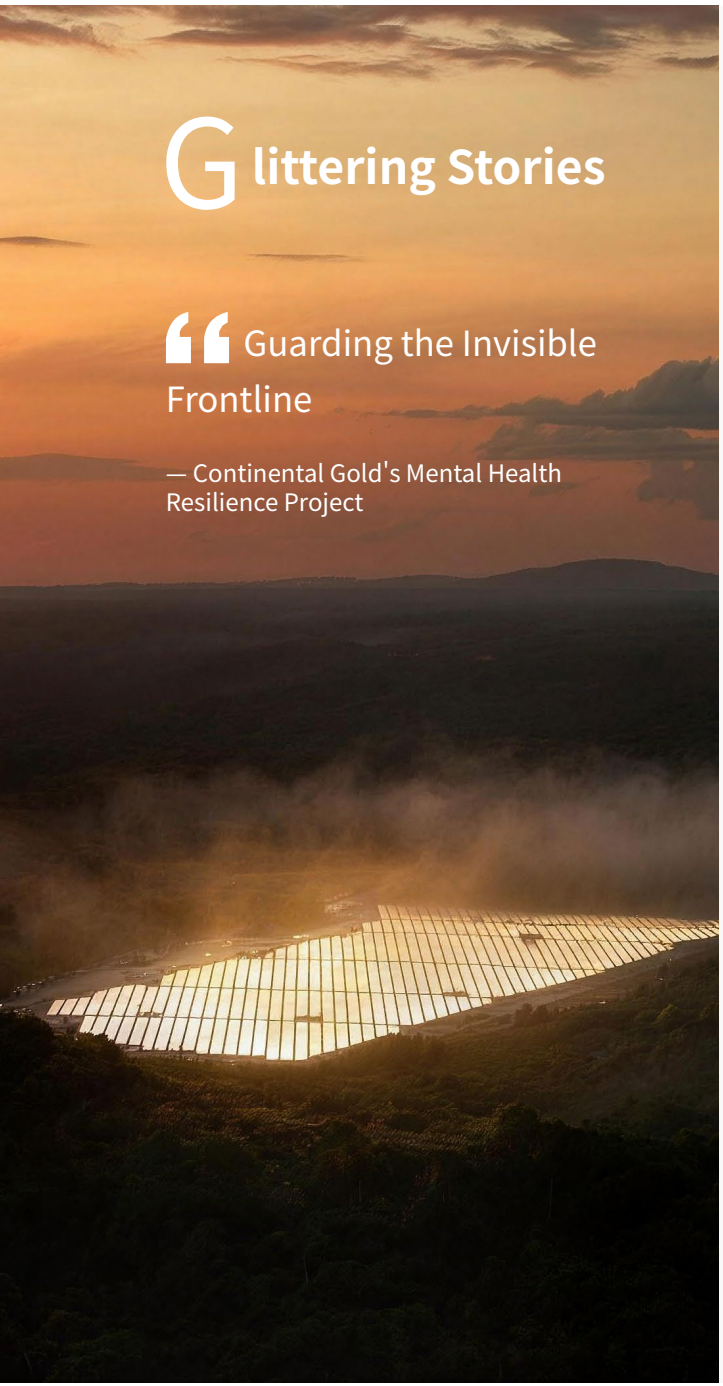
- Expanding the layout and investment in clean energy projects in a timely and prudent manner in accordance with our long-term emission reduction targets, ensuring that our reduction pathway is clear, quantifiable, and traceable.
- Embedding climate scenario analysis into new project planning and existing operational investment decisions to proactively identify and seize opportunities in the low-carbon technology transition.
- Further enhancing extreme weather early warning and emergency response systems across all mine sites, and gradually extending climate risk management requirements to key suppliers to strengthen climate resilience across the value chain.

1. The entities covered in the data for Scope 3 Categories 3, 4, 5, 6, and 7 are Zeravshan, Altynken, Norton Gold Fields, Aurora, Continental Gold, Rosebel, and Akyem; the entities for Category 9 are Zeravshan, Altynken, Aurora, Continental Gold, Rosebel, and Akyem. Category 6 only includes GHG data from transportation and does not include emissions related to hotel accommodations.
2. The Scope 2 GHG emissions for Zeravshan, Aurora, and Rosebel are all zero. In 2025, 100% of Zeravshan's purchased electricity came from the Nurek Hydropower Plant; the Aurora mine is not connected to the public grid and is powered by on-site diesel and solar power generation; in 2025, 100% of Rosebel's purchased electricity came from the Brokopondo Hydropower Plant, supplemented by self-generated solar power for on-site consumption.



03
People: Empower the People

3.1 Health, Safety and Well-being
3.2 Employee Development
3.3 Community Prosperity
3.4 Product and Customer Responsibility



Glittering Stories

Guarding the Invisible Frontline

— Continental Gold's Mental Health Resilience Project

In the high-intensity, high-risk traditional mining industry, the definition of safety in the corporate context is undergoing a fundamental transformation. In modern mining, true resilience is not only reflected in the stability of facilities but also originates from the psychological balance and health of every employee. Zijin Gold International's Continental Gold is defining a new standard for responsible mining with a scientific and human-centric psychosocial risk management system.

The unique nature of the mining environment which includes remote locations, enclosed camp life, and the circadian rhythm challenges posed by shift work, often exerts invisible pressure on employees' mental health. For the Company, psychosocial risk is no longer a vague well-being issue but a core management factor related to safety performance, employee retention, and long-term corporate development. We recognize that only by establishing a predictable, quantifiable, and responsive intervention system can we truly guard this "invisible frontline".

Scientific Diagnosis

The first step in mental health management is to "make invisible risks visible". We engage in deep collaboration with the Colombian Ministry of Health and Social Protection and the Pontifical Xavierian University to identify mental health risks among all employees. We have moved beyond traditional, singular survey models, adopting a mixed-methods research approach for data aggregation and analysis to identify specific characteristics of the assessed employee groups and classify risk levels; we use a deductive method to analyze based on the preconditions of the target population. By creating a precise profile of employee characteristics, we can identify key psychological factors affecting the organizational climate and individual performance. This is not merely a diagnostic exercise; it is the creation of a dynamic psychosocial risk map for Continental Gold.

System Governance

Continental Gold's psychosocial risk management is deeply embedded within the core of its Occupational Health and Safety Management System (OHSMS). We strictly adhere to relevant Colombian laws to establish a management mechanism that is both legally compliant and professionally forward-looking.

We implement a targeted "three-tiered intervention strategy" at our mine sites to ensure that every level of emotional distress receives appropriate support and handling:

Primary and secondary interventions (prevention and education)

With employee consent or upon supervisor request, we provide psychoeducation, promote emotional management tools, and offer timely psychological support for risk factors both within and outside the workplace. These measures are subject to closed-loop tracking through the "Epidemiological Surveillance System (SVE)", which is intricately linked to the Company's psychosocial risk program.

Psychosocial risk matrix (individualized management)

This reflects our refined management approach. Using a matrix model, we conduct individualized tracking for processes involving absenteeism management, return-to-work arrangements, and crisis handling, ensuring that management actions balance operational efficiency with employee privacy.

Tertiary intervention (professional referral)

When emotional distress reaches a severe level or extreme behaviors such as suicidal ideation occur, we have established a standardized referral process to promptly connect cases with professional medical and health service providers.

Demonstrated Effectiveness

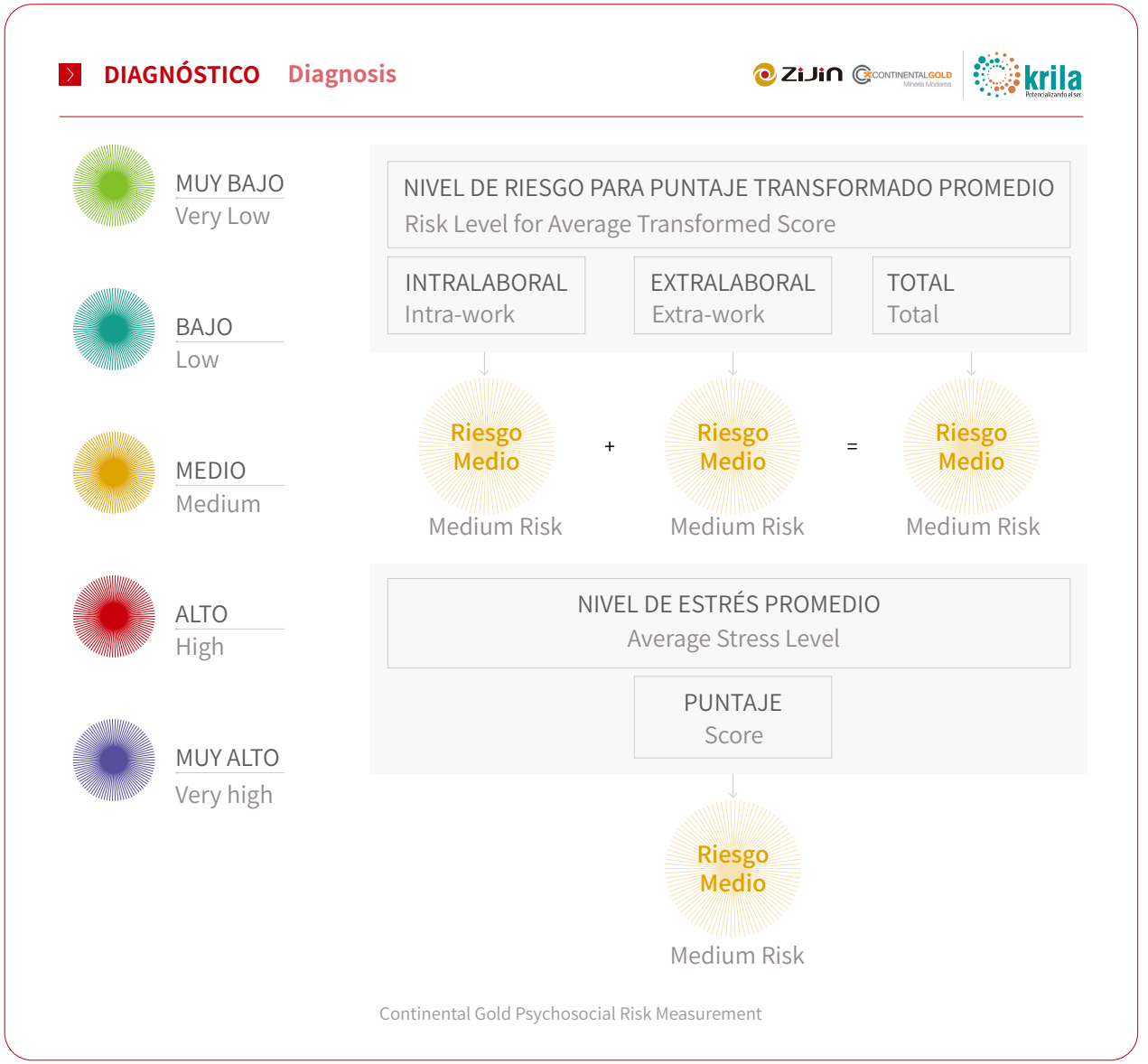
From July to September 2025, we prioritized cases based on the latest risk level assessments and conducted a total of over 180 individual intervention actions. These actions were divided into two core modules: a promotion module and a prevention module, focusing on awareness campaigns for self-care and mental health, and using tools to assess, identify, and control psychosocial risk factors.

From July to September 2025,

conducted a total of over

180 individual intervention actions

Continental Gold's mental health resilience project is a microcosm of our people-centered governance practices in a globally diverse cultural context. It demonstrates our solemn commitment to life and mental well-being as a responsible gold industry leader. In the future, we will continue to optimize mental health risk management and transform it into a replicable global standard.



Continental Gold Psychosocial Risk Measurement

Health, Safety and Well-being

Our Aspiration

Zijin Gold International places the life, safety, and well-being of every employee at the core of its corporate values. We are committed to building a highly resilient and people-centric operational system, not only pursuing the goals of "zero fatalities and zero occupational diseases" but also striving to foster a safety culture that is deeply embedded across our global workforce. We believe that outstanding business performance stems from a physically and mentally healthy team; therefore, we will continue to invest resources and advanced technology to ensure that every partner can work in an environment of respect and care, jointly advancing new standards for protecting life in responsible mining.

Materiality to Our Business & Society

Safeguarding employee health and safety effectively reduces the risk of operational disruptions and directly translates into stable production competitiveness. By implementing rigorous risk control and well-being support, we not only protect our global team but also provide public health support and employment stability to the communities where our mines are located. This transforms safety management into a bond of mutual prosperity with local communities, ensuring that corporate growth and social resilience progress in tandem.

Our Policies & Approach

Our Policies

Our governance framework is anchored in the *Health, Safety and Security Policy* and the *Global Health and Wellbeing Policy*. In alignment with ISO 45001 and the World Gold Council's (WGC) *Responsible Gold Mining Principles*, we have established a policy framework covering all global operations. We strictly enforce policies such as the *Contractor Management Standard* and the *Production Safety Responsibility System and Safety Management Procedures*, extending safety requirements from our internal operations throughout the entire industry chain. This framework ensures we can systematically address operational challenges across diverse jurisdictions, transforming our commitment to protecting lives into enforceable management discipline.

Approach

OHS Management System	We have established a unified governance framework based on the ISO 45001 international standard and an accountability mechanism that directly links safety performance to management compensation. This ensures all our global mining areas operate within a standardized and highly transparent framework.
Risk Assessment and Hazard Identification	We use professional tools to conduct dynamic risk monitoring and combine this with frequent, practical emergency drills to progressively enhance and optimize our risk management capabilities.
Safety Assurance Practices	We continually invest in safety and carry out specialized governance initiatives, embedding the philosophy of "zero fatalities and zero occupational diseases" at the core of our operations. We also leverage a comprehensive training system and digital monitoring tools to optimize the safety behavior patterns of our global teams.
Occupational Health and Well-being	We implement full-lifecycle health monitoring and have extended our management scope from traditional physical protection to include mental health support and precise fatigue management, building a well-being system that promotes the physical and mental well-being of our employees.

OHS Management System

Zijin Gold International considers the life, safety, and health of its employees to be a fundamental priority in its operations. We have established a comprehensive Occupational Health and Safety management system, with reference to the ISO 45001 international standard and the legal frameworks of each country where we operate, to ensure a safe working environment for all employees and contractors.

During the Reporting Period, the ISO 45001 Occupational Health and Safety Management System certification coverage for all operating sites that have been under our control for more than one year reached 83.33%.



Zeravshan

We implement a safety management policy focused on "protecting slopes, managing vehicles, safeguarding dams, monitoring water, and emergency response", ensuring that production safety responsibilities are assigned effectively to every stage. We have established a Production Safety Committee as the highest body for safety decision-making and coordination. The Safety and Environmental Protection Department, as the implementing body, is responsible for hazard investigation and risk identification. To date, we have established over 40 safety management measures, achieving integrated management of our operating areas and contractors.

Altynken

We have established a comprehensive occupational health management system and officially obtained ISO 45001 certification in October 2024. The Altynken Production Safety Management Committee is the Company's highest strategic body for health and safety. We have implemented a production safety assessment system that links occupational health performance with compensation and career advancement. The Emergency and Production Safety Department conducts major monthly safety inspections and uses a "Leadership Safety Performance Form" to ensure all levels of management participate in safety governance.

Norton Gold Fields

We adhere to *the Work Health and Safety (Mines) Regulations 2022* and have established a highly detailed integrated Mine Safety Management System (MSMS), which covers all workers, contractors, and visitors entering the site. Additionally, we have appointed Site Senior Executives (SSE) to assume statutory safety responsibilities. The CEO is accountable for overall safety performance, while the HSEC Manager leads strategy implementation..

Aurora

We implement a strict *Health, Safety, and Environment Management System Manual* and have obtained ISO 45001 certification. At the governance level, the Production Safety Committee is responsible for monitoring strategy and performance, while at the executive level, the General Manager holds ultimate responsibility. We have established a "Joint Workplace Safety and Health Committee" to serve as a consultative platform for employees and management, strengthening full participation.

Continental Gold

We operate a comprehensive system aligned with international standards and obtained ISO 45001 recertification in November 2025. Safety management is led by the General Manager of Safety, Occupational Health, and Standardization, overseeing the Safety Department and Health Department. A professional medical center provides 24/7 occupational medical services, available to all permanent employees and contractors.

Rosebel

We implement an integrated environmental, health, and safety management system and have long maintained a valid ISO 45001 certification. Our safety management work is coordinated by the Director of Sustainable Development, with a professional HSE team responsible for risk assessment, incident investigation, and contractor supervision.

Raygorodok

We are committed to building a world-class safety culture, with the CEO providing strategic leadership, the COO overseeing site execution, and the HSE Director setting company-wide safety standards. We are currently following the ISO 45001 certification roadmap, conducting gap assessments and optimizing processes to ensure our management system aligns with international best practices.

Akyem

We have developed several specialized safety standards, coordinated by the SHE Manager, and have established frequent communication mechanisms. Health and safety performance is part of the bonus scheme and is linked to the General Manager's compensation.

We adhere to the principle of safe and compliant operations. Each gold mine has established strict and quantitative safety management targets, which serve as key indicators for measuring operational excellence, as we strive to achieve our goals of **"zero fatalities"** and **"zero occupational diseases"**. Specifically, several mining areas have set targets for reducing the Lost Time Injury Frequency Rate (LTIFR) and the Total Recordable Incident Rate (TRIR), as well as achieving a 100% safety training rate for all personnel. To ensure our safety commitments are fulfilled, we have established an accountability system linking compensation to safety performance. The annual incentive bonuses for the general managers and senior management of each gold mine are directly tied to the safety performance of their respective mining sites, ensuring a pragmatic and responsible approach from the decision-making to execution in upholding high standards of production safety..

Indicator	Unit	2025
Number of work-related fatalities of employees	Persons	0
Number of work-related fatalities of contractors' employees[1]	Persons	1
Lost days	Days	417
Lost work hours rate (per million hours worked)	/	69.58
Lost time injury frequency rate (LTIFR) per million hours worked	/	0.87
Total recordable incident rate (TRIR) per million hours worked	/	1.93
Near miss frequency rate (NMFR) per million hours worked	/	3.13
Total number of hours worked	/	48.23

1.During the Reporting Period, a fatal accident involving a transportation contractor's personnel occurred at Rosebel, for which the Company expresses its deep regret. According to local law, Rosebel was not held legally liable for the accident or any related financial losses. Following the incident, the Company has strictly fulfilled its safety supervision and management obligations towards its contractors and will continue to strengthen safety controls and risk identification throughout the entire contractor work process to maintain the bottom line of operational safety.

Risk Assessment and Hazard Identification

Zijin Gold International views risk management as the preventive foundation of safe production. We have implemented a multi-level approach for hazard identification and risk management which is then addressed using a tiered control method approach, using digital management platforms and internationally recognized risk assessment tools to systematically identify potential hazards in our operations. We have also established a comprehensive crisis management and emergency preparedness system, which, combined with frequent simulation drills, enables us to protect employees' lives quickly and effectively in the event of an emergency.



Safety Risk Identification and Graded Control

We translate our "prevention first" philosophy into standardized procedures and implement a dynamic risk assessment mechanism globally. This is supported by leading international risk management tools to ensure that all production activities undergo rigorous hazard identification and control processes before they commence. Additionally, we actively utilize implemented digital management platforms, which allow us to perform data analysis to identify potential safety trends early and achieve precise risk management action plan implementation and ensuring effective controls are implemented.

Zeravshan

Zeravshan has formulated the *Management Measures for Graded Risk Control and Hazard Identification and Governance.* It identifies safety issues through monthly inspections, special inspections, risk identification, and hazard investigations. Risk assessments are conducted using quantitative indicators such as the probability of an incident, its potential consequences, and the frequency of exposure to hazardous conditions. In 2025, a total of 1,154 risks of various levels were identified, and a dynamic risk distribution map was created. We implement list-based management for 14 major hazards, including slope cracking, ensuring dual protection through both "technical measures and management measures".

In 2025,

Zeravshan identified a total of

1,154

risks of various levels, and created a dynamic risk distribution map

Altynken

Altynken has established the *Management Measures for Production Safety Risk Control at the Mine.* For high-risk areas such as underground operations, the Company implements differentiated and dynamic monitoring to ensure that hazard identification and governance are deeply integrated with production processes.

Norton Gold Fields

Norton Gold Fields has an embedded risk management procedure that classifies risks into high, medium, and low categories, each with corresponding action plans. The hierarchy of control includes "Eliminate, Substitute, Engineering, Administrative Controls, and Personal Protective Equipment". We use an online system to record all hazardous events, which helps the management team identify recurring hazard trends and prevent incidents.

Aurora

Aurora conducts pre-task risk assessments including Field Level Risk Assessment (FLRA) and Job Hazard Analysis (JHA), alongside a high-risk work permit system. A total of 850 high-risk tasks were approved throughout the year, ensuring that every high-risk task is documented. In 2025, a total of 435 hazards were identified and rectified, achieving a rectification rate of 95%.

In 2025,

Aurora identified and rectified hazards totalling **435**

Achieving a rectification rate of **95 %**

Continental Gold

Continental Gold updated 29 risk matrices through cross-functional collaboration to strengthen risk identification and control measures for accident and occupational disease prevention. Planned inspections are conducted across both surface and underground operations to ensure timely identification and mitigation of potential hazards.

Rosebel

Rosebel employs a formal risk management system to identify, assess, and manage health, safety, and security risks. Tools such as Job Hazard Analysis (JHA) and Stop-Look-Assess-Manage (SLAM) are widely used to ensure that risks are reduced to as low as reasonably practicable.

Raygorodok

Raygorodok applies a risk management system that includes formal hazard identification and risk assessment processes for routine, non-routine, and high-risk activities, Baseline Risk Assessments (BRA), and processes for incident reporting, investigation, and corrective actions, ensuring the effective identification, assessment, control, and monitoring of health, safety, and security risks.

Akyem

Akyem has built a multi-layered defense system, from Bowtie analysis to Field level risk assessment (FLRA). We have developed corresponding safe operating procedures for all routine activities and conduct dedicated project-specific risk assessments for non-routine operations.



Crisis Management and Emergency Preparedness

To address various potential emergency situations, we have established a highly responsive emergency management framework, with 146 emergency response plans prepared across our mining areas covering natural disasters, fire emergencies, and accident response. Professional emergency rescue teams, comprising a total of 643 emergency response personnel, have been established at each site, equipped with advanced firefighting, medical, and specialized rescue equipment, while maintaining coordination with local governments and external professional agencies. We ensure the practicality and coordination efficiency of our emergency plans through frequent simulation drills covering scenarios such as fires, slope instability, tailings storage facility incidents, and water rescues.

During the Reporting Period,

our emergency rescue teams participated in **22** external emergency response operations

Zeravshan

Zeravshan conducted a total of 35 emergency drills during the year, covering fire, slope, and tailings storage facility scenarios. Through the joint prevention and control efforts of the fire department and rescue team, we have significantly enhanced our comprehensive response capabilities in extreme mountainous environments.



Zeravshan Fire Drill

Altynken

Altynken is equipped with a dedicated firefighting and rescue department, fire trucks, and ambulances, and has an emergency duty office. In 2025, it conducted company-wide fire safety training and practical drills to ensure rapid response capabilities.

Norton Gold Fields

Norton Gold Fields utilizes the Crisis & Emergency Management Plan (C&EMP), which aims to mitigate the impact of incidents and guide the company's recovery. In 2025, an underground evacuation drill was conducted to test personnel evacuation performance in response to an abnormal odor alarm.

Aurora

Aurora has developed the *Management and Drills for Production Safety Accident Emergency Plans* and the Emergency Management Plan. It organized multiple specialized drills, including mine escape and shaft power outage scenarios. Relying on collaborative mechanisms with external partners, we continuously test the effectiveness of our emergency organizational structure and response processes.

Continental Gold

Continental Gold has a robust rescue team, including 47 nationally certified paramedics. In 2025, it conducted several joint drills with the community and contractors, with scenarios involving high-angle rescue, fires in refuge chamber, and hazardous material spills.

Rosebel

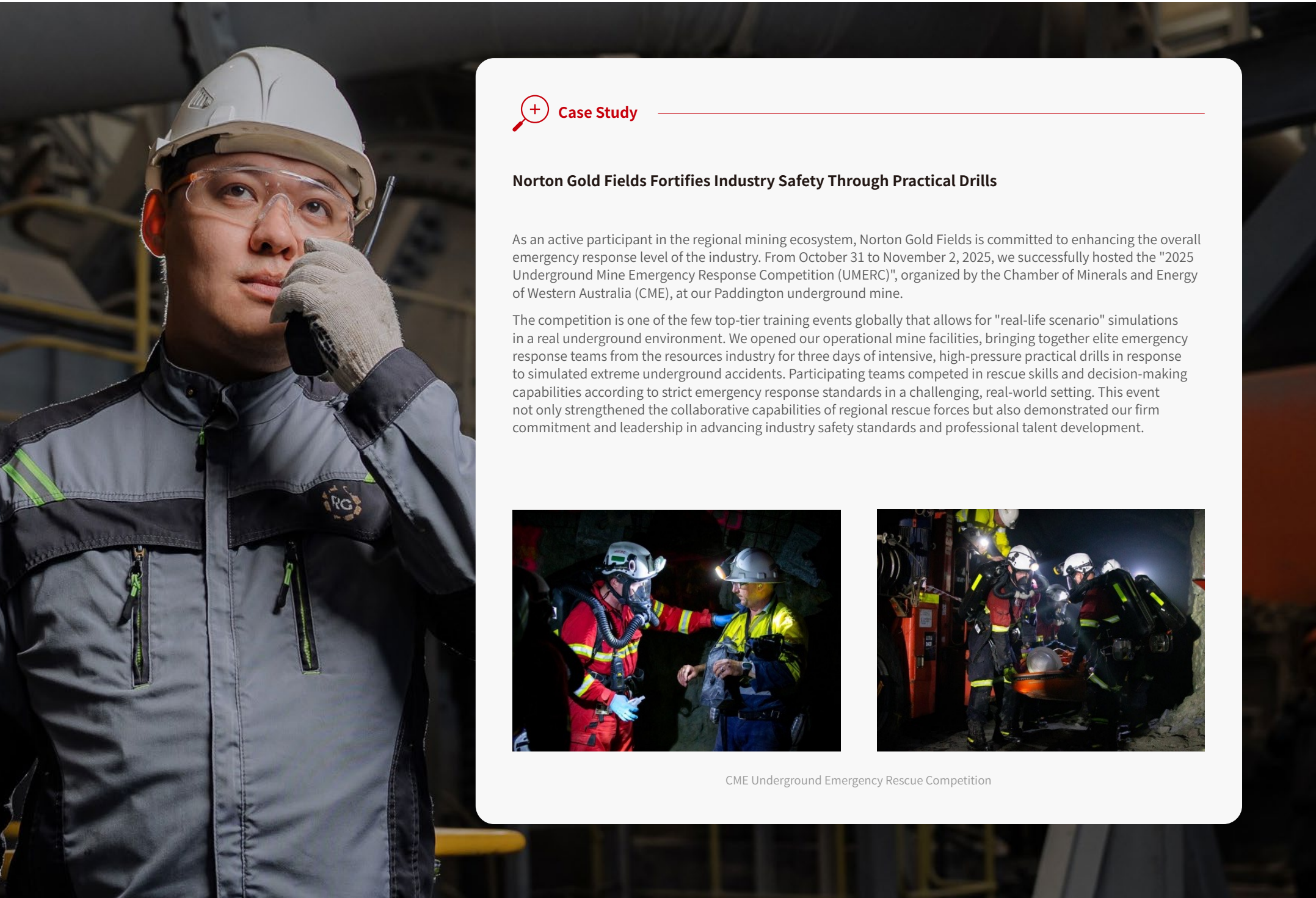
Rosebel has strengthened its emergency response infrastructure and implemented a weekly emergency drill mechanism. The drills cover scenarios such as vehicle collisions and dam failure simulations, ensuring the emergency team can act swiftly in extreme accidents.

Raygorodok

This year, Raygorodok conducted drills for structural collapse, high-voltage line damage, hazardous materials, and tailings storage facility-related geological disasters. Post-incident recovery procedures were comprehensively reviewed and optimized.

Akyem

Akyem conducted a highly challenging simulated water rescue drill focused on tailings storage facility safety. The drill focused on assessing the emergency team's drowning rescue capabilities and inter-departmental collaboration after extreme rainfall and involved close cooperation with the Ghana National Fire Service.



Case Study

Norton Gold Fields Fortifies Industry Safety Through Practical Drills

As an active participant in the regional mining ecosystem, Norton Gold Fields is committed to enhancing the overall emergency response level of the industry. From October 31 to November 2, 2025, we successfully hosted the "2025 Underground Mine Emergency Response Competition (UMERC)", organized by the Chamber of Minerals and Energy of Western Australia (CME), at our Paddington underground mine.

The competition is one of the few top-tier training events globally that allows for "real-life scenario" simulations in a real underground environment. We opened our operational mine facilities, bringing together elite emergency response teams from the resources industry for three days of intensive, high-pressure practical drills in response to simulated extreme underground accidents. Participating teams competed in rescue skills and decision-making capabilities according to strict emergency response standards in a challenging, real-world setting. This event not only strengthened the collaborative capabilities of regional rescue forces but also demonstrated our firm commitment and leadership in advancing industry safety standards and professional talent development.

CME Underground Emergency Rescue Competition

Safety Assurance Practices

We believe that excellent safety performance is the cornerstone of our operations. We are dedicated to building a comprehensive safety assurance system by deepening specialized governance actions, strengthening safety training for all personnel, and deploying digital management systems. For the Company, safety assurance is not merely a technical protection measure but also a responsibility and commitment deeply embedded in our corporate culture.



2025 was a challenging and sobering year for Zijin Gold International. Despite significant investment in safety management, we regrettably experienced several safety incidents: a fatality incident involving a transport contractor's employee occurred at Rosebel; an operator suffered a finger amputation caused by an emergency braking incident involving equipment at Continental Gold; and lost-time injuries, including a vehicle rollover and a hand fracture, occurred at Akyem. Investigations, corrective actions, and follow-up actions for all the above incidents have been completed. The Company deeply regrets the occurrence of these incidents. Every accident serves as a stark warning about our safety controls. This compels us to further optimize our safety assurance measures through more rigorous root cause analysis, stricter targeted governance, and more comprehensive digital monitoring, turning reflection into resolute action to protect lives. The Company will further strengthen end-to-end contractor safety management, including contractor pre-qualification, safety training, work permitting, transportation safety, on-site supervision, incident reporting and safety performance assessment, to ensure that contractor safety requirements remain aligned with the Company's overall safety standards.

During the Reporting Period, the Company's investment in production safety reached

US$ 18.13 million [1]

Key Actions and Specialized Governance for Safety Assurance

To address the specific risks at different mining sites, the Company has implemented a series of targeted governance actions. We focus not only on physical safety on site but also emphasize leadership accountability and behavioral based management, implementing systematic reviews and closed-loop corrective actions to ensure critical risk points are effectively controlled.

Zeravshan

Zeravshan collaborated with a professional safety consulting firm to conduct a four-phase dedicated initiative to enhance safety management, identifying and addressing 1,101 hazards throughout the year. We strictly enforce assessments for the "three violations" [2], leveraging a safety points system and bonus deduction mechanisms to reinforce frontline accountability for safety responsibilities.

Altynken

Altynken addressed deformation and ventilation issues in underground tunnels caused by lithology and ground pressure by implementing targeted ventilation management and tunnel maintenance measures. Safety management personnel conduct daily inspections of high-risk activities on the surface and underground to ensure closed-loop management of identified hazards.

Norton Gold Fields

Norton Gold Fields conducted an in-depth review of its safety management system, focusing on clearing unresolved hazard events in the electronic system. Through weekly manager meetings, we have assigned responsibility for safety follow-up to area managers, ensuring safe safety remains a core management priority.

Aurora

Aurora continued its campaign against the "Three Violations" and its special rectification program for unsafe onsite behaviors, identifying and addressing 253 violations throughout the year. For systemic and recurring hazards identified during inspections, the Safety and Environmental Protection Department implements full-process tracking and verification to ensure risks and hazards are completely eliminated.

1. This data does not yet cover Akyem and Raygorodok, as the acquisition of these projects was only completed in 2025, and they have not yet been integrated into Zijin's safety platform for regular data collection. They will be included in statistics as soon as the system is improved.
2. "Three Violations" refers to unauthorized command, unauthorized operation, and breaches of labor discipline.

Continental Gold

Continental Gold implements the Company's unified corporate guidelines, including quarterly strategic priorities and monthly targeted initiatives. A total of 678 safe operating procedures have been established, with 664 that has been that has been reviewed and updated to date.

Rosebel

Rosebel increased the number of onsite safety personnel and enhanced emergency preparedness capabilities, implementing equipment upgrades and a comprehensive revision of operating procedures in high-risk areas. Following a safety incident, we immediately suspended the relevant operations and conducted a thorough investigation, implementing corrective measures to prevent similar occurrences.

Raygorodok

Raygorodok launched a "Critical Control Management (CCM)" project, focusing on verifying controls for high-risk activities. When a decline in safety performance is identified, management holds dedicated meetings directly with contractors to reinforce safety expectations and enforce corrective actions.

Akyem

Akyem implemented a new Fatality Risk Management (FRM) standard and launched a 90-day safety action plan to ensure safety focus is maintained during critical periods such as holidays.

Case Study

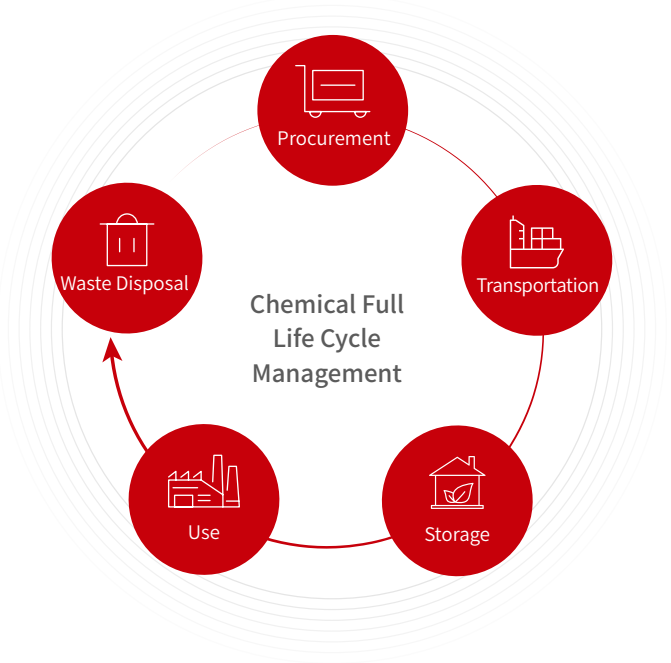
Akyem's Safety Governance in Action: From Cultural Leadership to Practical Empowerment

To further strengthen safety controls and prevent incidents, Akyem launched a themed campaign during the Reporting Period centered on "Safety: Own It, Act It, Live It", aimed at transforming safety responsibility from a regulatory requirement into a shared behavioral norm across the workforce. In terms of capability enhancement, we established the "Akyem Driving Gallery", an innovative, hands-on training facility that uses simulated complex road conditions to strengthen drivers' ability to anticipate and respond to extreme scenarios like loss of vehicle control, reducing transportation risks at the source. For critical holiday periods, the mine implemented a 90-day safety action plan, supplemented by intensive onsite supervision and risk communication, to ensure that safety controls remain robust at all times.

Chemical and Hazardous Substance Management

We strictly implement full life-cycle management of chemicals. For high-risk chemicals involved in gold mining operations, we have established a closed-loop management process which includes procurement, transportation, storage, use, and disposal. We are committed to chemical control, training, and specialized emergency drills to minimize the risks of chemical spills and personnel exposure.

Zeravshan has set a target of "zero theft" for civil explosives and hazardous chemicals, and implemented tracking management for key materials. Continental Gold and Akyem have both established chemical management standards, implemented chemical management and control programs, and conducted chemical handling training to ensure full participation. Aurora has developed and implemented emergency response plans, including those for hazardous material spills, which define the emergency organizational structure, corresponding procedures, and reporting mechanisms. Continental Gold and Raygorodok have also conducted relevant emergency drills, providing dedicated support for ensuring the safety of employees and surrounding communities.



Safety Training and Education

We not only strictly implement legally mandated training in the jurisdictions where we operate, but are also committed to building a training system with both professional depth and a strong safety culture. This ensures that every individual involved in production—whether an employee or a contractor—possesses the professional competence to identify risks and execute tasks safely.

At Continental Gold, we demonstrated intensive investment in training, completing over 230,000 person-hours of training in 2025. The detailed content covered statutory occupational health and safety training (such as safe work at heights and defensive driving), internal health and safety training, and technical training (such as low/medium voltage electrical protection coordination and safe use of power tools). Concurrently, Aurora focused on modernizing its teaching methods by establishing an online safety training platform and electronic employee files, and developing specialized standard operating procedure courses for 100 job types to ensure employees can learn efficiently about the risks associated with their roles.

In addition to the practices above, our other mine sites have established standardized safety training frameworks. At Zeravshan, we conducted 682 training sessions throughout the year, covering a comprehensive range of skills from new employee induction to working at heights. Altynken holds monthly, weekly, and ad-hoc training sessions to enhance employee safety awareness and risk response capabilities. Rosebel and Raygorodok concentrate on improving the relevance of training, implementing practical sessions on topics like "lockout-tagout" and "fire prevention work". Akyem conducts regular safety refresher training and specific task authorizations, ensuring all operators pass the latest safety competency assessments before starting work.

In 2025,

participation in the Company's safety training reached [1]

65,102 person-times

Indicator	Participation in Safety Education (Person-Times)	Duration of Safety Education Training Hours (Hours)	Training Compliance Rate (%)
New recruits	1,389	41,548.40	100
New contractors	8,180	200,253.64	100
On-duty self-employed personnel	35,171	141,970.50	99.47
On-the-job contractor	20,362	151,326.00	97.98

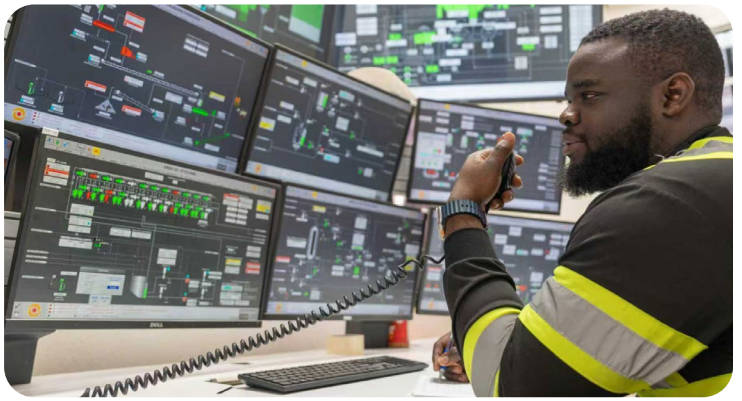
Safety Training Data for 2025

Digital Safety Management

In driving the transformation of modern mining, we actively leverage digital technologies to enhance safety resilience. We are progressively integrating safety data into a unified digital platform, transitioning from a "reactive response" to a "proactive prevention" model through real-time monitoring, electronic reporting, and automated alert systems.

At Norton Gold Fields, we have implemented an electronic reporting system, enabling real-time recording and end-to-end tracking of hazards and incidents. At Zeravshan, we have established an all-weather automated safety monitoring system for real-time dynamic monitoring of slope displacement and tailings storage facility stability. Combined with truck dispatch systems that monitor driving behavior, this enables management to take timely remote intervention measures at the earliest sign of potential risk.

Currently, digital safety systems cover all the Company's operating sites. Each mine site has deployed differentiated intelligent management solutions based on its specific characteristics, such as key controls for high-risk operations, online vehicle monitoring, full-process risk tracking systems, and safety performance monitoring and incident tracking. These multi-dimensional digital footprints help the Company enhance its overall safety management standards.



1.Safety training statistics do not yet include Raygorodok, as the relevant data has not been fully provided. The internal information collection system is currently being improved.

Occupational Health and Well-being

Occupational health and well-being are core elements underpinning the Company's stable development, and a comprehensive support system is indispensable for everything from production operations to team building. The Company has elevated occupational health management from traditional "hazard prevention" to a holistic "comprehensive well-being" approach. By establishing an occupational health monitoring system, scientific fatigue management procedures, strict infectious disease prevention and control, and in-depth mental health support, we are committed to creating a work environment for our global employees that is not only safe but also supports physical and mental supports.



Occupational Health Management Measures

The Company has implemented a detailed health surveillance system covering pre-employment, on-the-job, and post-employment stages at all its global mine sites. Through regular health monitoring programs, on-site clinics, and professional health record management, employee's health risks can be identified and addressed earlier. At Zeravshan, we conduct comprehensive health examinations for all employees and monitor occupational hazard factors, with plans to establish a digital occupational health record system. At Norton Gold Fields, pre-employment medical assessments are a core part of our talent acquisition process to ensure employees' health conditions are well-matched with job requirements. For specific exposure risks, Aurora conducts annual blood lead testing for high-risk positions in its laboratory, using scientific data to guide health protection. Continental Gold utilizes an epidemiological surveillance system (SVE) for preventative monitoring of cardiovascular and musculoskeletal diseases. Furthermore, all mine sites are equipped with on-site facilities staffed by professional medical teams, have introduced automated pre-shift screening systems, and provide comprehensive health insurance coverage. This ensures that preventative medical services and emergency response capabilities extend to the front lines of production, safeguarding employees' physical health in every aspect.

Fatigue Risk Management

Fatigue is a significant safety risk in the workplace. The Company implements scientific backed arrangements systems, limits on working hours, and digital monitoring technologies to reduce fatigue risk to the lowest reasonably practicable level. At Norton Gold Fields, we have implemented a legal compliant *Fatigue Management Procedure* and submit quarterly reports on working hours to regulatory authorities for transparency. At Akyem, we enforce a strict "14-hour door-to-door" monitoring policy to track the total time employees spend at the mine site.

In addition, we have installed driver safety systems in all heavy-duty trucks and buses, with dedicated dispatchers monitoring signs of fatigue in real time, and have established designated facilities for fatigue breaks. We have implemented a scientific shift system at Altynken, while Continental Gold combines fatigue prevention with musculoskeletal disease monitoring, promoting workplace exercise programmes and sleep hygiene management. Both Rosebel and Raygorodok have implemented mandatory rest period management and are actively introducing in-vehicle video monitoring to prevent driver fatigue.

Infectious Disease and Public Health Management

The Company has formulated differentiated strategies for preventing and controlling infectious diseases and public health issues. Particularly in areas with a high prevalence of tropical diseases such as malaria, we have built a complete line of defense, from source control to clinical monitoring. At Aurora and Akyem, we have established systematic mosquito prevention mechanisms, including regular application of larvicide to stagnant water, indoor residual spraying, and distribution of insecticide-treated mosquito nets. Akyem is also staffed with a professional malaria prevention technician, while Aurora is equipped with rapid diagnostic tests to ensure suspected cases are promptly identified, isolated, and treated. At Continental Gold, we regularly organize influenza and yellow fever vaccinations to ensure public health safety at the mine site.

Mental Health and Well-being Support

The Company places a high priority on the mental health of its employees. We have introduced an Employee Assistance Program and a psychosocial risk matrix, referencing international best practices to help employees cope with occupational stress and psychological challenges. Continental Gold's practices are particularly leading-edge; we collaborate with a professional university to classify employees based on psychosocial risk levels. In 2025, we conducted over 180 individual interventions covering emotional regulation, stress management, and crisis handling, with referral services for severe cases. At Norton Gold Fields, we provide a free Employee Assistance Program, partnering with professional organizations to offer employees confidential and expert psychological support.



Our Path Forward

Looking ahead, we will continue to advance our safety management with the core goals of "zero fatalities and zero occupational diseases". Our key action plans include:



- Achieving full ISO 45001 certification coverage for all global operating sites as early as possible, in accordance with overall planning and operational realities, to ensure all mine sites align with premier international governance standards.
- Further expanding the application of digital tools to predict high-risk behaviors using big data, thereby reducing accident risks at source.
- Deeply integrating mental health support and precise fatigue management systems into daily operations, and strengthening contractors' integration into our safety culture to ensure every individual working on-site receives the same level of physical and mental health protection.

Employee Development

Our Aspiration

Zijin Gold International is committed to building a diverse and inclusive global workplace. We view our employees as our most valuable asset, establishing fair labor practices and incentive systems, creating a growth ecosystem that covers the entire career cycle, and tapping into the potential of our partners. We are determined to break down cultural barriers, transform diversity into a driving force for innovation, and, in an atmosphere of respect and transparency, create value and share success with our employees to build an outstanding team that will lead the future of mining.

Materiality to Our Business & Society

We consider employee development the cornerstone of our stable global operations. By promoting management localization and multi-channel advancement mechanisms, we effectively mitigate transnational operational risks, enhance cross-cultural management resilience, and ensure production safety and operational efficiency. We prioritize hiring local residents and offering competitive compensation and benefits, thereby helping to improve the overall economic well-being of mining communities. We conduct systematic skills training to equip employees with upward mobility, transforming human resources into long-term social capital for local development and achieving a symbiotic value creation between the enterprise and its host locations.

Our Policies & Approach

Our Policies

Our people management approach is built on the *Human Resource Management Policy*, which comprehensively covers core areas such as talent recruitment, organizational and employment management, performance appraisals, employee training, and compensation and benefits. We reference the core standards of the International Labor Organization (ILO) to ensure all our global operations meet high standards for fair employment. Under this framework, we implement multi-channel career paths and promote localized management complemented by performance incentive mechanisms, ensuring the system effectively supports every employee in their continuous professional advancement and shared growth with the Company.

Approach

Diversity and Inclusion	We view diversity as a strategic advantage and are committed to breaking down cultural and gender barriers. We promote management localization across our operational sites and actively implement female empowerment, transforming global diversity into organizational resilience that drives innovation.
Labor Practices	We adhere to fair employment and performance-based compensation, establishing diverse benefits and regular communication channels. We respect the freedom of association and the right to collective bargaining, enhancing a sense of belonging through transparent labor-management dialogue and a wide range of employee activities to ensure that global employees share in the fruits of the Company's development.
Talent Development and Training	We have established dual-track development paths for management and technical roles, providing systematic skills training and educational assistance. We unlock employee potential and build a tiered and categorized talent pipeline to prepare professional talent with an international perspective for the transformation of the mining industry.

Diversity and Inclusion

Zijin Gold International considers diversity, equity, and inclusion (DEI) to be a strategic advantage within its global operational framework. We firmly believe that a workforce composed of diverse backgrounds, professional expertise, and cultural perspectives is essential to maintaining competitiveness, driving innovation, and strengthening organizational resilience across diverse areas. We are dedicated to breaking down barriers related to nationality, race, gender, and cultural background, transforming the cultural diversity across our global operations into shared value and strategic advantage. For us, building an inclusive workplace is not just about obtaining a local "social license to operate"; it is about ensuring every employee can fully unleash their potential in an environment of mutual respect, transparency, and openness.



Guided by the principle of openness, the Company has formulated the *Human Resource Management Policy* and implemented a global talent strategy to foster an open, inclusive employment culture that integrates organically with the history, culture, and regulations of its host regions. We uphold principles of fair, merit-based, and non-discriminatory employment, ensuring fair and equitable treatment of individuals of different nationalities, races, religious beliefs, genders, and ages, and follow an open recruitment policy to build a diverse workforce. Continental Gold is actively developing a *Labor Inclusion Policy* aimed at expanding employment channels for women and individuals from diverse backgrounds, further deepening its inclusive recruitment mechanisms. Aurora has implemented international recruitment initiatives, currently employing foreign experts from seven countries, including Canada and India, and actively participates in the Women's Empowerment Conference to contribute to gender equality and social protection.

We consistently focus on closely aligning our operations with local socioeconomic development, prioritizing the creation of employment opportunities for communities near our mining areas. The localization rate at Zeravshan has reached 97%, with Tajik cadres accounting for 72% of the management team, reflecting substantial progress in management localization. At Altynken, the local employee ratio is 95.5%, with over 70% from the adjacent Kemin District, ensuring transparent communication of recruitment information through dedicated community recruitment channels. Aurora has set a clear blueprint for management localization; its current local employment rate is nearly 90%, with plans to increase local representation in middle and junior management positions to 60% and 80%, respectively, within three years. Akyem strictly adheres to its community employment agreement, with its local employee ratio exceeding 98%—far surpassing the agreement's target. Additionally, Raygorodok's local employment rate is 98.7%, and it continuously addresses skills gaps through structured on-the-job training, effectively strengthening local workforce resilience.

During the Reporting Period,

our local employment[1] rate reached **92.95%**

1. "Local employment" refers to employees whose nationality is the same as that of the country or region in which the business operates.

As of the end of the Reporting Period,

the Company's total number of employees reached

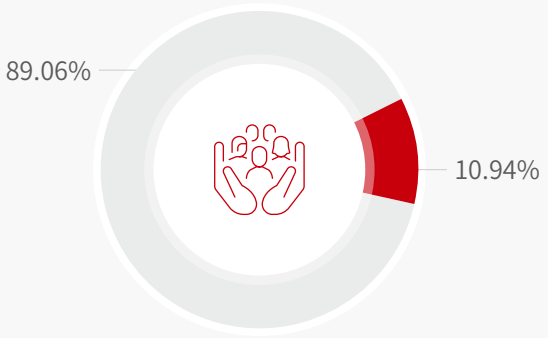
11,014

Of which female accounted for

10.94%

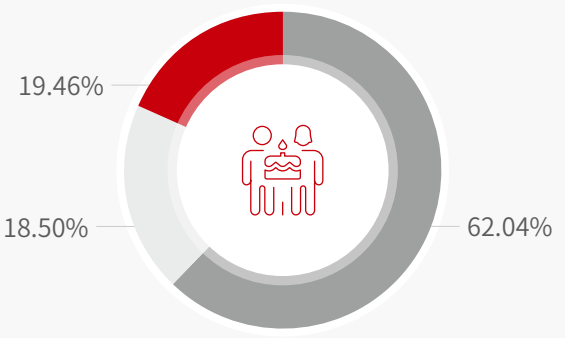
Our employees come from over

15+ countries and regions worldwide, jointly defining an inclusive future for responsible mining.



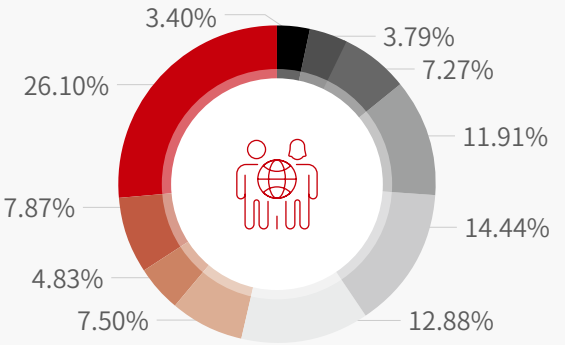
Employee by Gender

- Male
- Female



Employee by Age

- <30
- 30 ⩽ Y < 50
- ⩾ 50



Employee by Region

- Tajikistan
- Kyrgyzstan
- Australia
- Guyana
- Colombia
- Suriname
- Kazakhstan
- Ghana
- China
- Other countries and regions

Talent Attraction

We deploy diverse recruitment channels to effectively attract outstanding professional talent globally. We have built a multi-channel system covering campus recruitment, experienced hire recruitment, and online hiring, deeply integrating digital platforms with localized strategies to ensure the transparency and fairness of the recruitment process and continuously inject innovation and vitality into the Company.



Campus Recruitment

We actively establish strategic partnerships with universities in our operating regions to provide a direct pathway to internships and employment for students. Continental Gold conducts seven in-depth university visits annually to discuss the value proposition of responsible mining with academia, successfully identifying high-potential young professionals. Rosebel maintains close collaboration with Anton de Kom University in Suriname, implementing standardized intern management to offer students further career development opportunities. Furthermore, Altynken and Aurora participate in university open days and recruitment fairs, directly offering career guidance and internship positions to graduates. In 2025, several mining sites successfully onboarded high-caliber young talent, including fresh graduates.



Experienced Hire Recruitment

We extend our recruitment network deep into communities near our mining areas to ensure prioritized access to and fair distribution of employment opportunities. Altynken works in close cooperation with multiple local employment centers, leveraging recruitment networks for the real-time dissemination of job information. In 2025, Continental Gold partnered with regional employee welfare associations to hold 18 community job fairs, providing local residents with resume review and job registration services. Akyem has signed clear employment agreements with affected communities; in 2025, approximately 45.2% of new hires came from neighboring communities, genuinely driving local employment growth.



Digital and Innovative Recruitment

We are accelerating the digital and intelligent upgrading of our recruitment system to enhance the precision and efficiency of matching talent. Continental Gold has migrated from its recruitment system to a professional online platform, optimizing its corporate portal and building a fully traceable talent database. At the same time, Rosebel implements a flexible recruitment policy that focuses on transferable skills, allowing promising local candidates to have equal competitive opportunities even if their professional backgrounds do not fully align. This not only expands the talent pool but also strengthens the organization's inclusiveness.

Talent Retention

We are committed to providing systematic onboarding support for every new member, supported by structured mentoring and transparent internal mobility mechanisms, to shorten the adjustment period, strengthen organizational vitality and help employees quickly develop a sense of belonging.

To help new members overcome technical and cultural hurdles, we have widely implemented a mentorship program to support their growth. Zeravshan, Altynken, and Aurora have new hire mentoring programs where senior technical personnel or professional mentors provide one-on-one skills guidance and share experience, helping new employees quickly become proficient in their roles. Raygorodok customizes a "three-month work plan" for employees during their probation period, which sets clear phased goals and provides full guidance from a mentor. We also encourage new employees to establish a clear career vision early in their tenure. Norton Gold Fields requires every new employee to initiate an "Individual Performance Plan", discussing future career paths with their supervisor to enhance their alignment with the organization's long-term development. This systematic retention strategy enabled us to maintain a relatively low employee turnover rate in 2025, demonstrating the Company's strong attractiveness in a competitive talent market.



We also encourage employees to explore diverse development possibilities within the Company, improving talent retention through internal mobility. Continental Gold has established an *Internal Recruitment Procedure* that gives existing employees priority access to transfer opportunities, which not only sparks their career curiosity but also effectively strengthens the retention of key talent. This talent mobility mechanism allows employees to take on new challenges and find growth opportunities without leaving the Company, significantly enhancing organizational cohesion.

Indicator	Unit	2025
Number of new hires	Persons	1,775
Total employee turnover rate	%	9.98
By gender		
Male	%	9.64
Female	%	12.70
By age		
<30	%	14.79
$30 \leq Y < 50$	%	8.55
≥ 50	%	9.72
By region		
China	%	11.99
Other countries and regions outside China	%	9.92

Labor Practices

Zijin Gold International is committed to building harmonious, stable, and highly resilient labor relations. We recognize that employees are the source of value creation and consistently adhere to fair employment principles. Based on strict compliance with the labor laws of each operating location, we have established a market-competitive compensation system, comprehensive employee benefits, and a regular communication and consultation mechanism, in addition to organizing a wide variety of employee activities. Through pragmatic and transparent labor practices, the Company aims to share its development achievements with its global workforce, effectively enhancing employees' sense of organizational belonging and quality of life.



Employee Compensation and Incentives

We comply with the labor laws and regulations of the countries and regions we operate in, and have established a market-oriented compensation management system centered on performance-based pay to ensure that compensation levels accurately reflect job value, individual contributions, and regional economic conditions.

At Zeravshan, we have implemented a diversified compensation structure that includes contractual wages, position-based allowances, and special subsidies for language skills and technical roles, ensuring employees receive stable living support and appropriate work compensation. Altynken adds special bonuses for key groups such as management personnel, core technical talent, and multilingual professionals which is additional to its market-based benchmark salary. The compensation strategy at Norton Gold Fields is pegged to the industry median, and it provides an annual local living allowance to eligible employees to effectively enhance compensation competitiveness and employee security.

Aurora has optimized its salary payment structure and allowance programs, effectively increasing employees' take-home pay; it also plans to introduce policies such as seniority-based wages and attendance bonuses in 2026 to further strengthen employee incentive practices. Continental Gold regularly refines its compensation management system, with the Human Resources department conducting salary reviews and benchmark comparisons to ensure that compensation for all positions maintains external market competitiveness while achieving internal equity. Rosebel has established several incentive-based compensation mechanisms, including hardship allowances, additional bonuses, and operational incentives. Raygorodok's average remuneration level in 2025 was higher than the average in its operating location; the company conducts annual labor market compensation benchmarking and provides employees with contribution-based incentives. Akyem provides its employees with a highly secure retirement plan through matching contributions to the national pension and an additional provident fund.

Employee Care and Welfare

We extend employee well-being to all aspects of life, from basic medical care to a rich array of cultural and sports activities, and are committed to creating an inclusive community full of vitality and respect.

Zeravshan has established a comprehensive life care system, providing thoughtful benefits such as meal subsidies and hospital visitation support. Altynken offers detailed holiday greetings to employees and has built modern cultural and sports facilities (such as a stadium and gym) to enrich their leisure time. Norton Gold Fields provides employees with paid parental leave, private medical insurance, membership discounts, holiday gift vouchers, and educational assistance programs. At Aurora, we are dedicated to improving infrastructure, having constructed office buildings and canteens, and we provide commercial medical insurance that covers employees' family members. Continental Gold focuses on a family support program, offering online English courses and psychological support to employees' families, as well as thoughtful gifts for important life events like marriage. Rosebel has established strategic partnerships with several local businesses to offer employees exclusive retail discounts and preferential financial services. In 2025, Raygorodok began construction on an indoor stadium to ensure employees can enjoy high-quality recreational conditions even in harsh climates. At Akyem, we provide all employees with housing subsidies and medical benefits for themselves and their families.

Employee Activities

We are dedicated to building a vibrant and welcoming global work community. Through cultural festival celebrations, multi-dimensional sports events, and professional skill competitions, we establish aa strong sense of connection between employees and the Company, promoting team understanding in a cross-border, cross-cultural context.

We respect and celebrate the traditional festivals of each operating location, fostering deep exchanges between Eastern and Western cultures. Zeravshan held a grand New Year's Day artistic performance, while Altynken held a special ceremony on Metallurgist's Day to pay tribute to professionalism. In 2025, Aurora developed a diverse cultural program, from traditional Chinese Spring Festival, Dragon Boat Festival, and Mid-Autumn Festival celebrations to unique local African cultural heritage competitions and the Benab social evening, showcasing the beauty of multicultural coexistence. Continental Gold held celebrations for traditional Chinese and Colombian festivals, continuously strengthening cross-cultural emotional connections. Rosebel implemented monthly festival celebrations featuring live bands to mark several important occasions, including Maroon Day and Indigenous Peoples' Day.

Sports participation is one of the most effective methods of team building. Zeravshan, Altynken, and Rosebel regularly host soccer matches, autumn sports events, and skill competitions, respectively, which have enhanced employees' physical fitness and sense of collective pride. Norton Gold Fields sponsored a local football carnival and held a grand gala dinner to celebrate the 40th anniversary our Paddington Mill operations. Continental Gold organized a comprehensive championship covering soccer, volleyball, and table tennis, attracting over 486 employees and contractors. Raygorodok introduced innovative e-sports competitions and encouraged employees to participate in regional marathons, leading a new trend in sports at its mining sites. Akyem promotes weekly aerobic exercises to help employees maintain good physical and mental well-being.



Zeravshan Festival Gala



Continental Gold's Spring Festival Celebration



Rosebel Sports Tournament



Raygorodok Employees Participating in a Regional Marathon

Employee Communication and Consultation

We fully respect employees' rights to freedom of association and collective bargaining. Through regular collective negotiations, multi-level internal forums, and well-established grievance and remedy mechanisms, we ensure that employee concerns are promptly conveyed to management and decision-makers. For more information on employees' freedom of association and collective bargaining, please refer to the Human Rights section.

In terms of communication and feedback, we are committed to eliminating hierarchical barriers and establishing a "bottom-up" feedback mechanism. Aurora regularly holds employee forums and communication events to directly listen to employees' opinions and suggestions on management and development, effectively enhancing management transparency and employee identification. We ensure that employee complaint channels remain consistently open. The deep collaboration between Akyem and the mineworkers' union incorporates issues such as performance management and occupational health into the scope of collective dialogue. These pragmatic practices ensure that we can maintain stable and harmonious operations at all our global mining sites, laying a solid social foundation for the Company's long-term development.



Talent Development and Training

Talent is the core driver of a company's long-term operations and high-quality development; every aspect, from strategy implementation, technological innovation, and production operations to management optimization, team empowerment, and cultural building, relies heavily on a sound talent development and training system. We are committed to building a growth ecosystem that covers the entire career cycle of employees, stimulating their inner potential through diversified career development paths, a systematic capability-building framework, and forward-looking educational assistance programs. Referring to leading international mining practices, we continuously enhance the resilience of our talent pipeline, ensuring our teams possess the professional expertise and leadership to handle complex operational challenges.



Career Development Management

We have established a highly flexible and competitive development mechanism, actively promoting a "multi-track" path that runs parallel for managerial, professional, and technical sequences, empowering employees with the autonomy to plan their careers based on their personal strengths.

At Zeravshan, we encourage two-way development for managerial and technical talent and implement an academic qualification-based salary incentive mechanism to encourage employees' self-value enhancement. Altynken established a growth mechanism covering the entire career cycle, integrating annual training with internal transfers, successfully achieving 92 internal job rotations in 2025 and effectively revitalizing human resources. Aurora has formally adopted a "three-track" system for administrative, business, and technical roles and identifies and promotes outstanding talent on time through quarterly performance reviews. Continental Gold promotes flexible paths for "technical to managerial" and "managerial to technical" transitions, supporting employees' dual growth in both professional depth and managerial breadth, which has significantly enhanced internal organizational mobility. Rosebel's Compensation and Review Committee reviews employee grade adjustments and promotions every two months, ensuring the mechanism is transparent and fair. Raygorodok demonstrated extremely high talent mobility efficiency, completing 171 internal transfers in 2025, including 39 promotions, fully reflecting its governance principle of prioritizing internal advancement.

In 2025,

Altynken successfully achieved

92 internal job rotations

In 2025,

Raygorodok completed

171 internal transfers

including

39 promotions

Talent Training System

We have constructed a structured and tiered training system covering onboarding, skills advancement, leadership development, and digital learning to ensure that our talent pipeline is highly aligned with business needs.

In 2025,

The number of employees participated in training is **10,086**

For a total of **641,271** hours

Total training expenditure of approximately

US$ **4.544** million

	Training Ratio (%)	Average Training (Hours)
By gender		
Male	92.17	63.87
Female	94.37	61.34
By job level		
Senior-level employees	100	58.27
Mid-level employees	92.40	35.12
Entry-level employees	92.37	65.07

Employee Training Overview in 2025

Technical Skill Empowerment

Zeravshan achieved 100% training coverage in 2025, conducting both internal and external professional training, with average training hours per person reaching 32.7 hours. Aurora has formulated annual and monthly training plans to provide employees with training in key areas such as laws, regulations, and job-specific skills. Continental Gold has developed localized training for industrial workers, achieving an 80% post-apprenticeship employment rate in 2025, providing effective support for building its frontline workforce. Rosebel conducted training on core mineral processing technologies, including leaching and carbon-in-leach (CIL) processes. Akyem has carried out specialized competency certifications for heavy mining equipment and cyanide safety, significantly enhancing the professionalism of frontline operations.

Leadership Development and Cross-cultural Management

Norton Gold Fields conducts monthly leadership coaching sessions and, in December 2025, organized a foundational leadership program for 33 managers to enhance team management effectiveness. Raygorodok supported for five employees to pursue an Executive MBA (EMBA), aiming to cultivate strategic leaders with an international perspective. Altynken and Zeravshan have actively promoted multilingual training to eliminate cross-cultural communication barriers.

At the same time, we are actively advancing the digital transformation of our training resources. Continental Gold introduced the Ubits online platform, offering over 15,000 courses covering 165 professional skills, with employees completing 9,169 hours of self-directed learning in 2025. Leveraging the Zijin Mining's E-learning platform, Rosebel launched online professional courses, such as equipment operation, enabling global knowledge sharing and real-time learning.

Continuing Education Programs

We encourage lifelong learning among our employees and build a talent pipeline for the future of the mining industry by subsidizing tuition, offering paid study leave, and establishing special scholarships.

Specifically, Norton Gold Fields offers an educational assistance grant of up to AUD 10,000 to support employees pursuing business-related degrees. Aurora expects to fully launch its continuing education funding system in 2026, further lowering the financial barrier for employees seeking advanced studies. Continental Gold focuses on the foundational qualifications of its employees, having launched a basic education completion program that has helped 35 employees and their family members complete their primary education and improve their overall skills. Additionally, Raygorodok established a university-enterprise cooperation scholarship to specifically cultivate young students with development potential, and in 2025, several scholarship recipients successfully joined the Company after graduation.



Our Path Forward

Looking ahead, we will continue to optimize our global talent development strategy, ensuring every employee can achieve their career aspirations in a diverse and inclusive environment. Our key action plans include:



- Increasing the proportion of women in management and technical positions through specialized programs and enhancing cross-cultural communication mechanisms to ensure that all employees have equal development opportunities within the organization.
- Developing a clearer career progression roadmap aimed at significantly increasing the proportion of local managers at each mine site, thereby strengthening the Company's operational resilience across diverse cultural contexts.
- Progressively upgrading our global cloud-based learning platform to enable entry-level employees in various locations to overcome geographical barriers and more easily access world-leading mining technology and safety knowledge.

Community Prosperity

Our Aspiration

Zijin Gold International is committed to being a "value partner" across our global operations. We firmly believe that community prosperity is the cornerstone of corporate success, and guided by transparent dialogue and targeted support, we translate resources into lasting well-being. We pledge to work together with communities to build resilient homes while respecting local cultures and safeguarding livelihoods, creating and sharing value to achieve mutual prosperity between mining development and local progress.

Materiality to Our Business & Society

We view community prosperity as the foundation of operational stability. From a business perspective, we have established regular dialogue mechanisms to effectively mitigate conflict risks; from a social perspective, we provide infrastructure assistance and livelihood support to directly boost the local economy. We adhere to responsible resettlement practices and are dedicated to converting resource development into long-term local well-being to achieve mutual benefit between the Company and society.

Our Policies & Approach

Our Policies

We have established our institutional framework around the *Corporate Social Responsibility Policy* and the *Community Relations Management Manual*, ensuring all global operations comply with the United Nations *Guiding Principles on Business and Human Rights*. We have established specific mechanisms, such as community engagement channels and a Resettlement Action Plan (RAP), complemented by a dedicated social donation budget to support local infrastructure and education. This comprehensive framework enables us to address issues such as daily complaints and land acquisition in a transparent and responsible manner, thereby achieving shared development and mutual prosperity with local communities.

Approach

Community Engagement Mechanism	We have established a multi-level communication system, referencing the United Nations Guiding Principles, and through a closed-loop grievance process, ensure that community concerns are addressed transparently and efficiently. We maintain regular dialogue with local authorities and residents to build deep mutual trust and integrate community feedback into our operational decisions and risk management.
Community Development Support	We focus our efforts on targeted, project-based support in areas such as economic empowerment, quality education, and public health. Through initiatives including the construction of water and power infrastructure, the development of coffee and oil palm value chains, and the provision of global scholarships, we not only improve living conditions but also strive to enhance communities' self-development skills, achieving shared value in the areas where we operate.
Resettlement	We have formulated resettlement plans in accordance with international standards, emphasizing both fair compensation and livelihood restoration. Through the Resettlement Negotiation Committee, we implement land title processing and housing reconstruction, and we have invested special funds to support agricultural improvement and entrepreneurial assistance, ensuring that affected residents receive stable support and can achieve livelihood transformation after relocation.

Community Engagement Mechanism

Zijin Gold International maintains that mining development should go hand in hand with the long-term well-being of local communities. By establishing regular communication mechanisms, a transparent closed-loop grievance response system, and in-depth consultations for major projects, we strive to ensure that community voices are integrated into our decision-making process. We have established multi-level, multi-channel community engagement systems across our global operations to build mutual trust with local governments, traditional tribal authorities, and community residents. In 2025, all mine sites[1] under the Company operated community grievance mechanisms in a transparent and equitable manner, preventing and resolving potential conflicts through constructive dialogue and continuously fostering harmonious community relations.



Zeravshan

We have established a dedicated Community Affairs Section and formed special task forces for specific issues. In 2025, we held regular meetings and thematic consultations to maintain close communication recorded the government and resident representatives. We offer email and in-person communication channels to ensure timely responses to community needs.

Altynken

We have established an ESG Office under to ensure effective, staffed by three experienced community liaison officers. The Company has implemented a multi-channel grievance reception system comprising the office, a service hotline, an email address, community suggestion boxes, and a dedicated webpage for public inquiries. We follow a rigorous four-step grievance resolution process (registration and assessment, review, determination of resolution measures, and investigation with accountability or clarification) and received no related reports in 2025.

Norton Gold Fields

Community engagement is coordinated by the HSEC team. We maintain efficient liaison with government authorities via the online portals of regulatory bodies and receive public inquiries through a dedicated email address (info@nortongoldfields.com.au). All communication records and complaints are logged into an online system for closed-loop management, with processing status and outcomes tracked accordingly.

Continental Gold

We have established the Citizen Information and Service System (SIAC), aligned with the UN guiding standards, which provides multiple channels including a physical office, community suggestion boxes, and online chat. In 2025, SIAC processed 91 community matters, including formal requests, information inquiries, and complaints. In June 2025, we also conducted field visits to all communities surrounding the mine site to hold in-depth discussions with community leaders and residents on education, infrastructure, and other projects.

1 The Aurora mine has no adjacent communities.

Rosebel

The Community Relations Department, staffed by nine professionals, implements the *Stakeholder Engagement and Communication Plan*. We have established formal mechanisms including bi-monthly committee meetings, high-level dialogues with traditional authority representatives and local entrepreneurs, and semi-annual village-level meetings. In 2025, the Company held 85 structured stakeholder meetings and 345 informal engagements, engaging over 3,500 stakeholders. For major projects such as the 25MW solar power plant, we launched targeted consultations and reached a compensation agreement with affected communities over forest land overlap, obtaining their formal consent. During the year, we received 19 concerns and complaints, all of which were duly resolved and closed.

2025

Rosebel held structured stakeholder meetings

85

Informal engagements

345

Engaging over stakeholders

3,500

Raygorodok

We have established a department led by seasoned experts to maintain long-term relationships with local governments and communities. In 2025, we held six public gatherings to transparently disclose production and environmental data. In response to residents' concerns over blasting vibrations, we installed vibration monitors in nearby villages and publicly disclosed the monitoring data. We have also established a coordination mechanism with the local administration, under which the Company provides methodological support to the government to jointly address community infrastructure and public service needs.

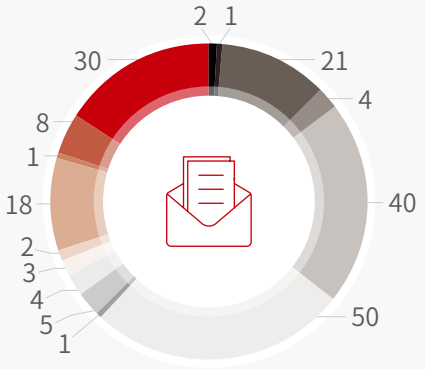
Akyem

We maintain a dedicated community relations team for stakeholder engagement, which administers the *Complaint and Grievance Resolution Procedure* and has established a clear three-tier response mechanism. Tier 1 grievances are resolved through negotiation between the Company and affected parties, with a target resolution timeframe of 30 days; Tier 2 grievances are escalated for resolution with third-party support; and Tier 3 matters are referred to the judicial system. In 2025, all 75 community complaints received by the Company were fully resolved under the Tier 1 mechanism, with an average resolution time of just five days. We conduct regular stakeholder mapping and maintain frequent engagement with tribal authorities, associations of affected farmers, and youth organizations to ensure development projects align with community priorities.

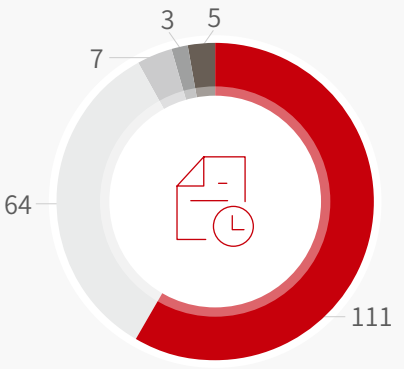
During the reporting period,

Total community grievances received	Resolved grievances	Grievance resolution rate	Feedback rate
190	185	97.37%	100%

Adopting a responsible approach, we continue to strengthen the foundation of harmony and mutual trust between our mining operations and local communities, while proactively addressing community complaints and concerns.



By type of community grievance (unit: number of cases)



By resolution time efficiency of community grievances (unit: number of cases)

- Infrastructure / Services
- Resettlement and Relocation
- Employment Opportunities
- Soil and Water Pollution
- Land Vibration
- Health and Safety
- Culture and Conduct
- Other Types of Grievances
- Community Communication and Engagement
- Property Rights
- Community Investment
- Ecology and Biodiversity
- Waste Emissions
- Business Operations
- Contractors

- Resolved within 7 days
- Resolved within 30 days
- Resolved within 60 days
- Resolved beyond 60 days
- Number of grievances in progress

Community Development Support

We integrate the long-term well-being of local communities into our corporate development. In 2025, underpinned by the five pillars of economic support, quality education, public health, cultural and sports heritage, and environmental protection, we rolled out a series of structured and highly implementable community support programs to improve the quality of life and self-development capacity of residents surrounding our mining operations.



Industrial Support

We are committed to translating our mining resource advantages into local economic momentum by establishing a model featuring "industrial support, local supply chain integration, and vocational skills development". We not only provide direct employment opportunities but also actively cultivate a diversified industrial structure to help community residents achieve sustainable income growth.

Zeravshan

We actively advanced local employment, converting more than 1,100 Tajik temporary workers to permanent roles in 2025 while offering promotion opportunities to management positions. We also launched an innovative women's agricultural support program, organizing women from neighboring communities to grow fresh fruits and vegetables, which the Company procures for its staff canteens, enabling these women to earn income from home.

Altynken

In recognition of our outstanding contributions to local economic development, we were honored with the 2025 "Outstanding Social Contribution Award" by the Ministry of Labor, Social Protection and Migration.



Altynken Receives the 2025 "Outstanding Social Contribution Award"

Continental Gold

We developed an integrated "production-processing-export-branding" coffee industry chain, partnering with 205 coffee farming households to plant over 410,000 coffee trees and successfully exporting 1,220 kg of specialty coffee to China, raising farmers' incomes by 15%. We also established a dedicated gender equality support fund and strengthened local supply chain, assisting six women-led local enterprises in enhancing their management capacity.



Continental Gold Supports the Local Coffee Industry Chain

Rosebel

Our local procurement for non-production areas exceeded US$13.5 million for the year, well exceeding our planned target. In partnership with the Rosebel Community Fund, we implemented more than 80 community investment projects and activities, including handmade soap-making training for women and heavy equipment operation and driver's license training for young people, enhancing residents' income-generating capability.

Raygorodok

We employed 71 local residents as permanent staff and provided two premises for local women entrepreneurs to run retail businesses, while prioritizing local micro, small and medium-sized enterprises (MSMEs) in our procurement to ensure benefits for the regional economy.

Akyem

We supported the construction of 12 commercial shops in the Mamanso Community and built a palm oil processing plant in Amanfrom, while supporting oil palm cultivation to foster value creation along the local industrial chain. We also provided heavy machinery operation training to 50 young people and sponsored community members to receiving training in sewing, carpentry, and welding.

Educational Support

We not only invest in renovating school buildings and donating advanced teaching facilities, but have also established a long-term scholarship and professional support system covering the full education cycle, supporting the younger generation in our mining areas in overcoming barriers to development and nurture future talents with professional and technical competencies.

Zeravshan

We funded the construction of new classrooms at School No. 86 in Novichorbog Village. We also donated winter school uniforms to 2,914 students across five schools in Panjakent and Sogdiyona, significantly improving their winter schooling conditions.



Zeravshan Winter School Uniform Donation

Norton Gold Fields

We launched the 2026 scholarship program at the WA School of Mines, investing in the local community and supporting the next generation of mining professionals. Our Operations Manager also visited campuses to deliver sessions on processing and plant design to metallurgy students.

Continental Gold

We awarded 25 tertiary education scholarships during the year, with graduate employment reaching 90%. We equipped more than 10 schools with technical equipment and teaching furniture, benefiting 655 students, and established 22 reading clubs while launching intensive Spanish and English language programs.

Rosebel

Our scholarship program supported 34 students in pursuing further studies in the capital. We donated more than 600 sets of desks and chairs to three primary schools and built four modern staff quarters, helping address teacher retention issues in the Klaaskreek and Brownsweg communities.



Rosebel School Furniture Donation

Raygorodok

We procured interactive whiteboards, computers, laboratory equipment and kitchen facilities for schools in three neighboring villages. We also presented Christmas gifts to children during Christmas 2025.

Akyem

Through our foundation, we constructed 24 vocational school classrooms, multiple kindergartens and three staff quarters. We equipped schools with water supply facilities, a soccer field and canteens. In 2025, we awarded 966 tertiary education scholarships and 324 vocational education scholarships.

Infrastructure Support

We invest specifically in addressing key challenges in our host communities, focusing on infrastructure improvements such as safe drinking water, power grid upgrades, healthcare services and road transportation to enhance community health and living standards.

Zeravshan

We have invested a total of US$3.5436 million in social contributions, completing an irrigation project in Kosatarosh Village, upgrading 20 kilometers of power lines in Panjakent, and implementing a drinking water system benefiting 13,600 villagers.

Altynken

We supported the construction of a State Security Service building, repaired the roof of the local Ministry of Internal Affairs building, built a community park, and rehabilitated 12 kilometers of community roads.



Altynken Community Park Construction

Continental Gold

We constructed a water treatment plant and a cross-regional pipeline network in the Los Asientos Community, benefiting five communities. We updated the *Industrial Road Sharing Agreement*, completed the registration of 254 drivers, standardized vehicle access management, and conducted safety awareness and inspection initiatives, effectively improving regional traffic order. We also donated 38 sets of first aid and fire emergency management kits to schools and local communities.

Rosebel

We hosted a health fair themed "Your Health, Your Responsibility", attracting hundreds of residents to engage in preventive care. In partnership with international medical aid organization Project CURE, we donated critical medical equipment to 10 community clinics.



Rosebel Community Health Fair

Raygorodok

We provided greenhouse facilities to a nursing home to support its vegetable cultivation-based rehabilitation activities. We also provided clothing and cold-weather equipment to the Kazakhstani Association of the Deaf.

Akyem

We constructed a pediatric ward at the government hospital and expanded a community health post. We are responsible for public waste collection in four neighboring communities and have installed streetlights to ensure nighttime safety and security.

Cultural Heritage

Building on respect for the traditional believes and heritage of our host communities, we sponsor traditional festivals and multi-tiered sporting events to forge strong relationships and emotional connections between the Company and local communities, fostering a harmonious, inclusive cross-cultural environment.

Zeravshan

We celebrated the traditional Nowruz festival with employees and neighboring villagers. We also sponsored an international running festival and the international conference on glacier conservation hosted by the Tajik Committee for Environmental Protection.

Norton Gold Fields

As a gold sponsor of "Christmas in the Park", we provided free meals and social activities for the community. We also sponsored the Aboriginal Football Carnival and the Goldfields Pipeline Marathon.



Norton Gold Fields Sponsors the Goldfields Pipeline Marathon

Continental Gold

We hosted the inaugural Zijin Cup Youth Football Tournament, which attracted 81 participants and fostered inter-community exchange through team sports. We also launched the "Heritage Guardians Program", developing three rural cultural hiking trails and distributing 200 copies of local history and cultural educational materials.

Rosebel

We held the inaugural Brokopondo Sports Day, drawing over 350 young participants. We also constructed a traditional mourning facility for the Nieuw Koffiekamp community to preserve cultural practices and strengthen community cohesion.



Rosebel Youth Sports Festival

Raygorodok

We sponsored international athletics events including the Burabay Ice and Aqbura Bay Trail, attracting more than 5,500 participants and promoting an active and healthy lifestyle.

Akyem

We supported multiple traditional festivals, including the Akwantukese festival. We also donated sportswear and financial support to community youth soccer teams to nurture team spirit.

Environmental Stewardship

We actively pursue the deep integration of environmental governance and community empowerment, linking ecological restoration to community education and engaging local residents in afforestation and biodiversity monitoring to jointly build a green ecosystem where humans and nature coexist harmoniously.

Zeravshan

We implemented area greening initiatives, covering a total area of approximately 122,000 square meters. We deployed new energy sprinkler trucks and electric mining trucks for road dust control, significantly improving the surrounding environment.

Continental Gold

We implemented the "Feline Protection Program" in schools to enhance young people's awareness of biodiversity. We collaborated with the Buriticá Environmental Committee to advance environmental projects, compiling the *Guide to the Birds of Buriticá* and conducting environmental education activities in communities, schools, and among local stakeholders.

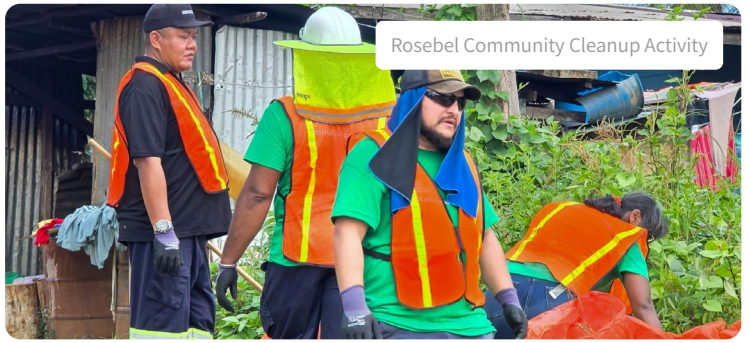


Continental Gold Environmental Publicity and Education



Rosebel

We organized a "Say No to Pollution" community cleanup initiative and donated steel trash bins and environmental tools to the Balingsoela community to promote responsible waste management practices.



Rosebel Community Cleanup Activity

Raygorodok

We launched a three-year long biodiversity research project, organized an environmental creativity competition for 87 students, planted 100,000 pine seedlings across 20 hectares, and cleared up 14 kilometers of riverbank litter.

Akyem

We operated a reverse osmosis water treatment plant, treating 1.3 million cubic meters of impacted water to meet discharge standards, and continuously applied dust suppressants to mine site roads.

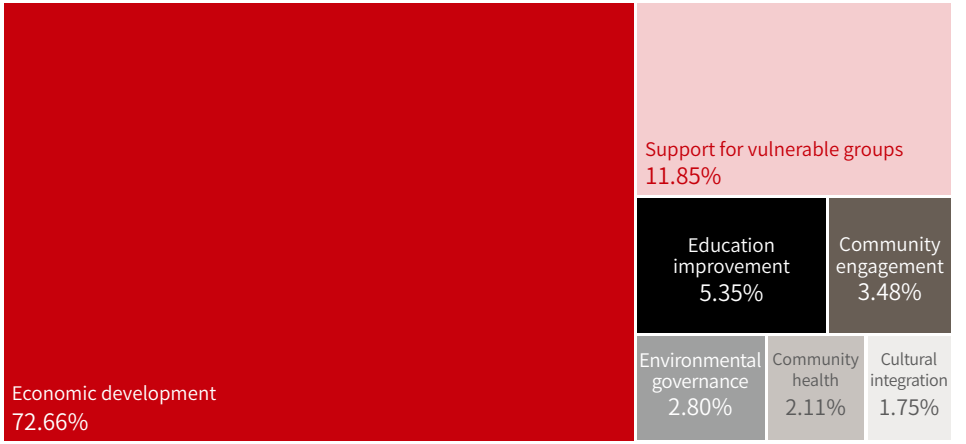
During the Reporting Period,

The Company's total community investment

US$22.24 million

Of which: charitable donations

US$11.20 million



Proportion of Community Investment



Resettlement

A fundamental pre-requisite for any of our operations is based on respect for residents' right to housing and livelihood stability. We are committed to optimizing engineering designs to minimize land acquisition and population displacement. Where relocation is unavoidable, we comply with local laws and international standards by formulating systematic resettlement action plans and ensure the long-term well-being and social integration of affected groups through fair compensation and livelihood restoration programs.



At Zeravshan, we have been thoroughly implementing the "Relocation Task Force Plan" formulating precise resettlement schemes for 47 affected households in Khumgaron Village. Regarding the relocation of villagers, we strictly follow the IFC performance standards, establishing a dedicated communication task force and setting up a sound grievance mechanism along with flexible and efficient communication channels. The site selection for resettlement is proposed by the local municipal government and evaluated by an independent third-party company, which also provides support for building new houses for the villagers. Compensation payments are not made in a lump sum but are disbursed in stages according to the agreement and the progress of construction. The company ensures the livelihood development of relocated villagers through multiple measures, including providing construction machinery and building materials for free, constructing water, electricity, and road facilities, supporting vulnerable groups, and giving hiring priority to villagers, minimizing the negative impacts of relocation as much as possible. Currently, the relocation work is ongoing. By 2025, we have allocated 7 hectares of land for resettlement and processed land use certificates and construction permits for each household, ensuring residents enjoy legal and stable residential rights. We have also confirmed the amount of relocation compensation differences to ensure a fair and reasonable compensation process, and the relevant special expenditures have been included in the annual budget to steadily implement various resettlement tasks.

While Rosebel's current operations have not involved physical displacement of residential communities, we exercise prudent management of community-owned forest lands within our concession area. We strictly implement the *Community Compensation Plan* and only acquire forest land where operationally necessary, including for solar power plant construction, waste rock dump expansion, and pit boundary extensions. We are committed to transparent negotiations and fair compensation before any land acquisition, while respecting community rights by allowing the harvesting and sale of commercially valuable timber. All 2025 land acquisitions were compensated following consensus with affected communities.

Additionally, at Akyem, we established a stakeholder-inclusive Resettlement Negotiation Committee that provides affected groups with options of either housing replacement or relocation subsidies in line with agreed standards. The resettlement process includes all aspects which include but is not limited to the different stages of: initial communication, notice issuance, disturbance allowance payments, and logistical support for loading and transportation. While no new land acquisitions or resettlement activities occurred in 2025, we strictly followed established compensation and consultation procedures to safeguard the rights of all stakeholders. These programs are designed to help affected residents build self-reliance, ensuring they maintain a standard of living no lower than pre-project levels both during operations and after mine closure.

We will continue to monitor the long-term effectiveness of our livelihood restoration programs and dynamically refine compensation mechanisms based on community feedback, fostering a framework of responsible land use and social cohesion.

Our Path Forward

Looking ahead, we remain committed to fostering and ongoing growth of our mutually trusting partnerships with our host communities across all operational sites, ensuring the benefits of development are shared more equitably with local residents. Our plans include:



- Further integrating the company grievance and communication channels across all mine sites to enable real-time tracking of complaint resolution, thereby enhancing transparency in dialogue with tribal authorities, government bodies, and residents.
- Gradually moving beyond one-off financial donations toward deeper industrial support, strengthening incubation for micro, small and medium-sized enterprises (MSMEs) and agricultural technology transfer at host sites to enhance community economic self-sufficiency post-closure.
- Continuously monitoring the long-term living standards of resettled residents through regular household surveys and livelihood restoration audits to ensure affected communities can meaningfully integrate into and benefit from their new living environments.

Product and Customer Responsibility

Our Aspiration

Zijin Gold International is committed to delivering high-quality mineral products and responsible customer service as core priorities, while upholding the fundamental standards of quality and safety and embedding integrity and compliance across the value chain. We listen to customer needs, optimize products and services through technological innovation, rigorously safeguard information security and data privacy, and co-create sustainable value with our clients. We earn the long-term trust of global customers through prudent operations and responsible practices.

Materiality to Our Business & Society

Product and customer responsibility serves as a core pillar of our sustainable business development, closely tied to operational performance and brand reputation. We strengthen client partnerships through high-standard quality and safety management and premium services, enhance product value and market competitiveness through technological innovation, and protect the rights and interests of all stakeholders through robust data security controls. This is critical to our global market expansion, sets a responsible benchmark for the industry, and fosters the development of a trusted business ecosystem in the mining sector.

Our Policies & Approach

Our Policies

We have established a tiered management framework featuring "headquarters-level policy coordination plus project-specific detailed implementation", anchored by key documents including the *Product Sales Management Policy* and the *Data Management Policy*, which guide each project in formulating implementation processes and operating guidelines. Drawing on core requirements of international standards such as ISO 9001, we clarify define roles and responsibilities and strengthen tracking and dynamic optimization of policy implementation. This ensures structured governance across quality control, customer service, information security and technological innovation, laying a solid foundation for standardized management.

Approach

Quality and Service Management	Leveraging the end-to-end characteristics of the gold mining value chain, we have established a quality, safety and customer service system, implementing standardized procedures, aligning with international standards, and safeguarding customer rights and interests.
Cybersecurity and Data Management	We have established a detailed and effective data governance system, strengthened cybersecurity and privacy protection, and safeguarded data security through a dual framework of policies and technology.
Technological Innovation	We drive high-quality development through technological innovation, focusing on key areas and integrating innovation across the full production chain to resolve operational bottlenecks and mitigate development risks.

Quality and Service Management

Zijin Gold International, leveraging the end-to-end nature of gold production, has established a systematic operational model integrating quality and safety management, full-process control and customer service support. We promote the implementation of standardized procedures and refined management across all mine sites to achieve traceable quality, controllable risks and guaranteed customer rights. Concurrently, we align our quality systems with international standards to consolidate our product quality foundation and comprehensively protect the legitimate rights and interests of customers through standardized controls and integrity-driven services. During the Reporting Period,the Company was not subject to any material product or service responsibility non-compliance incidents, and there were no product recalls of sold goods for safety or health reasons.



Quality and Safety Management System

Each mine site systematically advances the development of standard procedures and internal control systems based on its own production status and progress. For instance, Zeravshan adheres to the *Product Sales Management Policy* and industry specifications to strictly control processes such as cargo weighing, sampling and testing, mitigating quality and fraud risks. Aurora has compiled standard operating procedures for the entire doré production process, including *Gold Room Raw Material Inflow and Outflow* and *Flux and Smelting*, and follows the *Doré Testing Procedures* for standardized testing to ensure stable product quality. Rosebel implements a unified quality management policy and, in 2025, optimized and revised standard operating procedures for all mineral processing and smelting stages, clarifying key control points and requirements for reporting anomalies. Raygorodok has established a full-stage quality assurance system, supported by core regulations such as the *Raygorodok Processing Plant Technical Regulations* and *Raygorodok Processing Plant Process Control Regulations*, to standardize the entire process of technology, testing and measurement.

Based on the characteristics of the gold production chain, we have established traceable control system from raw material input to product delivery, enabling quality traceability and risk control. Zeravshan has established a quality control system spanning the entire chain from mining, beneficiation, and smelting to sales, ensuring accurate cargo measurement and testing. Altynken has established a tailored quality control system for intermediate products such as gold concentrate and doré, focusing on in-process quality control. Continental Gold has established a product lifecycle management system covering raw material control, production and processing, inspection and release, and delivery feedback, and continuously optimizes management based on customer feedback.

Furthermore, we promote the alignment of our quality systems with international standards. Both Aurora and Continental Gold are certified under the ISO 9001:2015 quality management system. Rosebel's assay laboratory is accredited under ISO/IEC 17025:2017, ensuring the accuracy and reliability of its assay data.

Quality and Safety Management Measures

We focus on the core aspects of product quality and safety, promoting refined and standardized management and integrating quality control throughout the entire production chain. From mining and beneficiation to storage and transportation, we implement precise controls at every stage, promptly identify quality deviations, and ensure standardized operations, stable quality, and controlled safety across the entire process. Zeravshan strengthens dynamic control over all production stages, optimizes control measures through regular process reviews and parameter calibration, and improves product storage, transportation, and handover procedures to ensure clear and traceable records. Altynken optimizes mining and beneficiation process controls, establishes a product lifecycle traceability system, and ensures the quality of storage and transportation through standardized packaging and regulated transportation. Aurora strictly enforces standard operating procedures throughout the entire production process, focuses on security management in production areas, and strengthens personnel access control and real-time monitoring to ensure production and product safety. Rosebel manages all processes in accordance with metallurgical standards, regularly monitors key performance indicators, and promptly initiates corrective actions for any quality deviations to ensure stable process quality.

- **In testing and verification,** we have established a combined internal and external testing and verification system and improved standardized testing procedures to ensure that test data is authentic, dependable, and traceable, thereby safeguarding product quality. Zeravshan issues standardized inspection reports for each batch of ex-factory products (gold ingots, silver ingots, and cathode copper) and calibrates internal testing standards through regular external calibration to ensure testing accuracy and data credibility. Altynken commissions third-party organizations with nationally recognized qualifications to conduct comprehensive testing of gold content and impurity content using standard methods such as fire assay. Continental Gold optimizes its laboratory doré bullion testing processes, uses pure gold standards for calibration to improve data accuracy, and establishes a multi-layered control system by coordinating third-party testing with customs inspections. Raygorodok conducts weight checks and laboratory analysis for each batch of ex-factory products, strictly verifying metal content to ensure compliance with contractual requirements.
- **In terms of product safety and compliance control,** we adhere to applicable laws and regulations and industry standards, strengthening safety controls across all stages to ensure product safety and compliance. Altynken standardizes the entire process for the storage and use of chemicals and hazardous materials, establishes dedicated storage areas with dual-person, dual-lock management, and conducts monthly inventory checks and safety inspections to mitigate safety risks. Continental Gold strictly controls chemical residues in the beneficiation and smelting processes, has established a comprehensive MSDS/SDS management system, implements compliance management in accordance with EU REACH regulations and local requirements, and completes chemical declarations on schedule. Rosebel standardizes the entire gold ingot dispatch process by implementing weighing, labeling, and sealing requirements, promptly detains and isolates abnormal batches, and strengthens chemical and radiation safety controls to ensure compliance with regulatory and customer requirements.



Customer Management and Service Assurance

Based on the principles of integrity and responsibility, we have established a customer management and service assurance system to protect the legitimate rights and interests of customers through standardized, compliant, and refined services. For customer onboarding and compliance control, we have established a standardized admission and long-term management mechanism to ensure that our customers align with our sustainable development philosophy. The Company's headquarters has formulated and implemented the *Product Sales Management Policy* and the *Contract Management Policy*. The *Product Sales Management Policy* specifies the review criteria for customer admission, including basic corporate information, performance capability, financial indicators, and ESG risks, and implements annual reviews and dynamic updates to the whitelist. Zeravshan and Rosebel, in accordance with their respective *Product Sales Management Policies*, require partner customers to comply with local laws and regulations, possess the necessary market access qualifications, and acknowledge the Company's sustainable development policies on business ethics, environmental protection, and human rights, and prioritize establishing long-term partnerships with customers who share our values to strengthen compliance in cooperation.

- **In terms of contracts and the protection of customer rights,** we clearly define the rights and obligations of both parties and enhance the customer rights protection mechanism to ensure transparency and proper protection of rights in our cooperation. The Company's headquarters provides unified guidance for the protection of customer rights at each mine site by standardizing the entire cooperation process through the *Contract Management Policy*. The contracts signed by Altynken with its customers explicitly include clauses on the protection of customer rights, strictly safeguarding customers' legitimate rights, information, and trade secrets. Rosebel's sales contracts specify key terms such as weight and quality determination and arbitration mechanisms, ensuring transparency and accuracy in product quality and preventing any misrepresentation of product quality. Raygorodok's product sales contracts are entered into only with approved counterparties and are subject to internal review and coordination procedures to ensure compliance with regulatory and contractual requirements, and do not involve speculative or unethical marketing practices.

- **Regarding customer communication and feedback management,** we have established effective communication channels and a comprehensive closed-loop mechanism, supplemented by a product recall procedure, to respond to customer requests in a timely manner and ensure service quality. For doré bullion sales, Aurora has defined core standards for product weight and grade; where data deviations occur, customers may engage a third-party laboratory for arbitration to ensure fair and reasonable resolution of disputes. Continental Gold has established a product and service complaint management mechanism, implementing centralized handling and closed-loop management of customer feedback. It also relies on authoritative third-party testing data to communicate product quality parameters with customers, ensuring information is accurate and transparent. Raygorodok discloses relevant information to customers based on factual data, including product quality and laboratory analysis results. In 2025, Raygorodok received no complaints related to ore and finished product quality.



Cybersecurity and Data Management

We attach significant importance to cybersecurity, customer privacy protection, and data management. Under a structure in which the headquarters provides overall guidance and each operation is responsible for implementation, we have established a control system covering the entire data lifecycle and integrating both institutional governance and technical support. We focus on standardized governance and practical protection to ensure confidentiality, integrity, and availability of information and data. During the Reporting Period, the Company did not record any customer data security incidents or privacy breaches, nor did it receive any penalties from relevant authorities for violations of applicable laws and regulations related to information security and privacy protection.



Institutional Governance and Organizational Support

Focusing on the development of a policy framework, we are guided by standardization to enhance institutional support across the entire process, clarifying control requirements and accountability standards. The Company's headquarters has formulated the *Data Management Policy*, which defines core aspects such as data standards and security compliance, establishes data security principles and accountability mechanisms for violations, and provides unified guidance for all projects. Based on this framework, Zeravshan has revised its classification and grading standards for customers' personal information and established a policy framework including the *Information Security and Confidentiality Management Policy* and the *Network Management Policy*, supported by detailed implementation rules. Altynken has clarified requirements for data classification, grading, and full lifecycle management, and assigned responsibilities for each stage. Raygorodok has approved internal policies such as the *Information Security Policy* and the *Authorized Software Management Policy*, strengthening the institutional control framework and clarifying information security responsibilities for each role.

We continuously optimize our emergency response mechanisms by establishing and improving the information security incident response system and enhancing response capabilities through dedicated plans and regular drills. Zeravshan has established a standardized emergency response mechanism with ongoing optimization and set up a cross-departmental emergency response team. Altynken has formulated multiple emergency plans, including the *Special Emergency Plan for Server Downtime*, and regularly conducts drills to enhance practical response capabilities. Aurora has established an information security incident response mechanism with a specific tiered response process and conducts system security penetration testing every six months. Raygorodok is advancing the development of an information security incident response plan, improving emergency management processes, and defining approval procedures and implementation standards.

By enhancing organizational structure and personnel training, we optimize organizational design and strengthen compliance awareness among employees to support effective implementation of control measures. Norton Gold Fields has established an IT department to coordinate the implementation of headquarters requirements, improve policies and procedures, and clarify roles and responsibilities. Continental Gold conducts targeted training for key departments, focusing on core aspects of data security. Rosebel provides role-specific training covering cybersecurity and data protection to enhance internal capabilities. Raygorodok conducts mandatory information security training for all employees on the topic of "Information Security: Essential Knowledge for Every Employee—How to Protect Yourself and the Company from Digital Threats", and engages a third party to conduct external audits, implementing corrective actions based on the results.

Technical Protection and Practical Control

To Establish a Multi-layered Technical Protection System

We coordinate the deployment of various security tools to strengthen information security defenses. The Company's headquarters deploys core tools such as firewalls and data encryption, and regularly upgrades and optimizes the performance and ability of these tools. Altynken deploys a unified endpoint protection system, establishes an end-to-end protection framework connected to the headquarters' security platform, and achieves comprehensive coverage. Norton Gold Fields has upgraded its data backup system and deployed endpoint and email security tools, enhancing backup reliability and threat detection capabilities. Raygorodok has deployed a comprehensive protection system, optimized network isolation, and conducted security testing to verify operational effectiveness.

To Standardize Data Access and Authorization Management

We adhere to the principle of least privilege and optimize access processes to mitigate unauthorized access risks. Zeravshan strictly enforces access controls, follows the principle of segregation of duties, and retains access logs for traceability. Norton Gold Fields implements unified identity authentication and tiered access control, and has enabled multi-factor authentication for email to reduce account compromise risks. Continental Gold implements tiered authorization for file servers, assigning permissions based on roles and ensuring that access to sensitive data is traceable and auditable. Rosebel implements role-based access control and regularly reviews and adjusts permissions.

To Implement Full Lifecycle Data Management and Routine Protection

We focus on data collection, storage, backup, and destruction, promoting ongoing protection practices. The Company's headquarters conducts data security risk assessments at least annually and strictly complies with local regulations on cross-border data transfers. Zeravshan collects data based on the principle of data minimum necessary data collection and securely deletes or anonymizes data upon expiration. Aurora has established an integrated data management platform, strengthening controls over key areas and external personnel and defining relevant procedures. Continental Gold has enabled endpoint disk encryption, conducted regular backups and verification of core systems, and upgraded its communication systems to enhance encryption.



Continental Gold Uses Standardized Screensavers on Work Computers to Promote Information Security Awareness

To Strengthen Threat Monitoring and Incident Response Mechanisms

We implement regular risk identification and emergency drills to ensure data and system security. Rosebel conducts data backup and disaster recovery drills, performs regular patching and vulnerability scanning, and maintains a vulnerability register, with no major information security or data breach incidents during the year. Raygorodok maintains a risk register and tracks remediation in a closed-loop manner, enhances incident alerting and reporting mechanisms, and achieves early detection and response through both system-based and employee channels.

Additionally, to strengthen external protection and third-party risk management, we focus on key risks such as external intrusion and supplier data security, enhancing end-to-end protection. Norton Gold Fields requires external suppliers with data access to sign non-disclosure agreements (NDAs) and conducts regular compliance reviews. Altynken strengthens network perimeter defenses, strictly configures firewall rules, and implements whitelist management for external access. Continental Gold conducts regular security inspections of endpoints and core systems and standardizes the disposal of office equipment to ensure complete data deletion.



Information Security Protection and Control Measures

Technological Innovation

We consistently drive high-quality and sustainable development through technological innovation. By coordinating all gold mining projects, we systematically advance technological innovation, focusing on enhancing production efficiency, improving resource utilization, promoting environmental performance, and supporting industry development. This work covers core areas such as conventional technological improvements, digital and intelligent upgrades, climate change adaptation, and industry collaboration and sharing. We integrate innovation throughout the entire production chain, using technological innovation to address operational challenges and mitigate development risks.

We strictly comply with intellectual property laws and regulations in the jurisdictions where we operate. Under the coordination of the headquarters' legal department, we are committed to effectively managing the Company's intellectual property assets (including trademarks, patents, and copyrights), and carry out registrations and renewals in a timely manner in line with business needs. We also place a high priority on the protection of trade secrets and fully respect third-party intellectual property rights in our operations to ensure compliance, reduce potential legal risks, and enhance brand value.



Process Innovation and Technical Upgrades

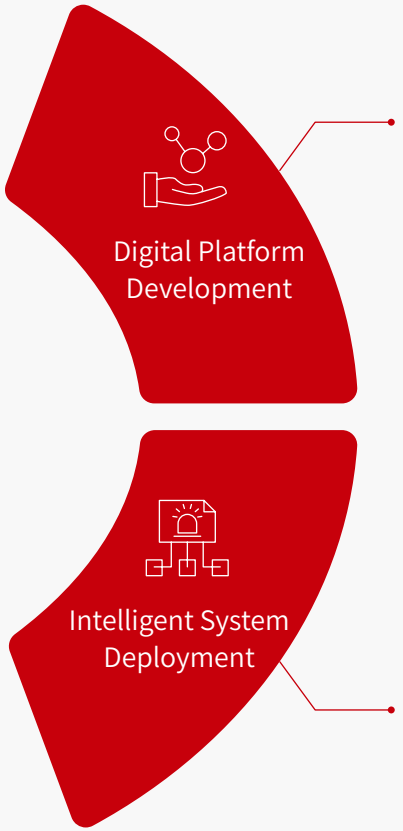
Based on the production conditions of each project, we focus on efficient resource utilization, improving production quality and efficiency, and cost control. We coordinate the implementation of process innovation, technical upgrades, and research trials to address key challenges across mining, beneficiation, and smelting, generating practical innovation outcomes and strengthening the technical foundation for sustainable mining operations.

In terms of process optimization and technical upgrades, Zeravshan optimized large-scale deep-hole blasting and core copper smelting processes, improving operational efficiency, slope stability, and gold and copper recovery rates. Altynken advanced flotation process optimization and conducted trials to recover gold encapsulated in sulfides, enhancing resource utilization. Norton Gold Fields upgraded processing plant equipment and introduced low-grade ore sorting technologies to unlock existing resources. Continental Gold advanced tailings backfilling, full-sulfur flotation, and expansion-related technical upgrades in mining and beneficiation, achieving improvements in both safety and efficiency.

In research, testing, and application, Zeravshan implemented multiple science and technology projects, carried out employee-led innovation activities, and recognized outstanding achievements. Aurora advanced technological innovations such as reagent substitution and initiated several related projects. Continental Gold received industry recognition for its technical projects. Raygorodok conducted research related to mine geology and beneficiation processes. In parallel, we continue to improve innovation incentive mechanisms to promote the application of these outcomes.

Digital and Intelligent Development

We prioritize digitalization and intelligent technologies as key components of technological innovation. Focusing on the entire production and operational chain at our mine sites, we promote the integration of digital technologies with core areas such as mining, beneficiation, dispatch, and safety management. We aim to build an efficient, safe, and precise smart mining operating model, break down information silos, and enhance data extraction, providing dedicated support for refined and modern mining operations.



The Company promotes the development of digital management systems across its mine sites, tailored to their respective operational needs:

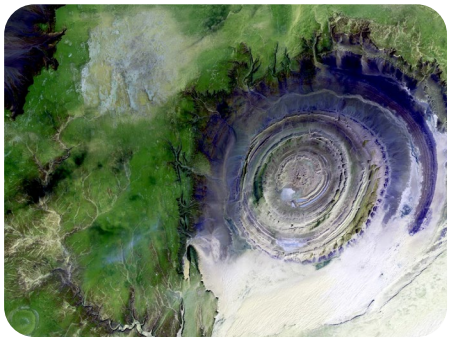
- Zeravshan focuses on establishing a digital foundation for production scheduling, laying the groundwork for intelligent operations.
- Norton Gold Fields has established an integrated digital workflow platform that connects data across production, equipment, and safety, enabling online, standardized, and visualized management processes and enhancing cross-departmental collaboration efficiency.
- Continental Gold focuses on developing a production and operations data platform that is deeply integrated into the Group's information architecture. This enables online reporting across multiple departments, automated data processing, and automated submission of Group reports, significantly reducing repetitive data entry. A data dashboard provides real-time visualization of key performance indicators.
- Raygorodok implements a rolling production planning mechanism through specialized software, optimizing production planning and budgeting processes. It has also introduced a production efficiency management reporting system to enhance transparency across the production chain, supported by regular production analysis meetings to facilitate timely correction of performance deviations.

The Company focuses on intelligent on-site operations and safety management, advancing the structured deployment and application of advanced technologies across its mine sites:

- Zeravshan has completed the first phase of its dispatch system development. The system is operating stably, providing a digital foundation for production scheduling and safety management, and marking the mine's transition into a new stage of intelligent operations.
- Norton Gold Fields is advancing intelligent exploration and precision operations. It utilizes an autonomous drone system to conduct rapid and precise post-blast surveys, enhancing data collection efficiency and operational safety. In parallel, it applies GPS-based machine guidance technology for precise open-pit mining, reducing secondary material handling, and is progressing pilot testing of autonomous haul trucks.
- Continental Gold is advancing targeted intelligent underground development, deploying systems for toxic and hazardous gas monitoring, underground communications, and personnel positioning. These systems enable comprehensive monitoring coverage and system integration across underground operations, strengthening safety control.
- Raygorodok applies the WENCO mine production automation management system to optimize dispatching and uses BMT sensors to enhance blasting precision, effectively reducing ore loss and dilution, while advancing the intelligent upgrading of production operations.

Climate Change Adaptation and Low-Carbon Technology Innovation

Based on the regional climate characteristics and disaster risks of each project, we integrate climate considerations into technology selection and process optimization. Through technological innovation, we enhance climate resilience and promote low-carbon and environmentally friendly production, aligning with ESG climate-related governance requirements. In terms of low-carbon technology applications, we focus on exploring low-carbon production technologies. Akyem is advancing the application of waste oil in the production of emulsion explosives, effectively reducing carbon footprint and achieving both environmental and operational benefits. In climate risk adaptation, Altynken develops differentiated technical solutions based on regional climate and disaster risks, while Rosebel incorporates climate considerations into technology selection and engineering design. These efforts strengthen the resilience of mining operations to climate change, while also improving disaster risk management capabilities.



Promoting Industry Collaboration and Innovation Sharing

We adhere to the principle of open innovation and promote collaboration between our projects and technical partners and industry associations. We focus on technological innovation, process upgrades, and overall industry development, sharing experience and facilitating technical exchange to achieve shared innovation value and collective industry advancement.

Technical Collaboration and Outcome Commercialization

Zeravshan cooperates with professional institutions on on-site technical services and process development. Mine sites promote the integration of research outcomes with production practices by introducing and applying advanced technologies and processes, jointly addressing common industry challenges and supporting implementation of innovations.

Industry Innovation Exchange

Zeravshan leverages experience from technical cooperation, Norton Gold Fields shares advanced technical expertise with partners, and Aurora and Raygorodok actively participate in local industry associations, conferences, and forums, sharing practical experience and technical achievements on key topics such as mining technology innovation and process upgrades.

Industrial Technology Upgrading

Aurora participates in the evaluation and promotion of local technical standards, Rosebel provides professional input to improve mining technical specifications, and Raygorodok promotes the localization of advanced international technologies. Each mine site contributes to improving the overall technological level and development quality of the industry.

Case Study

Norton Gold Fields' Innovative Pilot Project for Autonomous Mining Trucks

In 2025, Norton Gold Fields, in collaboration with two technology partners, advanced an autonomous mining truck project, which is currently in the initial demonstration pilot phase. The project involves retrofitting existing mining trucks with autonomous driving kits and conducting trial operations using mature systems, with a view to further optimizing mine transportation and exploring a safe, efficient, and low-carbon pathway for operational upgrades, while providing pilot experience for intelligent mining.

Traditional manual transportation has notable limitations: open-pit mining environments are complex, which exposes the workers to higher risk levels; fatigue driving can lead to safety incidents; and constraints related to work schedules and skill levels make continuous operation difficult, resulting in suboptimal efficiency and energy consumption control. In response, the project focuses on these key challenges and demonstrates two main advantages:

- **A practical technological approach**—During the pilot phase, existing mining trucks are retrofitted with autonomous driving kits, avoiding the need for new equipment and effectively controlling costs. Retrofitting is conducted in specialized workshops and integrated with mature autonomous driving systems, enabling adaptation to complex mining conditions such as ramps and curves and achieving core functions such as precise positioning and intelligent dispatch. Relevant local compliance filings have been completed to ensure adherence to regulatory requirements. In addition, the autonomous system enables 24/7 continuous operation and is expected to improve transport efficiency by 15%–20%, addressing the limitations of traditional transportation.
- **A prudent implementation strategy**—A three-stage progressive pilot model is adopted: "retrofit and demonstration—production testing—scaled deployment". The current focus is on retrofitting, commissioning, site adaptation, and functional calibration, with trial operations conducted in designated areas of the mine. Following initial validation, the project will proceed to the intermediate production testing phase to further optimize system performance. Scaled deployment will be planned upon pilot maturity, ensuring that the overall process remains controlled and traceable, thereby reducing risks associated with deployment.

Furthermore, the pilot also incorporates ESG and safety compliance considerations. In terms of safety, autonomous driving reduces personnel exposure to high-risk environments, incorporates redundancy design to address unexpected conditions, and is supported by safety training and risk assessments to further mitigate risks during trial operations. From an environmental perspective, intelligent dispatch optimizes driving patterns, reducing fuel consumption by approximately 10% and contributing to emissions reduction, in line with green operating principles.

The project remains in the initial demonstration phase, with the first batch of trucks retrofitted and basic functional verification completed. Trial operations are gradually expanded within designated areas of the mine, while compliance alignment and data accumulation continue in parallel. By addressing the limitations of traditional transportation through technological innovation, the project has improved safety and operational efficiency during the trial phase and provides a practical reference for the intelligent upgrading of similar mining operations.

Our Path Forward

We will continue to deepen our efforts in product and customer responsibility, driving improvements in management quality through concrete actions, including:



- Optimizing quality and customer service processes, enhance standardized service systems and issue resolution mechanisms, and improve service professionalism and responsiveness.
- Strengthening data lifecycle security controls, continuously enhancing technological safeguards, and standardizing data usage and sharing processes to further protect stakeholder privacy and information security.
- Focusing on improving production efficiency and product value, increasing R&D and application of digital and intelligent technologies, and promoting the implementation and transformation of innovative outcomes.
- Aligning with the conditions of each mining site, accelerating the improvement of institutional frameworks and implementation standards, conducting regular self-assessments and optimization, and steadily enhancing management precision.

04
Prosperity: Build Our Prosperity

4.1 Corporate Governance
4.2 Business Ethics and Integrity
4.3 Human Rights
4.4 Supply Chain Management



Glittering Stories

“Mining in Harmony with Heritage

— Rosebel's Cultural Heritage Protection Practices



From the outset of developing its gold mining project in the Brokopondo District of Suriname, the mine operator recognized that the area carries the historical memory and cultural heritage of diverse ethnic groups accumulated over time. Cave sites, historic pathways, and religious spaces have long coexisted with natural elements such as forests and rivers. In recognition of an understanding of the region's cultural sensitivity, Rosebel, a subsidiary of Zijin Gold International, has consistently integrated cultural heritage protection into its environmental and social management system throughout project operations, treating it as a key prerequisite for project feasibility and long-term operational stability.

In cultural heritage management practice, as an existing project taken over by Zijin Gold International, Rosebel is situated in an area and under operational conditions objectively shaped by historical development. In view of this, the Company has always adhered to the concept of responsible mining operations, considering institutional continuity as an important foundation for stable project operations. After taking over, it has systematically reviewed and integrated the existing management framework, fully incorporating it into its own environmental and social management system. At the same time, the Company continuously improves preventive and control measures, prudently reducing potential adverse impacts, earnestly safeguarding various resources in the mining area, and steadily fulfilling its responsibilities for cultural heritage protection as well as corporate environmental and social management obligations.The project continues to implement and strengthen the Cultural Heritage Management Plan (CHMP) and the Chance Find procedure.

At the same time, Rosebel provides specialized training for all project personnel and contractors to enable them to identify cultural heritage and follow standardized response procedures. If any suspected cultural heritage is identified during construction, work is immediately halted, a protective buffer zone of at least fifty meters is established, the site is marked and documented through photography, and the finding is reported to the Department of Culture (DoC/A) for professional assessment. Construction may only resume upon official approval.



Types of Porcelain Introduced During Training (Excerpt)

The relevant mechanisms have already proven effective in practice:



Rupicola Cave

On 5 April 2019, ceramics and stone tools were identified inside the cave in the Pikin Saramacca mining area. A 500-meter protective buffer zone was immediately established, and the Department of Culture assumed responsibility for the artifacts.

Polished Green Stone Axe at Rupicola Cave





The Polished Green Stone Axe and the Established 50-Meter Protective Buffer Zone for the Relic

On 13 September 2021, a polished green stone axe and pottery shards were discovered at tower site SARPIT 1 in the Pikin Saramacca area. A 50-meter protective buffer zone was established, and the Department of Culture conducted a preliminary survey on 20 September 2021.

Donderbari Cave



Donderbari Cave Pottery Shards

On 12 June 2022, a cave was identified and pottery shards were collected in the Dondru Bari mountain area near TSF3. A 50-meter protective buffer zone was established, and the Department of Culture conducted a preliminary survey on 16 June 2022.

In addition to on-site protection, Rosebel also emphasizes the long-term preservation and research value of identified cultural heritage. For colonial-era railway remains, cemeteries, and indigenous village sites, the project proactively avoids these areas in engineering design and spatial planning to prevent direct or indirect impacts from mining activities. In addition, the project donated archaeological materials to the local Department of Culture in 2019 and 2022 to support further research and professional conservation, thereby contributing to cultural resource management.



Rosebel Has Made Multiple Donations of Archaeological Materials to the Department of Culture

At the governance level, Rosebel incorporates cultural heritage protection into its compliance and oversight systems. By establishing the *Stakeholder Engagement & Communication Plan 2023–2025*, it systematically standardizes communication and information disclosure mechanisms with government authorities, cultural departments, and affected communities.

Through preliminary archaeological assessments, institutionalized management, and on-site emergency response mechanisms, Rosebel has systematically advanced cultural heritage protection. The Chance Find procedure is an important measure through which the Company complies with Suriname's *Monumentenwet 2002* and Performance Standard 8 of IFC's *Performance Standards on Environmental and Social Sustainability*. These measures not only ensure compliant and efficient operations, but also support the identification, prevention, and mitigation of cultural heritage-related risks, promoting the coordinated development of mining activities and cultural preservation. These practices demonstrate the Company's responsibility and governance commitment in indigenous rights and cultural heritage protection, and further strengthen the institutional foundation for long-term, stable, and sustainable operations, enhancing social credibility and international brand value.

For more information on the protection of indigenous peoples' human rights and cultural heritage rights, please refer to the section "Indigenous Peoples' Rights and Cultural Heritage Rights".

Corporate Governance

Our Aspiration

Zijin Gold International is committed to safeguarding the stable development of its global business through high-standard corporate governance. The Company is dedicated to building a governance structure with clear responsibilities, effective checks and balances, and a high degree of independence and diversity, strengthening a comprehensive and fully integrated risk management system, and adhering to the tax laws and transparency requirements of the jurisdictions in which it operates, thereby laying a solid foundation for long-term value creation and shared value for stakeholders.

Materiality to Our Business & Society

Our corporate governance provides core support for the stable operation of our global business. A robust governance structure and risk management system effectively governs the entire lifecycle of global project development and operations, avoiding compliance and operational risks. At the same time, we uphold the principles of tax compliance and transparency, fulfilling our tax obligations in accordance with applicable laws and regulations. Through sound governance practices, we respond to the expectations of shareholders, communities, and other stakeholders, and contribute to the healthy development of the industry.

Our Policies & Approach

Our Policies

We have established core policies, including the *Articles of Association*, the *Board Diversity Policy*, the *Risk Management Policy*, the *Internal Audit Management Regulation*, and the *Nomination Policy*. We have also built our governance framework with reference to the *Corporate Governance Code* of the Hong Kong Stock Exchange (HKEX) and *the International Standards for the Professional Practice of Internal Auditing*. Our policies cover key areas including governance structure, risk management, and tax transparency, clearly defining the roles and responsibilities of the Board and its committees, as well as standards for end-to-end risk management. Responsibilities are assigned to specific positions to ensure the governance framework is standardized, enforceable, and aligned with the needs of global mining operations.

Approach

Governance Structure	We have established a governance structure with clear responsibilities and effective checks and balances, supported by specialized committees with defined mandates. We enhance Board independence and diversity to ensure effective and well-informed decision-making.
Enterprise Risk Management	We have established a comprehensive risk management framework with clearly defined organizational structures and processes, covering all stages of risk management, including identification, assessment, response, and monitoring. This framework is supported by training and a strong risk management culture, and is reinforced through internal control oversight and continuous improvement.
Tax Transparency	We strictly comply with tax laws and regulations in the jurisdictions where we operate, establish sound internal control policies for tax management, and standardize tax reporting, payment, and disclosure processes. Through transparent management, we fulfill our compliance responsibilities and safeguard our corporate reputation.

Governance Structure

Zijin Gold International recognizes that a sound corporate governance framework is the cornerstone of long-term development and a fundamental safeguard for compliant operations, the protection of shareholders' rights and interests, and the fulfilment of sustainable development responsibilities. We consistently adhere to high standards of corporate governance and adopt effective and pragmatic governance practices that comply with applicable laws and regulations while aligning with our business strategy. The Board of Directors (the "Board") of the Company comprises nine directors, including three executive directors, three non-executive directors and three independent non-executive directors.

The Board of Directors (the "Board") of the Company comprises

Directors
9

Executive directors	Non-executive directors	Independent non-executive directors
3	3	3



Board Governance Structure and Independence

The Company's non-executive directors are all the senior management of its controlling shareholder, Zijin Mining Group Co., Ltd. The controlling shareholder has been the Company's long-term controlling shareholder and consolidates the Company's financial results. Our non-executive directors possess extensive experience in mining operations, global expansion, and group management, and perform their oversight duties with a focus on the long-term interests of both the controlling shareholder and the Company, facilitating access to group resources and avoiding industry risks.

Our independent non-executive directors possess diverse industry backgrounds covering fields such as accounting, auditing, and metals and mining finance, bringing a broad range of professional expertise and management experience to the Board. They effectively perform their roles in providing independent judgment and checks and balances, thereby safeguarding the interests of shareholders, the Company, and other stakeholders. The Nomination Committee under the Board has assessed the independence of the independent non-executive directors and considers them to be independent. In conducting the assessment, the Company has considered the independence guidelines set out in the Listing Rules, as well as the professional skills, industry experience and diversity of perspectives that each independent non-executive director brings to the Board. The Company has received annual confirmations of independence from each independent non-executive director, and the Board has also confirmed their independence. As at the date of this Report, all three independent non-executive directors have effectively discharged their duties and continue to contribute valuable industry expertise and professional judgment to the Board.

Board Committee Structure and Functions

To further refine governance responsibilities, enhance oversight and decision-making effectiveness, and ensure the orderly implementation of governance practices, the Board has established the Risk and Internal Control Management Committee, the Audit Committee, the Nomination Committee, and the Remuneration Committee, each of which performs its respective oversight and advisory functions.



Risk and Internal Control Management Committee

The Risk and Internal Control Management Committee comprises three members, all of whom are executive directors, leveraging their in-depth understanding of the Company's daily operations and internal management. The Committee assists the Board in overseeing the Company's risk management and internal control, thereby strengthening the corporate governance framework, enhancing risk management mechanisms, and improving internal control effectiveness.

The Committee is primarily responsible for:

- Reviewing and evaluating the Company's overall risk management objectives, risk appetite and strategies.
- Coordinating the development of the risk management framework and monitoring the major risks faced by the Company and the effectiveness of their management.
- Reviewing the medium- and long-term plans and annual work plans for risk management, and overseeing the cultivation of the Company's risk management culture.
- Reporting on an annual basis to the Board on its review of the risk management and internal control systems, and reviewing any other matters delegated by the Board or relating to the Company's overall risk management.



Audit Committee

The Audit Committee comprises three members, all of whom are independent non-executive directors, ensuring a high degree of independent oversight. The Committee assists the Board in establishing formal and transparent arrangements for financial reporting, risk management and the relationship with the external auditor.

The Committee is primarily responsible for:

- Making recommendations to the Board on the appointment, re-appointment and removal of the external auditor, approving the remuneration and terms of engagement of the external auditor, and reviewing the external auditor's independence, objectivity and the effectiveness of the audit process.
- Monitoring the integrity of the Company's financial statements and periodic reports, and reviewing the Company's financial controls, risk management and internal control systems.
- Coordinating the work of the internal and external auditors, and reviewing the management letter issued by the external auditor and management's response.
- Ensuring that the Board responds to matters raised therein in a timely manner, and performing other duties as required under the Listing Rules and its terms of reference.



Nomination Committee

The Nomination Committee comprises three members, including one non-executive director and two independent non-executive directors, with a majority of independent non-executive directors.

The Committee is primarily responsible for:

- Reviewing the structure, size and composition (including skills, knowledge and experience) of the Board at least annually.
- Developing criteria for identifying and assessing the qualifications of director candidates.
- Identifying suitably qualified individuals to serve as directors and recommending their appointment to the Board.
- Assessing the independence of independent non-executive directors.
- Making recommendations to the Board on the appointment, re-appointment and succession planning of directors, particularly for the chairman of the Board and the chief executive officer.
- Formulating the *Board Diversity Policy* and developing guidelines for nomination-related matters to comply with applicable laws and regulations and listing requirements.



Remuneration Committee

The Remuneration Committee comprises three members, including one non-executive director and two independent non-executive directors, and is chaired by an independent non-executive director. This ensures a high degree of independence in remuneration decisions, avoids conflicts of interest, and enables the Committee to effectively discharge its oversight responsibilities.

The Committee is primarily responsible for:

- Making recommendations to the Board on the overall remuneration policies and structure for the Company's directors and senior management, and establishing formal and transparent procedures for determining remuneration.
- Reviewing and approving the management's remuneration proposals in accordance with the corporate policies and objectives set by the Board.
- Making recommendations to the Board on the remuneration packages of individual directors and senior management, considering factors such as remuneration levels at comparable companies and the responsibilities and contributions of the directors and senior management.
- Ensuring that no director or any of his/her associates is involved in determining his/her own remuneration.
- Reviewing and approving compensation arrangements relating to the loss or termination of office of directors.
- Reviewing and approving matters relating to incentive schemes, including share schemes.

Board Diversity

Board diversity constitutes a key governance focus of the Company. As such, we have established clear implementation principles through the *Board Diversity Policy* to ensure a balanced composition across multiple dimensions, including gender, professional background and industry experience. Members of the Board possess expertise across a wide range of core areas, including accounting and auditing, metals and mining finance, global mineral development, cross-border mergers and acquisitions, capital markets, legal and compliance, and risk management. Their complementary expertise across industries and disciplines enables strong synergy and provides well-rounded professional support for the Company's strategic decision-making.

In terms of gender diversity, as at the end of the Reporting Period, female director accounted for 11.11% of the Board, and her perspectives further enrich the Board's decision-making. The Board demonstrates a balanced composition in terms of age, educational background and regional operational experience. Non-executive directors and independent non-executive directors account for 66.67% of the Board members. This diversified structure supports the Company's operations across different contexts, enhances its ability to respond to the complexities of the global mining market, and strengthens overall governance effectiveness.

As at the end of the Reporting Period,

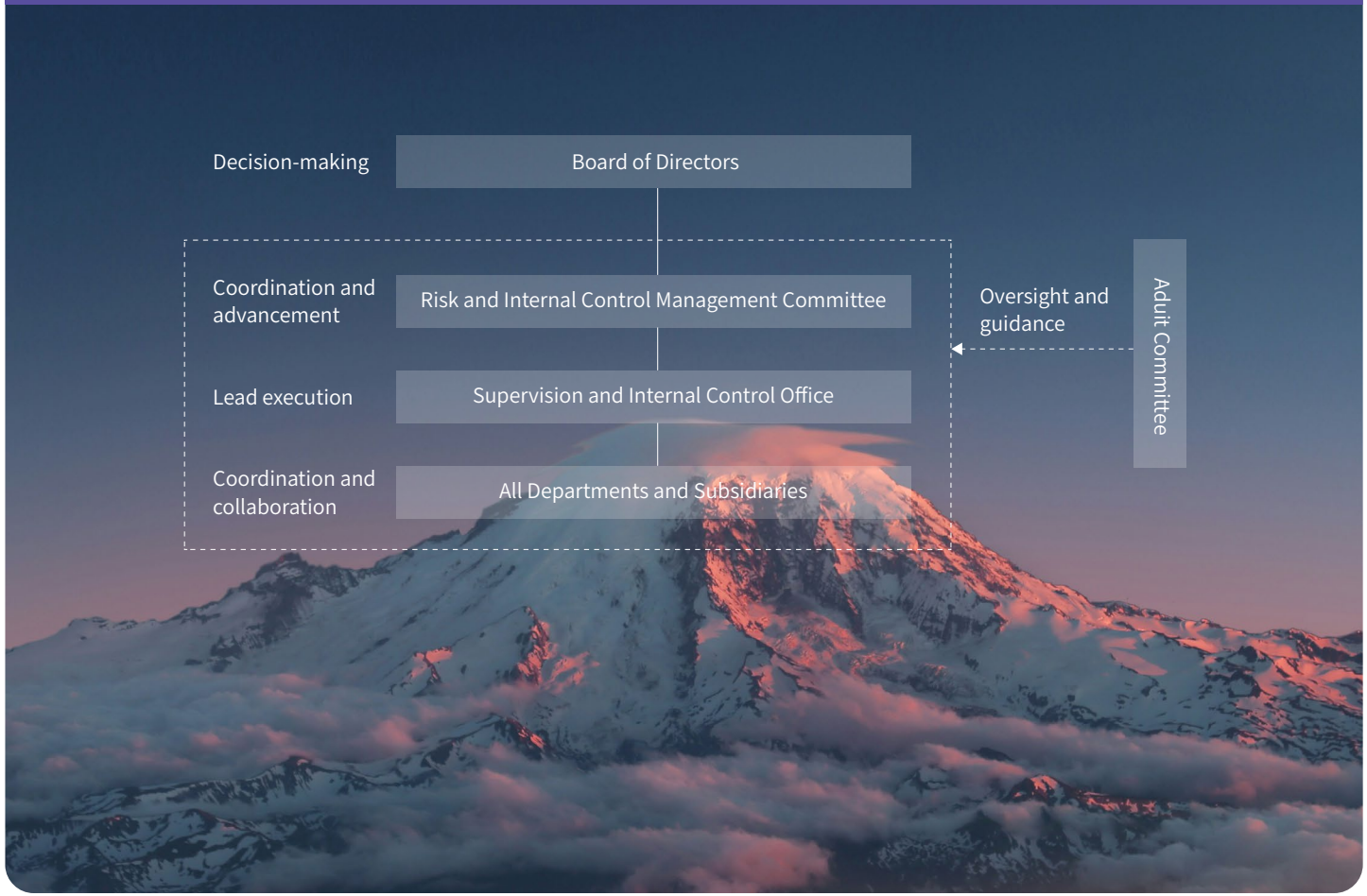
Proportion of non-executive and independent non-executive directors **66.67%**

The Board has delegated primary oversight responsibility for the Company's ESG matters to the Audit Committee, including overseeing ESG policy compliance, reviewing relevant disclosures and assessing governance effectiveness. For further details of the Company's corporate governance practices in 2025, please refer to the Corporate Governance Report section of the Zijin Gold International 2025 Annual Report.



Enterprise Risk Management

Zijin Gold International regards enterprise risk management as a critical pillar supporting the steady development of its global operations. Through precise identification and rigorous assessment of various risks, we continuously optimize control measures and strengthen risk monitoring and response capabilities, thereby establishing a robust line of defense for all business activities.



Risk Management Framework

We have established a hierarchical, accountable, coordinated, and highly efficient risk management framework. Under this structure, the Board provides overall direction and decision-making; the Audit Committee exercises oversight and guidance; the Risk and Internal Control Management Committee coordinates and advances implementation; the supervision and internal control office leads execution; and all departments are responsible for identifying and reporting risks across eight key categories, namely strategic, technical, market, operational, financial, legal and compliance, integrity, and ESG. This framework clearly delineates roles and responsibilities at each level, ensuring effective governance and accountability.

In parallel, we have formulated risk management-related policies such as the *Risk Management Policy* and the *Internal Audit Management Regulation*. These frameworks embed risk management throughout the entire lifecycle of strategy formulation, business operations, and performance management, covering all business units and personnel across the Company and its subsidiaries. They are also designed to align with applicable laws and regulations in host jurisdictions, supported by mechanisms for ongoing supervision, periodic review, and continuous improvement.

Risk Management Process

In accordance with the *Risk Management Policy*, we have established a standardized risk management process across headquarters and all business units, encompassing risk identification and assessment, risk control and governance, as well as risk reporting and decision-making.

Risk Information Management

- **Information Collection:** All departments are responsible for collecting risk information across eight major categories: strategy, technology, market, operations, finance, legal and compliance, integrity, and ESG.
- **Information Processing:** Information technology is integrated with manual analysis to screen, refine, and classify initial information, and to establish, dynamically update, and maintain a risk information database.



Risk Identification and Assessment

- **Risk Identification:** All departments conduct identification based on strategic objectives and operational realities, clarifying the threats and opportunities, sources, characteristics, and potential impacts of risks, and classify them hierarchically as "Impacts Strategy → Impacts Business Objectives → Impacts a Single Business Objective" to form a risk inventory.
- **Purpose of Assessment:** To clarify the degree of impact and correlation of risks with objectives, and to prioritize them to optimize resource allocation.
- **Assessment Method:** A combined qualitative and quantitative approach is adopted to develop a risk map for comparative analysis.
- **Risk Grading and Prioritization:** Risks are graded according to their likelihood and impact scores.
- **Dynamic Updates and Special Assessments:** Periodic or ad hoc reassessments are conducted (triggered by changes in the business environment, risk appetite, etc.), and special assessments are carried out for strategic matters when necessary.

Risk Response

- **Response Strategies:** Five primary strategies are adopted: Risk Avoidance, Reduction, Sharing, Acceptance, and Exploitation.
- **Early Warning Settings:** Risk appetite and tolerance are defined, and risk warning thresholds are established and dynamically adjusted.
- **Hierarchical Control:** Layered control is implemented across the "Company Level → Department Level → Section Level → Position Level", with higher-level risks subject to higher levels of control.
- **Plan Formulation:** Solutions are developed for various types of risks, including objectives, resources, and measures, and may be prepared internally or by a third party.
- **Emergency Response:** Sudden risks are handled and reported in accordance with the emergency response system; major risks for which no plans have been formulated are promptly reported, and corresponding response plans are developed.

Risk Management and Internal Control Mechanism

- **The implementation of the process is supported by eight core mechanisms: A** position authorization system, a review and approval system, an internal control responsibility system, a risk management assessment and evaluation system, an audit and inspection system, a major risk early warning and emergency response mechanism for sudden incidents, a segregation of duties system for key positions, and an information technology and big data integration mechanism.



Enterprise Risk Management Process

The Audit Committee, acting on behalf of the Board, oversees the Company's overall risk profile, including evaluating risk tolerance levels, the materiality of risks, and corresponding response strategies. The Committee considers that management has implemented appropriate measures to manage significant risks within levels acceptable to the Board. For details on major risks and corresponding mitigation measures in 2025, please refer to the Corporate Governance Report section of the Zijin Gold International 2025 Annual Report.

Supervision, Evaluation, and Audit Mechanism

We have established a multi-layered supervision, evaluation, and audit framework to strengthen our risk prevention and control defenses.

Risk monitoring and early warning
We have established a normalized risk monitoring and early warning mechanism to continuously track the business environment, operational conditions, and the implementation of risk mitigation measures. This enables dynamic identification of risk categories, severity levels, and evolving trends, with enhanced oversight of material risks, and the timely adoption of targeted actions to prevent and mitigate risks.

Analysis and summary
We regularly conduct systematic analysis on the effectiveness of the existing risk management strategies and control measures. We place particular focus on assessing the appropriateness of our risk appetite, risk tolerance, and early warning thresholds, and continuously optimize and refine our risk management approaches based on actual operational conditions.

Supervision and evaluation
We schedule frequent and ongoing risk management self-assessments and targeted reviews. The supervision and audit functions carry out independent evaluations of key areas, critical businesses, and major risks, provide actionable recommendations, and promote the effective implementation of risk control measures.

Communication and reporting
We have standardized risk information reporting processes and implemented a mechanism for hierarchical consolidation and periodic reporting. An annual risk management report is prepared and submitted to the Risk and Internal Control Management Committee for review.

Assessment and accountability
We have incorporated risk management into the performance appraisal system. Individuals who fail to fulfill their responsibilities or cause adverse consequences are held accountable in strict accordance with applicable requirements, thereby reinforcing responsibility and accountability across the organization.

Risk Management Training and Culture Development

We place strong emphasis on risk management training and the development of a risk-aware culture across all areas of the company, integrating both into all aspects of our corporate culture. In terms of cultural development, we actively promote sound risk management principles, strengthen risk awareness across all employees, and enhance their risk management capabilities, fostering an environment in which risk prevention becomes a conscious and proactive practice. This provides a solid cultural foundation for the effective implementation of our risk management objectives.

Our training programs focus on core areas including risk concepts, knowledge, processes, and control practices, with a particular emphasis on developing professional risk management talents. Through training, we reinforce the communication and expectations in relation of a risk culture, and by leveraging on this culture change, we guide risk management practices, supporting the development of a risk management ecosystem characterized by broad participation and shared responsibility across the organization.



Tax Transparency

We regard tax transparency as a key requirement of corporate governance and compliant operations. We strictly comply with the tax laws, regulations, and relevant administrative requirements in all jurisdictions where we operate, and diligently fulfill our statutory tax obligations. In accordance with applicable regulations, we accurately calculate taxable income, costs, and expenses, and ensure the timely and full filing and payment of all taxes, royalties, and other statutory levies, with standardized processes covering tax filing, documentation, and record-keeping throughout the entire lifecycle.

We also uphold the principle of tax integrity by establishing and continuously improving internal control policies for tax management. We proactively cooperate with local tax authorities in administration and audit processes, and strictly prohibit improper tax practices such as tax evasion and aggressive tax avoidance. Through transparent tax management, we fulfill our corporate social responsibility and safeguard our tax credibility and corporate reputation.

At the subsidiary level, Rosebel has been a reporting entity under the Extractive Industries Transparency Initiative (EITI) since 2016. It submits tax filings and supporting documentation to relevant local government authorities on a timely basis each year, in full compliance with applicable requirements. Rosebel is also a member of the EITI Multi-Stakeholder Group (the Multi-Stakeholder Group, "MSG"), which comprises representatives from the government, extractive industry companies (including mining, oil, and natural gas), and civil society in Suriname. Through close collaboration among its members, MSG advances tax transparency at the local level, demonstrating the Company's commitment to responsible tax practices and sound governance.



Our Path Forward

We continue to optimize our corporate governance framework, strengthen risk management, and enhance operational transparency, and are committed to:

- Optimizing the Board's structural diversity, and continuously enhancing members' professional expertise in areas such as global mining operations and cross-border compliance, in order to ensure more comprehensive and forward-looking Board decision-making.
- Improving the operational mechanisms of Board committees and optimizing their discussion processes, so as to further strengthen their supervisory and advisory decision-making functions.
- Promoting deeper alignment between the corporate governance framework and our global business footprint, while continuously updating governance policies to enhance the adaptability and execution of cross-regional governance.
- Gradually advancing the digitalization of governance to enable real-time tracking and analysis of governance data, thereby improving the efficiency and transparency of corporate governance.

Business Ethics and Integrity

Our Aspiration

Zijin Gold International is committed to aligning with international business ethics standards and local laws and regulations, internalizing integrity and compliance at the core of its global operations. We are dedicated to building a full-chain compliance management framework, cultivating a culture of integrity, ensuring accessible channels for grievances and reporting, and encouraging partners to uphold a shared commitment to ethical conduct. Through transparent and responsible operations, we fulfill our corporate responsibility and establish a benchmark for industry credibility.

Materiality to Our Business & Society

Our business ethics and integrity are the core foundation for the stable operation of our global business. This not only helps prevent compliance risks such as commercial bribery and money laundering and standardize supply chain cooperation and internal governance, but also enables us to fulfill our corporate social responsibility, maintain a fair market order, and earn the long-term trust of shareholders, customers, and communities.

Our Policies & Approach

Our Policies

We have formulated key policies including the *Corporate Conduct, Internal Guidelines for Integrity and Ethical Behavior, Anti-Money Laundering Policy, Whistleblowing Policy*, and *Conflict of Interest Management Policy.* We have also established a governance framework with reference to the *United Nations Convention against Corruption* and the *International Standards for the Professional Practice of Internal Auditing*. These policies cover key areas such as anti-commercial bribery, conflict of interest management, and whistleblowing, clearly defining implementation standards and responsibilities to ensure that business ethics requirements are integrated into the Company's entire operational process.

Approach

Business Ethics and Compliance	We have established a full-chain compliance framework covering key areas such as anti-commercial bribery and anti-money laundering. Our core policies define red lines, and we strengthen implementation through process controls and internal audits to ensure all business activities are lawful, compliant, transparent, and standardized.
Integrity and Anti-Corruption Culture	We strengthen awareness through professional training and reinforce ethical boundaries through ongoing cautionary education. We encourage our partners to adhere to shared principles of integrity, internalizing integrity and ethical conduct within our corporate operations and culture.
Grievances and Whistleblowing	We have established diverse and convenient reporting channels, along with strict mechanisms for information confidentiality and standardized investigations. This ensures a closed-loop process for handling reports with timely feedback, providing effective support for compliance oversight.

Business Ethics and Compliance

Zijin Gold International understands that business ethics and compliance management are fundamental to stable corporate operations and serve as a crucial safeguard for preventing operational risks, upholding market conduct, and fulfilling corporate responsibility. The Company has built a comprehensive compliance management framework that covers all business activities, integrating requirements for anti-commercial bribery, anti-money laundering, and anti-unfair competition into the entire operational process. We strengthen the implementation and supervision of our policies to ensure all business activities are lawful, compliant, and transparent.



Development of Business Ethics and Compliance Management Framework

We have established a comprehensive compliance policy framework covering key areas such as business ethics, anti-corruption, and anti-money laundering, based on international standards and local laws and regulations. During the Reporting Period, we updated the *Corporate Code of Conduct*, the *Internal Guidelines for Integrity and Ethical Behavior*, and the *Anti-Money Laundering Policy*. These policies implement unified standards and tiered controls to ensure full compliance and promote collaborative adherence by our partners:

Corporate Code of Conduct: Formulated with reference to international standards such as the *Ten Principles of the United Nations Global Compact* and the *United Nations Convention against Corruption*, this code applies to the Company and its controlled subsidiaries. It serves as an important standard for project investment and supplier selection, specifies zero tolerance for violations such as bribery and corruption, and establishes mechanisms for whistleblower protection and stakeholder grievances.

Internal Guidelines for Integrity and Ethical Behavior: We formulated these guidelines to cover all employees, with a focus on regulating conduct in key positions. They prohibit integrity-risk behaviors such as abuse of power for personal gain and illicit transfer of benefits. The guidelines also establish policies for reporting and approving personal significant matters and for business recusal, and they strengthen the business ethics review and "blacklist" management of suppliers.

Anti-Money Laundering Policy: We formulated this policy based on local Hong Kong regulations and international FATF standards. It employs a structure where the Finance Department has oversight and business departments are responsible for execution. Risks are controlled through customer and supplier due diligence, and the identification and reporting of suspicious transactions, supported by annual training, internal audits, and system-based alerts.

Compliance Management for Anti-Commercial Bribery and Anti-Unfair Competition

We have developed and implemented a comprehensive compliance framework against commercial bribery and unfair competition, based on policy development, centered on process control, and secured by supervisory mechanisms. We rely on three key policies—the *Internal Guidelines for Integrity and Ethical Behavior*, the *Connected Transaction Management Policy*, and the *Antitrust Compliance Policy*—which cover all employees and business scenarios. By defining clear compliance red lines, standardizing operational procedures, and strengthening accountability mechanisms, we help maintain a fair competitive market environment and uphold our reputation for compliance.

At the policy level, we have implemented multi-dimensional company documents that define clear compliance boundaries. Our main measures include:

- The *Internal Guidelines for Integrity and Ethical Behavior* applies to the Company and its subsidiaries. It explicitly prohibits actions such as abuse of power for personal gain and illicit transfer of benefits, and strictly forbids employees from soliciting or accepting assets from partners. The guidelines also prohibit providing improper benefits such as cash, gifts, or domestic or overseas travel to government officials or clients. At the same time, they detail integrity requirements for matters related to foreign affairs, clarifying foreign affairs discipline and confidentiality obligations to prevent cross-border business compliance risks.
- The *Connected Transaction Management Policy* requires the establishment of a precise identification mechanism for related parties to prevent hidden transactions through methods like analyzing equity structures and verifying relationships of senior executives. Pricing is determined based on five major fair value standards, including government-set prices and independent third-party market prices. The policy mandates the signing of written agreements and the fulfillment of tiered approval and information disclosure obligations. Connected directors and shareholders are required to abstain from voting, ensuring that transactions are transparent and compliant.
- The *Antitrust Compliance Policy* strictly adheres to laws and regulations in multiple jurisdictions, prohibiting monopolistic behaviors such as price manipulation, market allocation, and abuse of a dominant market position. It defines a three-tiered management responsibility structure involving the Board of Directors, the Legal Department, and business departments, establishing a comprehensive compliance mechanism that covers everything from risk identification to the handling of violations.

At the process control level, we have built a robust risk prevention system through internal and external collaboration. Our main measures include:

- Internally, we have established a management framework for personal significant matters. This framework regulates the appointment approval, record-filing, and recusal mechanisms for specific related persons, such as the spouses and children of management personnel. Appointments in key positions require approval from a higher level, and mandatory recusal is enforced in business dealings to prevent conflicts of interest at the source.
- Externally, we enhance business ethics reviews for suppliers, requiring them to submit anti-corruption-related documents. It conducts strict warehousing reviews through methods such as information verification and on-site inspections, and implements continuous monitoring; upon discovery of any non-compliant behavior, the supplier is placed on a "blacklist" and their partnership qualification is revoked.
- Concurrently, all commercial contracts, merger and acquisition agreements, and similar documents undergo special review by the Legal Department, focusing on screening for exclusivity clauses and restrictive trade practices. M&A transactions also require competition compliance due diligence to ensure they meet anti-monopoly reporting requirements. Cross-border transactions are subject to additional sanction list reviews to prevent international compliance risks.

In terms of supervision assurance, we have established a comprehensive closed-loop management mechanism. Our main measures include:

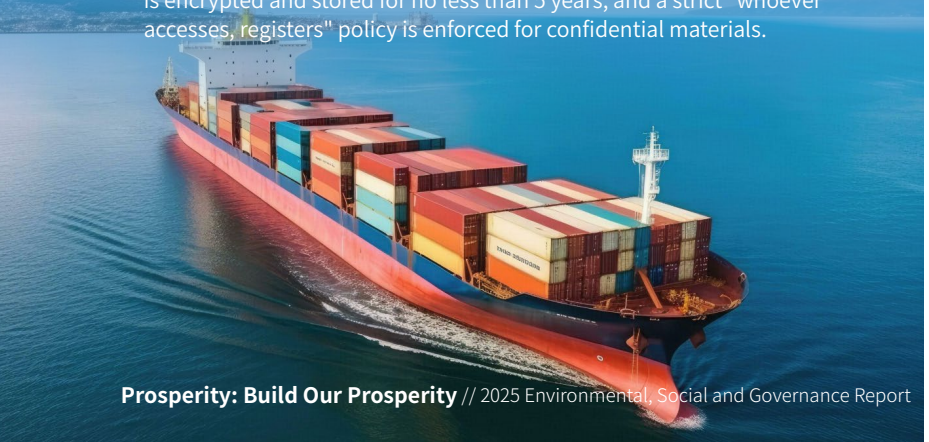
- Regular compliance education and training are facilitated, and the attendees include the Board of Directors, senior management, and employees in key positions. New employees are required to sign a compliance commitment upon joining. Professional lawyers and regulatory experts are invited to interpret policy requirements and legal risks, thereby strengthening compliance awareness among all staff.
- An anonymous reporting and whistleblower protection mechanism has been established. Reported information is managed confidentially, and retaliation is strictly prohibited to ensure that non-compliant activities are promptly exposed.
- Compliance performance is incorporated as a core basis for employee assessments and cadre selection. For violations of policies, actions such as criticism and education, disciplinary accountability, or economic compensation are taken depending on the severity of the case. Suspected criminal offenses are referred to judicial authorities.
- Policies are regularly evaluated and updated annually by the responsible departments. Clauses are optimized in line with changes in laws and regulations and business development dynamics. The effectiveness of implementation is monitored through internal audits, third-party assessments, and other methods.

Anti-Money Laundering and Anti-Insider Trading Compliance Management

We adhere to a practical approach, relying on the *Anti-Money Laundering Policy* and the *Insider Information and Insider Trading Management Policy*, to proactively build a full-process compliance prevention and control system. Through various specific measures, we close the loop on risks, comprehensively regulate business operations, and strengthen process supervision.

In the area of anti-money laundering, we strictly manage all stages of transactions throughout the entire process, resolutely blocking money laundering risks to uphold the compliance bottom line. The following measures are taken:

- We conduct tiered due diligence on customers, suppliers, and logistics service providers. This includes strictly verifying identity information and identifying ultimate beneficial owners. Enhanced reviews are carried out for high-risk entities.
- Frontline employees routinely screen for unusual transaction anomalies. Upon discovering suspicious circumstances, we immediately initiate a reporting process of "departmental identification—office review—regulatory filing" .
- We use the ERP (Enterprise Resource Planning) system to ensure a complete audit trail of transaction data. We have set up automatic alerts for abnormal thresholds such as price and quantity, complemented by a multi-departmental cross-verification mechanism.
- Annual specialized anti-money laundering training is conducted for all staff, with enhanced empowerment for key positions. Transaction data is encrypted and stored for no less than 5 years, and a strict "whoever accesses, registers" policy is enforced for confidential materials.



Regarding anti-insider trading, we strictly manage the entire lifecycle of inside information and are resolute in preventing insider trading to maintain market fairness. The following measures are taken:



Business Ethics Audit and Internal Control Self-Assessment and Evaluation Mechanism

We have built a full-process, closed-loop management mechanism for business ethics audits and internal control self-assessments. Through the *Internal Audit Management Regulation*, we deeply integrate business ethics compliance requirements into the internal audit framework. By combining regular audit supervision with departmental self-reviews, we verify the effectiveness of internal controls through tiered implementation, strict rectification, and quantitative evaluation.

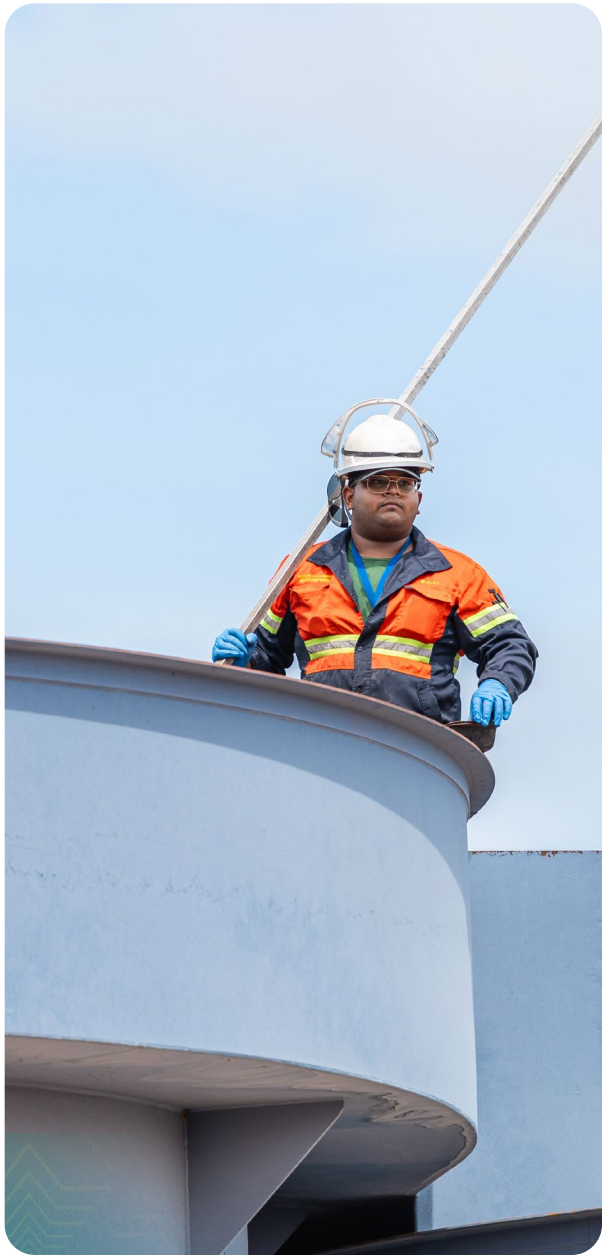
In terms of business ethics audits, we have fully embedded business ethics compliance reviews into the entire internal audit process, making it a core evaluation component of the annual routine audit. Each year, we conduct a routine audit covering all business areas of the Company and its subsidiaries, focusing on verifying the implementation of business ethics-related policies and adherence to integrity requirements, thereby achieving continuous supervision across all domains. Our key actions include:

- For high-risk areas in business ethics such as procurement, engineering construction, supplier partnerships, and financial expenditures, we incorporate them into the scope of ad-hoc special audits based on operational realities and risk assessments. We conduct targeted, in-depth reviews to precisely identify potential compliance risks.
- The supervision and internal control office leads and coordinates internal audit work. For business ethics-related issues identified during audits, it issues clear audit opinions and rectification recommendations, requiring the audited units to implement corrective actions within a specified period.

Regarding the internal control self-assessment and evaluation mechanism, we enhance the closed loop for rectification tracking and evaluation. The audit department of the audited unit is responsible for tracking and verifying the effectiveness of rectification. The supervision and internal control office formulates follow-up audit plans based on the importance and complexity of the rectification, conducts subsequent audits to verify the results, and proposes handling opinions for units and individuals with inadequate rectification. Our key actions include:

- We incorporate the results of business ethics audits and internal control self-assessments into a quantitative assessment framework. A comprehensive assessment is conducted from dimensions such as policy execution, risk prevention and control, and rectification implementation. Employee integrity is a key criterion for departmental and employee assessments, as well as for cadre selection.
- We strengthen audit quality control through measures such as a two-tier review of audit reports, maintaining a complete trail of audit working papers, and enforcing professional ethics codes for auditors. These steps ensure that the business ethics audit and internal control self-assessment work is objective, fair, precise, and effective.

During the Reporting Period, the Company and its employees were not involved in any ongoing or concluded corruption-related cases.



Integrity and Anti-Corruption Culture

Zijin Gold International is deeply committed to building a culture of integrity. Through diverse measures such as policy development, training and promotion, and disciplinary warnings, we integrate the concept of integrity into all operational processes and employee codes of conduct. This enhances awareness of integrity and compliance, safeguarding the Company's reputation and social image.



Integrity and Anti-Corruption Training

We use training and empowerment as a key approach to solidify the ideological foundation for ethical conduct. We have built a professional and systematic integrity training system, inviting authoritative external institutions to provide instruction that precisely targets key management groups within the Company. Training content is dis created and delivered with the intent of the implementation of integrity policies to strengthen the self-discipline and compliance execution capabilities of personnel at all levels, promoting the integration of an integrity and anti-corruption culture into all business processes:

We have established a regular specialized integrity and anti-corruption training mechanism that combines professional external instruction with precise coverage of key groups. We have set clear requirements for training frequency, incorporating integrity and anti-corruption training into the mandatory annual training plan. At least one specialized business ethics training session is conducted each year to ensure the continuity and stability of the training.

In terms of instructional resources, we select authoritative external agencies. We invite institutions with extensive practical experience in compliance and anti-corruption, such as professional law firms and the Hong Kong Independent Commission Against Corruption (ICAC), to conduct training. This ensures the content is professional, compliant, and practical.

Regarding the training audience, we precisely target members of the Board of Directors and key management personnel at all levels of the Company. The focus is on key positions with high corruption risks in business management, achieving full coverage of these critical groups.

In terms of content, the training closely follows the requirements of policies such as the *Internal Guidelines for Integrity and Ethical Behavior*. It revolves around core modules like business ethics, anti-corruption and anti-bribery, and codes of conduct for integrity related to foreign affairs. Typical cases are used to deconstruct the red lines and operational standards for ethical conduct, making the training more targeted and practical.

Integrity and Anti-Corruption Warnings

We strengthen warnings and constraints related to integrity and anti-corruption throughout all processes. In strict accordance with the *Internal Guidelines for Integrity and Ethical Behavior* and the *Corporate Code of Conduct*, we clearly define red lines and prohibited areas for ethical conduct. Through regular warnings, reminders, and rigid disciplinary constraints, we guide all employees to establish a firm sense of anti-corruption and anti-corruption and self-discipline and to prevent all types of non-compliant and unethical behavior.

All employees of the Company must adhere to business ethics and professional conduct, and are strictly prohibited from acts such as abuse of power for personal gain, transfer of benefits, and giving or receiving bribes. Management cadres at all levels must lead by example, strictly implementing policies for reporting major personal matters and recusal from business activities. In high-risk areas for anti-corruption, such as partnerships, procurement and sales, and engineering construction, the compliance bottom line must be adhered to. Colluding with partners for improper benefits is forbidden. Anyone who crosses these anti-corruption red lines will be held strictly accountable by the Company in accordance with regulations, with no exceptions.

Integrity and Anti-Corruption in Partnerships

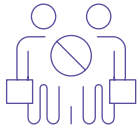
We integrate integrity and anti-corruption into the entire process of managing partnerships. Guided by the *Internal Guidelines for Integrity and Ethical Behavior* and the *Management Policy of Product Sales*, we have established a dual-layer integrity and anti-corruption review mechanism for both suppliers and customers. This defines the integrity and anti-corruption obligations for both parties, encourages partners to adhere to the same ethical standards, and builds a cooperative ecosystem based on shared values and joint risk prevention.

We treat anti-corruption and compliance as core standards for partnerships. We strictly manage partner admissions and implement full-lifecycle anti-corruption controls to achieve mutual adherence to ethical standards and joint risk governance between both parties:

- For supplier partnerships, we conduct multi-dimensional business ethics reviews of potential suppliers. We gather information on any corruption-related violations by verifying documents, checking authoritative business information in their home country, and conducting on-site inspections. Suppliers are also required to submit their anti-corruption policies, systems, and a description of their working mechanisms as mandatory materials for admission.



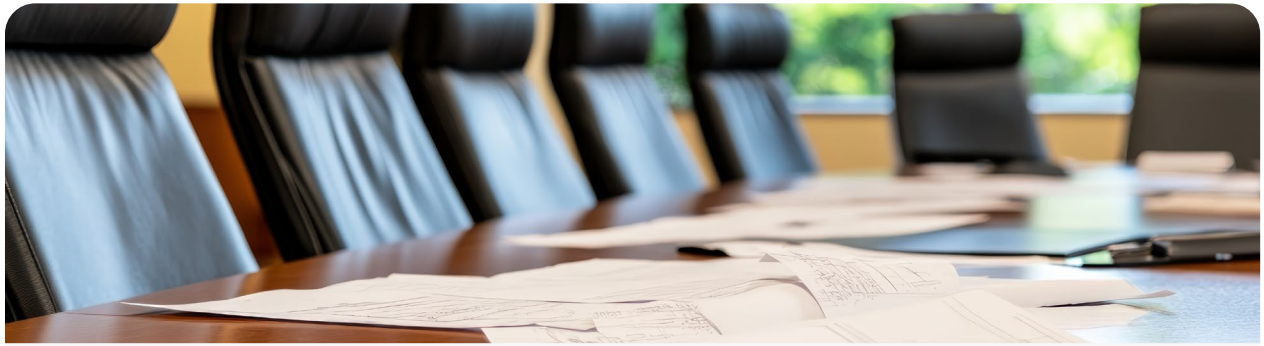
- Concurrently, we conduct ongoing monitoring of existing suppliers. If any illegal or non-compliant behavior is discovered, their partnership qualification is immediately revoked, and they are added to the Company's blacklist.



- We include a dedicated anti-corruption clause in all partnership contracts to clearly define the mutual anti-corruption obligations. Preference is given to establishing long-term relationships with partners who endorse the Company's anti-corruption policies and share similar values.



Performance on Relevant Indicators



Training for Board of Directors Members

During the Reporting Period, all members of the Board of Directors completed specialized training in anti-corruption and business ethics, strictly adhering to the requirements of the *Internal Guidelines for Integrity and Ethical Behavior* and the *Corporate Code of Conduct* to ensure the decision-making level fully grasps core anti-corruption and compliance requirements.

Management Training

We provide stratified and categorized anti-corruption and integrity training for management personnel at all levels, covering key topics such as real-life case studies, reviews of management deficiencies, anti-corruption risks, and prevention of conflicts of interest, thereby achieving full training coverage for the management team.

Employee Training

We provide anti-corruption training for new employees and those in key-risk business areas and positions, such as procurement, sales, and engineering construction. All new employees must undergo anti-corruption and integrity training upon joining to ensure that business ethics and anti-corruption policies and procedures cover all staff, securing their commitment to abide by integrity regulations.

Partner Training

We extend our high standards of business ethics and anti-corruption to third-party partners (including suppliers, contractors, and customers), holding online and offline integrity promotions and specialized training sessions from time to time to ensure all stakeholders fully understand and identify with our culture of anti-corruption.

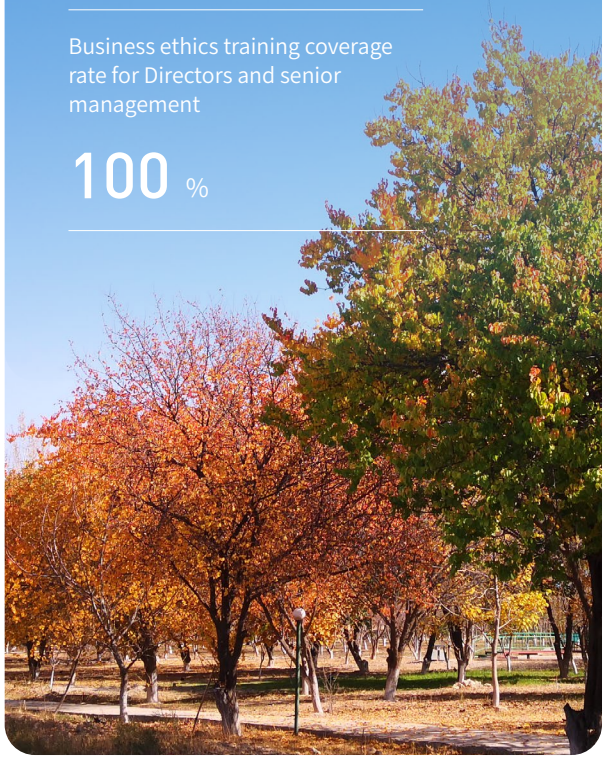
Key Performance[1]

In 2025, internal and external communication rate of the Company's business ethics policies

100 %

Business ethics training coverage rate for Directors and senior management

100 %



1.This data does not yet include Akyem, as the acquisition was completed less than a year ago and the relevant data is still being systematically collected.

Grievance and Whistleblowing

To prevent and address potential and actual misconduct and to promote transparent management, the Company has established an objective, confidential, and independent whistleblowing and investigation mechanism. We are committed to protecting employees and related parties from retaliation or improper treatment, encouraging them to report concerns and make suggestions with confidence, thereby building a solid supervisory framework for the Company's stable and compliant development.



Establishment of Compliance Grievance and Whistleblowing Channels

Based on our *Whistleblowing Policy*, we have developed a convenient, open, and diverse system of compliance grievance and whistleblowing channels, covering all employees and partners of the Company and its subsidiaries, to ensure that violations of rules and disciplines can be reported promptly, effectively strengthening the execution of integrity and compliance supervision.

We ensure our channels are both diverse and easily accessible, creating a comprehensive grievance and whistleblowing network. The Company has a dedicated whistleblowing email (whistleblowing@zijingoldintl.com) as the core channel and requires all subsidiary units to establish multiple supplementary channels, such as telephone, written correspondence, and in-person visits, based on local contexts, and to publicly announce these to all employees and partners.

Additionally, we incorporate the *Whistleblowing Policy* into mandatory training for new employee onboarding, anti-corruption, and business ethics, ensuring that employees, directors, and partners are fully aware of the whistleblowing channels and usage guidelines.

Channel management is implemented with layered responsibilities, at the Company headquarters, it is uniformly managed by the supervision and internal control office, while at subsidiary units, it is handled by an independent Audit and Internal Control Committee to ensure channels remain unobstructed.

Confidentiality of Whistleblowing Information and Verification Mechanism

We strictly adhere to the requirements of the *Whistleblowing Policy*, establishing a rigorous confidentiality framework for whistleblowing information and a standardized verification mechanism to protect the legitimate rights and interests of whistleblowers and ensure the objectivity and fairness of verification work.

- We strengthen confidentiality management with multi-layered protections and standardize verification conduct through standard procedures. We classify all whistleblowing information as confidential, designating specialized personnel to handle it in a dedicated location. The registration and archiving of reporting materials are subject to encryption controls, and the personal information of whistleblowers is always concealed during investigations, with their identity disclosed only with their consent or as required by law.

- A conflict of interest recusal policy is implemented, requiring receiving and investigating personnel to voluntarily recuse themselves if they have a conflict of interest with the whistleblower or the content of the report; whistleblowers may also request recusal.

- Any form of retaliation is strictly prohibited, and those who retaliate will be held seriously accountable; if the act constitutes a crime, it will be transferred to judicial authorities for handling in accordance with the law.

Closed-Loop Management of the Handling Process

We have established a comprehensive closed-loop management mechanism of "receipt—assessment—investigation—closure—archiving" and strictly follow the provisions of the *Whistleblowing Policy* to ensure that every report is handled in a standardized manner and tracked throughout the entire process. Through the following standardized procedures, we ensure the entire report handling process is standardized and traceable:



After receiving a report, we complete its classification and registration within two business days, recording detailed information such as the date, type, business involved, and subject, and fill it out in accordance with the *Whistleblowing Information and Acceptance Status Registration Form*.

The report recipient then assesses the amount, nature, and sensitivity of the reported content and initiates an independent internal approval process, after which it is handled based on the approval results: either directly investigated by the supervision and internal control office, handed over to a specialized department of the relevant entity for investigation, or temporarily registered. Investigations are generally completed within three months; in special cases requiring an extension, an explanation must be provided to the head of the supervision and audit department to apply for an extension of one to two months.

Upon completion of the investigation, an investigation report and handling recommendations are formed and the case is closed after review according to procedures; all disposal records and reports are retained long-term by the supervision and audit department. We will pursue legal responsibility for any malicious fabrications or false reports.

Feedback on Whistleblowing Results and Improvement Measures

We have established a mechanism for handling whistleblowing results that includes timely feedback, follow-up on corrective actions, and continuous improvement, combining report-driven rectification with policy improvement to promote ongoing optimization through targeted feedback and effective rectifications. For reports made in a non-anonymous capacity, we provide feedback on the handling results to the whistleblower one-by-one within five working days after the investigation is concluded, detailing the investigation process, the facts identified, and the basis for the handling. For reports that are verified and result in recovering or reducing losses for the Company, a one-time reward of up to HK$60,000 will be granted; whistleblowers who are employees or partners of the Company may also receive preferential consideration in performance appraisals, promotions, and cooperation opportunities. For anonymous reports, if the investigation confirms the allegations, we will communicate the handling results within a certain scope; if not confirmed, the matter will be dismissed.

We regularly summarize the overall situation of report handling, analyze high-risk areas and policy vulnerabilities, and implement dynamic updates and improvements to the *Whistleblowing Policy* and related compliance policies. At the same time, we strengthen training and communication efforts, focusing on typical issues identified in reports during anti-corruption and business ethics training to prevent the recurrence of similar risks.

During the Reporting Period,

Grievances and reports received by the Company's subsidiaries through grievance and whistleblowing mechanism

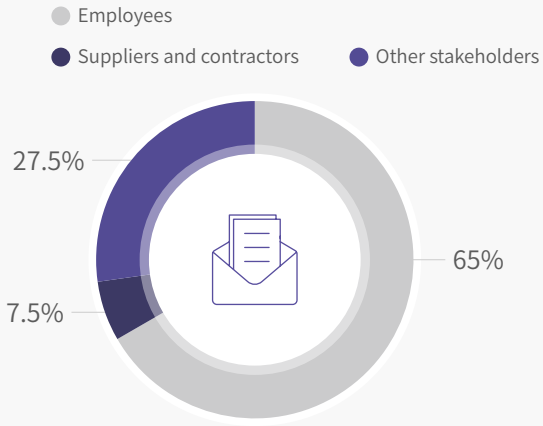
40 [1]

Cases resolved

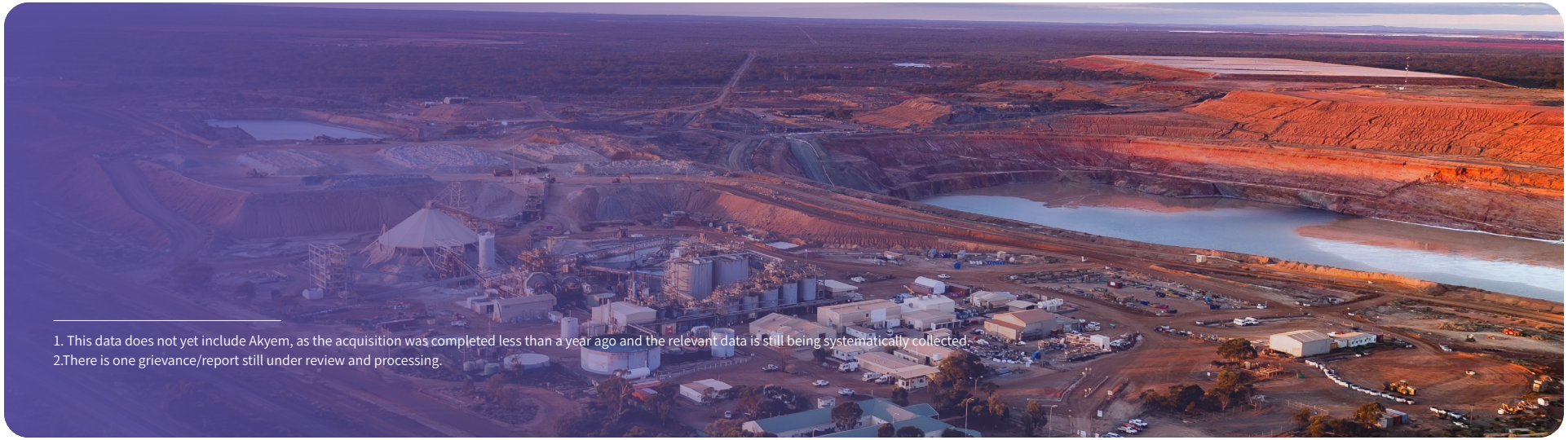
39 [2]

Resolution rate

97.5 %



Sources of Various Grievances and Reports We Received



1. This data does not yet include Akyem, as the acquisition was completed less than a year ago and the relevant data is still being systematically collected.
2.There is one grievance/report still under review and processing.

Our Path Forward

We continue to uphold the principles of business ethics and integrity and continuously improve our integrity and compliance management framework. The key priorities of our future plans are as follows:



- Optimizing detailed rules for business ethics-related policies and improve mechanisms for identifying, preventing, and declaring conflicts of interest.
- Expanding the coverage of stratified and categorized integrity training and strengthen compliance guidance for businesses related to foreign affairs and high-risk scenarios.
- Promoting full coverage of integrity commitments among partners and enhance the dynamic evaluation framework for anti-corruption cooperation.
- Strengthening routine supervision of business ethics compliance and improve early warning and pre-emptive control mechanisms for integrity risks.

Human Rights

Our Aspiration

Zijin Gold International is committed to adhering to internationally recognized human rights standards, integrating human rights protection into the entire chain of our global mining operations and the core of our corporate governance. We are dedicated to building a comprehensive human rights management system, upholding the baseline of labor rights, respecting the rights and cultural heritage of indigenous peoples, and standardizing human rights management practices across our value chain. We will also collaborate with all stakeholders in a more inclusive and responsible manner to promote the deep integration of human rights concepts into mining development and community coexistence, achieving a symbiotic relationship between human rights protection and corporate development.

Materiality to Our Business & Society

Human rights are a vital cornerstone of our global mining operations, deeply linked to the stable development of our business and the creation of social value. By integrating human rights management into the entire process of mining development, we can not only mitigate operational risks and solidify the foundation of supply chain cooperation but also promote harmonious coexistence with communities, protect local diverse values, and set a benchmark for industry responsibility, allowing corporate growth and social well-being to advance in tandem.

Our Policies & Approach

Our Policies

We follow the *Human Rights Policy* published and implemented by our controlling shareholder, Zijin Mining, and have formulated core policies such as the *Corporate Code of Conduct* to establish a human rights management policy framework applicable to our global operations. This framework is based on international human rights standards, including the *United Nations Guiding Principles on Business and Human Rights*, and aligns with the local legal requirements of each operating jurisdiction. We have defined human rights management standards for our entire business chain, assigned management responsibilities to specific positions, and promoted strict implementation at each mine site. We have also established a dynamic review and revision mechanism to optimize policies in a timely manner based on operational realities, ensuring the standardized and effective implementation of our human rights management system.

Approach[1]

Human Rights Management	We integrate human rights management into our corporate governance and operational systems, systematically identifying and managing human rights risks while improving training and grievance and remedy mechanisms.
Labor Rights	We strictly comply with relevant laws and regulations, resolutely prohibit child labor and forced labor, guarantee employees' rights to equality and personal dignity, and respect the freedom of association and the right to collective bargaining, promoting fair participation and shared development for all employee groups.
Indigenous Peoples' Rights and Cultural Heritage Rights	We respect the rights of indigenous peoples to land, resources, and culture as provided by law, ensuring compliance in land and resource use through lawful consultation, information disclosure, and compensation arrangements, and take measures to protect local cultural heritage.
Artisanal and Small-Scale Mining	We identify and respond to related risks, guiding them toward lawful operations through cooperation, training, and technical support to enhance their safety and environmental performance and reduce their impact on communities and ecosystems.
Security and Human Rights	We clearly define restrictions on the use of force and reduce the risk of conflict through systematic training, community engagement, and technological preventive measures to ensure that security activities comply with international human rights standards and applicable legal requirements.

1.The Company respects internationally recognized human rights principles and incorporates risks relating to human rights, indigenous peoples' rights, cultural heritage, security management and artisanal and small-scale mining into its ESG risk management framework. During the Reporting Period, the Company established relevant policies and management mechanisms, and conducted site-level risk identification, community engagement, grievance handling and remediation activities at certain mine sites. The Company recognizes that these matters are highly location-specific and sensitive. Going forward, we will further advance human rights due diligence, security and human rights training, ASM risk identification, assessments relating to indigenous peoples and cultural heritage protection, and effectiveness reviews of grievance and remedy mechanisms, with a view to improving the substance, verifiability and transparency of related disclosure.

Human Rights Management

Zijin Gold International integrates human rights management into its corporate governance and operational management systems, creating a systematic management framework that covers policy formulation, implementation, and improvement. Through institutional integration, process controls, and supervision and evaluation mechanisms, we ensure the effective implementation of human rights requirements in daily operations and identify, prevent, and respond to potential or actual human rights impacts. Building on this foundation, we strengthen relevant training and capacity building, improve grievance and remedy mechanisms, and promote accountability and management transparency.



Human Rights Commitment

We have always regarded respect for and protection of human rights as a fundamental prerequisite for conducting our global business activities. We adhere to the Human Rights Policy published and implemented by our controlling shareholder, Zijin Mining, which is consistent with internationally recognized human rights frameworks such as the *Universal Declaration of Human Rights*, the *Ten Principles of the United Nations Global Compact*, and the core conventions of the International Labor Organization (ILO). The policy clearly stipulates the respect for and protection of the human rights of employees, contractors, host communities, and supply chains, while also covering key requirements such as the identification, assessment, and control of human rights risks, as well as grievance and remedy mechanisms.

Within the unified framework of the Group's human rights policy, we have incorporated relevant human rights requirements into various internal management systems and operational standards, including codes of corporate ethics, talent recruitment and selection standard, and anti-discrimination and anti-harassment policies, thereby implementing human rights principles in the processes of recruitment, daily management, and business operations. Concurrently, some mine sites have developed and implemented their own human rights policies under the Group's framework, including Aurora and Akyem. Rosebel also plans to formulate an independent human rights policy by 2026, which will further expand the scope of human rights issues covered and continue to enhance alignment with internationally recognized human rights standards by integrating existing related practices.

Human Rights Risk Management System

We systematically manage ESG risks, including human rights, within our existing risk management and ESG management frameworks, and have integrated human rights risks into the Company's overall risk governance system. We focus on issues such as labor practices, occupational health and safety, host community impacts, and supply chain compliance to identify potential or actual human rights impacts in our business operations.

Based on risk identification, we have established and implemented a risk assessment process to evaluate and manage identified human rights risks by category, comprehensively considering the likelihood of risk occurrence and the degree of its potential impact, including direct, indirect, and cumulative impacts. We formulate corresponding risk mitigation and response measures accordingly. Risk assessments are reviewed and updated periodically and adjusted based on factors such as regulatory changes, industry trends, and shifts in the operating environment. Where necessary, third-party organizations may be engaged to evaluate the risk assessment process and its effectiveness.

In the process of developing and implementing risk mitigation measures, we listen to the opinions and suggestions of relevant stakeholders to support the reasonableness and applicability of our risk response measures. The effectiveness of implemented risk mitigation measures is assessed, and corrective actions are taken promptly if expected targets are not met. When necessary, third-party organizations may be commissioned to conduct independent evaluations of the effectiveness of the risk response measures.

Human Rights Training

We incorporate human rights awareness into our daily management and training arrangements. During new employee onboarding, human rights-related content is included in induction training and the dissemination of the employee handbook, with a focus on topics such as diversity, equality, and inclusion, anti-discrimination, anti-harassment and anti-bullying, clearly defining behavioral standards and reporting mechanisms. Operations such as Zeravshan and Continental Gold carry out relevant work in accordance with these unified requirements. Additionally, we conduct various specialized human rights training sessions periodically and as needed, covering key topics such as women's rights, working hours and remuneration, prevention of workplace bullying and sexual harassment, due diligence management of labor rights in the supply chain, and human rights training for security contractors and related collaborators.

Human Rights Grievance and Remedy Mechanisms

We have established and improved a grievance mechanism to provide accessible channels for complaints and reports from employees, community members, suppliers, and others. This mechanism specifies processing procedures and reasonable timeframes to ensure all grievances receive a timely response, and its operational effectiveness is regularly assessed. We strictly protect the confidentiality of reported information and the identity of whistleblowers, and explicitly prohibit any form of retaliation. For verified non-compliant behaviors, we take corrective measures and disciplinary actions in accordance with the law and initiate rectification plans as appropriate, including immediate cessation of improper conduct, restoration of damaged property or environment, and provision of financial compensation or rehabilitation support (such as psychological counseling, vocational training, or placement services). At the same time, we learn from each grievance to optimize relevant policies and procedures, ensuring the process is transparent and fair.

Human Rights-Related Audits

During the Reporting Period, Zeravshan, Altynken, Aurora, Continental Gold, and Rosebel all underwent assurance in accordance with the Responsible Gold Mining Principles (RGMPs), which include standards for human rights management. No significant violations of human rights principles were found during the assurance process.



Labor Rights

We respect and protect labor rights in our global operations, strictly complying with the laws and regulations of the countries and regions where we operate, as well as international standards such as the ILO core conventions. Through institutional development and management implementation, we prevent risks of child labor and forced labor, uphold employee equality and dignity, protect the rights to freedom of association and collective bargaining, focus on fair opportunities for vulnerable groups in employment and career development, and strengthen the management of labor rights for contractors, promoting a standardized, transparent, and mutually respectful labor environment.



Eradication of Child Labor and Modern Slavery

We strictly adhere to the laws and regulations of the countries and regions where we operate, as well as international standards like the ILO core conventions, and explicitly prohibit the use of child labor, forced labor, debt bondage, indentured labor, or any other form of labor exploitation in all business activities.

We prevent the risk of child labor through our recruitment screening mechanisms and require contractors, suppliers, and third-party recruitment agencies to adhere to the same standards. We also explicitly prohibit the recruitment or use of labor through violence, threats, fraud, confiscation of identity documents, or the collection of deposits or guarantees. We forbid charging job applicants any recruitment fees and do not impose unreasonable restrictions on employees' freedom of movement or their right to resign in accordance with the law. All recruitment and employment activities are based on the principles of voluntary and informed consent.

Furthermore, we encourage employees, community members, and other relevant parties to raise concerns about situations involving child labor or forced labor. If such situations are discovered, they will be verified and addressed through existing mechanisms, with appropriate corrective measures taken based on the specific circumstances. This process does not affect the rights of the individuals concerned to protect their legitimate interests through judicial, administrative, or other legal channels.

Anti-Discrimination, Anti-Harassment, and Anti-Bullying

We have a zero-tolerance policy for any form of discrimination, harassment, workplace bullying, or violence, and are committed to providing a safe, respectful, and fear-free working environment for employees, contractors, and other relevant parties. These requirements have been incorporated into the *Corporate Code of Conduct* and the *Human Rights Policy* and are implemented at all operational units through institutional arrangements that clearly define behavioral boundaries and establish corresponding reporting and complaint handling mechanisms.

Currently, Norton Gold Fields and Rosebel have formulated and implemented independent policies on anti-discrimination, anti-harassment, and workplace violence. Other mine sites have embedded these requirements into daily management through documents such as the *Code of Corporate Ethics, Internal Labor Regulations*, and *Guidelines on Anti-Bullying and Harassment Management*. At the same time, we prevent and mitigate related risks through targeted training programs and oversight mechanisms involving unions or employee representatives, safeguarding the dignity and fundamental rights of employees in the workplace.

Freedom of Association and Collective Bargaining

We respect and uphold employees' legal rights to freedom of association and collective bargaining, viewing transparent communication mechanisms as core to maintaining stable labor relations. We also support employees in engaging in dialogue and negotiation on matters related to their working conditions and vital interests through unions or legally elected representatives.

Zeravshan and Altynken
The collective bargaining agreements at Zeravshan and Altynken now cover all local employees. In 2025, Altynken engaged in efficient negotiations with its union, achieving a reasonable annual increase in labor costs amidst a complex economic environment.

Continental Gold
Continental Gold has demonstrated an outstanding model of social dialogue; we signed collective agreements with both union and non-union members and held a total of 21 formal coordination meetings in 2025 to oversee the closed-loop implementation of 63 clauses, resulting in zero administrative penalties, claims, or formal lawsuits for labor disputes.

Aurora
The local legal union has obtained representative status and established a formal cooperative relationship with the Company. During the Reporting Period, both parties have conducted multiple rounds of negotiations on a collective agreement. The talks are now in their final stages, with plans to sign the agreement in early 2026.

Raygorodok
Raygorodok has not yet established a union, but in accordance with Kazakhstan's labor laws, the Company has established an elected employee representative body. During the Reporting Period, Raygorodok was awarded the national bronze "Paryz" award for Best Collective Agreement. The relevant collective agreement was developed in accordance with the laws of the Republic of Kazakhstan and industry agreements, and it automatically applies legislative adjustments related to employee rights and working conditions, providing social security, remuneration arrangements, and employee benefits that go beyond the statutory requirements.


ZIJIN | RG GOLD

DEAR COLLEAGUES!

RG GOLD ONCE AGAIN BECOMES A BRONZE WINNER OF THE "PARYZ" NATIONAL CONTEST!

We are pleased to announce that RG Gold has once again become a bronze winner of the national "Paryz" contest in the category "Best Collective Agreement."

This repeated national-level award is a recognition of our joint efforts to develop social partnership, protect employees' rights, and create stable and safe working conditions.

Today, approximately 1300 people work at the company, and the contribution of each employee is truly important. Our efforts to improve HR practices, motivation systems, and professional development have also been highly recognized.

Thank you all for your daily hard work and commitment! This award is the result of our collective efforts and a clear confirmation that RG Gold's core values are people, sustainable development, and social responsibility.

Best regards, RG Gold

In 2025, Raygorodok Once Again Won the National Bronze "Paryz" Award for Best Collective Agreement

Inclusion and Support for Vulnerable Groups

We focus on the potential impact of our operational activities on vulnerable employee groups, including women, persons with disabilities, ethnic minorities, and other groups that may be at a disadvantage in the job market, and we incorporate relevant safeguards into our human resources management system. During recruitment, employment, and career development processes, we diligently identify the various risks they may face and implement targeted measures to promote equal opportunities. At the same time, by organizing women's forums, employee communication meetings, and specialized training, we provide platforms for different groups to express their opinions and participate in discussions, enhancing their engagement and visibility in matters of career development, work environment, and rights protection.

Contractor Labor Rights

We have always placed a high priority on strengthening the management of our contractors' labor rights and continue to implement a monthly inspection mechanism for labor and human rights concerning contractors. Through document reviews and random interviews with employees from different categories (gender, position, contract status, etc.), we plan to conduct investigative assessments focusing on areas such as employment conditions, minimum wage guarantees, working hours, and anti-harassment, and we will continuously follow up on the rectification of any issues. If any related problems are discovered, corresponding remedial measures will be promptly developed and executed to ensure they are properly resolved.

Indigenous Peoples' Rights and Cultural Heritage Rights

We respect and protect the rights to land, resource use, and culture legally enjoyed by indigenous peoples, understanding that this is a core manifestation of respecting community rights, safeguarding cultural heritage, and practicing responsible development. In accordance with laws and regulations, we advance negotiations on land and resource use, strengthen transparent communication and fair compensation arrangements, and take measures to support the protection of community cultural heritage and the maintenance of cultural diversity, promoting the harmonious coexistence of our operational activities with the long-term development of the community.



Compliance and Negotiation on Indigenous Land and Resource Use Rights

During project development and operations, we prioritize avoiding or minimizing impacts on their land and resources through planning optimization and risk assessments. If it is indeed necessary to use the relevant land in accordance with the law, we will conduct full and transparent communication and negotiations with the affected communities under the premise of legal compliance, implement fair and reasonable compensation arrangements, and proceed with relocation and resettlement work as required by law.

In situations where some mine sites involve the use of collective forest land from surrounding communities, we only use such land when operationally necessary. Beforehand, we conduct transparent negotiations with the relevant communities to clarify the compensation mechanism and pay compensation in accordance with the law. While meeting operational needs, we minimize the impact on the communities' existing ways of using resources by optimizing our scope of work and management measures. In addition to statutory compensation, affected communities can still legally harvest and sell timber resources of commercial value to obtain reasonable income from the utilization of these resources.

Cultural Heritage Protection and Respect

We fully respect the culture, traditions, and beliefs of indigenous communities. Some of our mine sites require expatriate and international employees to undergo cultural awareness training. On-site operational personnel receive further training on cultural heritage awareness and the "unexpected finds procedure" to ensure they can respond appropriately and compliantly when dealing with culturally sensitive matters or potential heritage discoveries. We also encourage employees, including management, to engage in direct communication with communities to deepen their understanding of local history and cultural context.



Rosebel Conducts Cultural Heritage Awareness Trainings

Additionally, our various mine sites actively participate in and support a range of cultural activities to promote community cultural heritage and social integration, and they carry out cultural heritage protection projects tailored to local characteristics. Continental Gold has implemented several support projects centered on local historical and cultural resources, including heritage week activities, cultural bazaars, local culture and heritage forums, and themed cultural experience routes. The project updated and distributed 200 copies of local cultural textbooks and held a cultural heritage forum for teachers. Related exchange and experience activities covered 7 important cultural heritage sites. During the Reporting Period, a total of 23 cultural events were held, directly benefiting over 800 community residents and students.

Artisanal and Small-Scale Mining

We are deeply concerned about the potential environmental, social, and human rights risks associated with artisanal and small-scale mining (ASM) activities, while also recognizing that they can be a significant source of revenue in some communities. We adhere to a balanced approach of risk prevention and livelihood consideration, emphasizing both standardized guidance and steady progress. On the basis of strengthening risk management, we promote the legalization and formalization of ASM through project cooperation and enhance their safety and environmental management levels with capacity building and technical support, fostering the harmonious coexistence of mining operations and community development.



ASM Status Assessment

Currently, we have identified ASM activities in the vicinity of four of our mine sites and have implemented management and mitigation measures for the related activities and potential risks. For operational areas not yet involving ASM, we conduct regular monitoring through existing community engagement and participation mechanisms. If any signs of potential risks emerge, we will prioritize launching a social and human rights impact assessment to trace the root causes of the risks and develop response plans in advance.

Promoting the Formalization of ASM

After identifying ASM activities, we have pushed for all relevant mine sites to carry out corresponding risk management and mitigation work. To illustrate how this work is conducted, we will use the practices of Continental Gold as a detailed example: The mine signed cooperation agreements with local formalized enterprises to procure their ore and related products under the framework of the Company's standards and policies, while providing technical and management support to ensure their operations comply with Company requirements and applicable regulations. Sufficient levels of scrutiny were put in place to distinguish between eligible participants and illegal miners. During the year, we organized multiple training sessions to enhance their technical capabilities and safety levels, and through management supervision and monthly audits, we verified their performance in areas such as labor employment, wage payment, and tax compliance. At the same time, we monitor their shareholder and employee structures to strengthen corporate governance arrangements. Under these measures, the metal output of the formalized enterprises reached **483.42** kilograms during the Reporting Period, an increase of over **40%** compared to the planned target. The project also created over **440** direct jobs through a female recruitment plan and local employment policies, with approximately **33%** of the positions held by female employees, strongly promoting community employment and gender inclusion.

Enhancing ASM Safety and Environmental Practices

At all mine sites where ASM is an issue, we concurrently work to enhance safety and environmental practices. Each site explores implementation methods based on local conditions, with the practices at Rosebel and Continental Gold detailed below. Rosebel signed a memorandum of understanding with the national environmental management agency and its partners to advance a mercury-free mining pilot project, reducing the impact of gold processing on the environment and public health. We also organized multiple site visits to provide occupational health and safety and environmental protection training for small-scale miners, improving their risk identification and operational management capabilities. Concurrently, we explore alternative and diversified livelihood sources with small-scale miners to reduce their reliance on high-risk mining activities and support them in achieving a more stable income structure.

At Continental Gold, we actively support formalization projects for the development of small-scale miners. We organize safety training for them covering topics such as underground mining, blasting and explosives management, road and transport safety, accident prevention, and emergency response. We also provide pre-operational technical guidance, materials and equipment management, support for the transport and disposal of mining waste, and on-site coordination to ensure that the ore they extract is delivered to the plant safely and efficiently according to established procedures.

Security and Human Rights

Respecting the human rights bottom line in security operations is a fundamental responsibility that the Company must uphold. We are committed to standardizing security management by establishing systems that define the boundaries for the use of force and accountability mechanisms. We also reduce conflict risk through professional training, community participation, and technical preventive measures to ensure that security activities are lawful, preventative, and protective, and do not cause undue harm to human rights.



Limiting Use of Force and Ensuring Clear Accountability

We have made a clear commitment in our *Corporate Code of Conduct* to follow the United Nations principles on the use of force, strictly limiting security activities to preventive and lawful defensive purposes and not participating in any form of military action or illegal armed conflict. In conflict-affected or high-risk areas, we establish a tiered and traceable security management mechanism based on the *Voluntary Principles on Security and Human Rights* (VPSHR), defining legality, necessity, and proportionality as the fundamental boundaries for the use of force.

At Rosebel,
we have formulated the *Use of Force* and the *Pit Intrusion Security Management Plan*, establishing a tiered response mechanism that prioritizes non-lethal means, specifies that arrest procedures are to be carried out by the police, and prohibits the detention of women and minors. All incidents involving the use of force or major security events must be recorded, reported, and reviewed.

At Continental Gold and Akyem,
relevant requirements have been incorporated into the *Physical Security and Protection Policy* and security performance standards, and are embedded in private security contracts and cooperation agreements with public security forces. Akyem has also signed a memorandum of understanding with local law enforcement agencies to clarify the responsibilities and behavioral norms of public security forces when operating in the mine area.

Human Rights-Based Training for Security Forces

We require all directly-hired security personnel to receive human rights-related training before assuming their positions, covering principles such as respect for human rights and the lawful use of force. Based on the risk scenarios and security arrangements at each operating site, some mining areas conduct further specialized training based on the VPSHR and organize regular refresher training for participants including security personnel, contractors, and collaborating public security forces. Additionally, Rosebel plans to engage external consultants to provide specialized VPSHR training for its ESG, legal, and security teams, as well as for collaborating public security forces, to further enhance their understanding of human rights responsibilities and security compliance boundaries.

Category of Security Personnel	Number of Security Personnel (Persons)	Number of Security Personnel Who Have Received Human Rights Training (Persons)	Percentage of Security Personnel Who Have Received Human Rights Training (%)
In-house security personnel	417	417	100
Third-party security personnel	1,079	1,014	93.98
Total	**1,496**	**1,431**	**95.66**

Human Rights Training Data for Security Personnel in 2025 [1]

Community Engagement and Conflict Prevention

We actively maintain communication with local communities and security agencies to jointly preserve order around our mining areas. For instance, Rosebel has established a daily communication mechanism with community security service providers, clarifying standards for the use of force, risks in key areas, and behavioral boundaries when interacting with community members during daily pre-shift deployment meetings. At the same time, the Company holds regular work briefing meetings with senior police and military officers from the joint working group to ensure all parties have clear responsibilities and coordinated actions.

To reduce confrontational situations, we prioritize the use of technological preventive measures, including drone patrols, thermal imaging warning systems, and various types of surveillance cameras, all monitored 24 hours a day from a centralized control room. All security data is recorded and analyzed through an information system, and relevant reports can be retrieved and submitted to management for review at any time. We have also established a digital complaint and response platform that allows employees and community members to anonymously report misconduct by security personnel, which is then investigated and handled according to established procedures to reduce the risk of misunderstandings and conflict escalation.

Additionally, some mining areas conduct regular security audits and compliance checks, including annual audits and ad-hoc special reviews, covering physical security, technical systems, and procedure implementation. Based on the audit results, we formulate rectification plans, prioritizing improvement measures and tracking their implementation. Relevant security procedures are also evaluated regularly and updated promptly in response to regulatory changes and industry standards.

1.Due to personnel turnover among third-party security staff at some subsidiaries at the end of the Reporting Period, the relevant training will be included in the next Reporting Period.

Our Path Forward

We will continuously improve our human rights protection systems and enhance on-site implementation efficiency, focusing on key risks and high-impact issues to promote the effective implementation of human rights requirements across all operational segments. Our future plans include:

- Continuously embedding human rights risk identification and impact assessment into full project lifecycle management, and improving mechanisms for regular review and improvement.
- Identifying risks for women, persons with disabilities, and other disadvantaged groups in employment and the work environment; improving equal opportunity measures and participation mechanisms to ensure they have access to fair development and effective remedies.
- Continuing to improve regular communication mechanisms, respecting and protecting the rights of indigenous peoples, standardizing land negotiation and compensation processes, and strengthening the protection of cultural heritage.
- Deepening cooperation and capacity building with artisanal and small-scale miners to enhance their compliance, safety, and environmental management standards, and supporting them in exploring diversified sources of income.
- Updating and clarifying the boundaries for the use of force and accountability procedures based on changes in risks and operating conditions, and effectively reducing armed conflicts and human rights risks by integrating technological prevention and professional training.

Supply Chain Management

Our Aspiration

Zijin Gold International is committed to building a safe, compliant, and transparent global supply chain system based on the principles of responsibility and sustainable development. We integrate responsibility throughout the entire chain of procurement, cooperation, and value creation, upholding the bottom line of human rights protection, environmental protection, and business ethics, and strive to enhance supply chain resilience and robustness. We advocate for working hand in hand with our global partners to internalize ESG requirements as common codes of conduct, aiming to achieve long-term value and an ecological vision for responsible mining through co-creation and mutual benefit.

Materiality to Our Business & Society

For us, a responsible supply chain system is key to stabilizing global operations and reducing compliance and disruption risks, and it is the core of our sustainable competitive advantage. Through rigorous due diligence and risk prevention and control, we ensure business continuity and supply chain resilience, upholding our commitments to human rights, the environment, and integrity. We also actively support local suppliers to promote local employment and economic development, making the responsible supply chain an important link connecting business growth, community interests, and global responsibility.

Our Policies & Approach

Our Policies

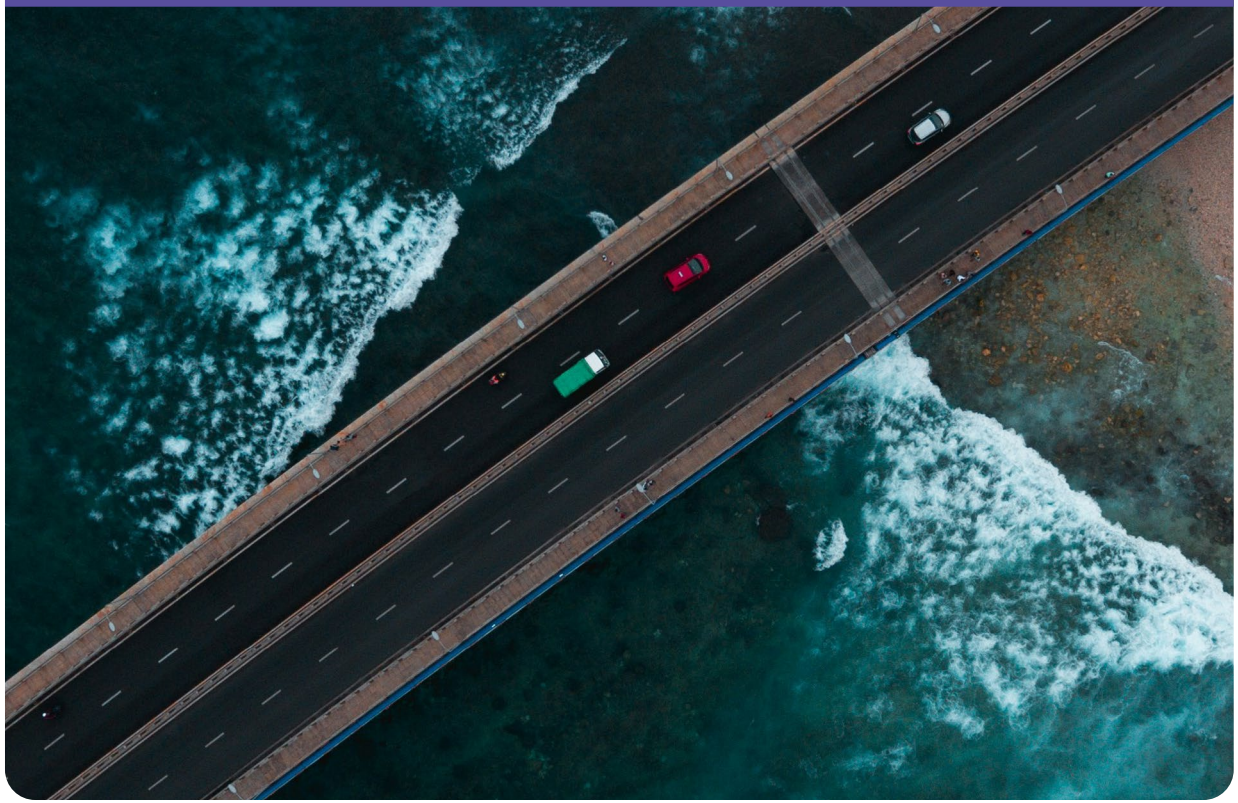
We regulate supplier management requirements in accordance with the *Corporate Code of Conduct* and have formulated management regulations such as the *Measures for the Management of Sourcing and Procurement*. Under the unified guidance of our headquarters, we encourage all mining areas to establish applicable supply chain management systems based on their actual conditions, with some sites having already developed specific documents like a *Supplier Code of Business Conduct and Ethics*. These systems comply with applicable laws, regulations, and the Company's sustainable development strategy, and they reference international standards such as the OECD Due Diligence Guidance to implement full-process, systematic responsible management of suppliers.

Approach

Full-Process Supply Chain Management	We have established a supply chain management mechanism that covers the entire procurement cycle, implementing continuous management for new supplier admissions and registered suppliers, and steadily advancing local procurement to enhance supply chain stability and responsiveness.
Responsible Supply Chain Development	We focus on improving responsible management processes, strengthening risk identification and control in the areas of environment, human rights, and business ethics, and are fully committed to building a safe, stable, and transparent global responsible supply chain.

Full-Process Supply Chain Management

Building a robust and efficient supply chain management system is a solid foundation for Zijin Gold International to ensure continuous business operations and advance toward sustainable operations. We have established a supply chain management mechanism covering the entire procurement cycle, embedding compliance requirements and ESG factors into admission reviews, contract management, and performance evaluation processes. Through regular inspections and dynamic assessments, we strive to strengthen control over suppliers' environmental and social risks. At the same time, we promote local procurement, prioritizing local resources while ensuring quality and efficiency, to shorten transportation chains, reduce logistics-related carbon emissions, enhance supply chain responsiveness and resilience, and support local economic development.



Supplier Admission Assessment

We extensively collect information on potential suppliers through various channels, including open tendering, online searches, industry exhibitions, and peer recommendations, to establish a potential supplier database. We also implement a strategic, non-single-source procurement model to ensure the stability and continuity of material supply. Suppliers interested in collaboration must submit an application and relevant documents through our supplier relationship management system. Only after passing a joint review by the supervision and audit department and the supply chain management department can they be included in the list of potential suppliers.

During the supplier admission assessment process, we not only focus on performance capabilities such as qualifications, technical competence, product quality, and delivery assurance, but also systematically evaluate their performance in ESG aspects including business ethics and anti-corruption, occupational health and safety, environmental and ecological protection, labor management, community engagement, and human rights protection, conducting a systematic admission evaluation and review of potential suppliers. At the same time, we require the inclusion of supplier ESG clauses in procurement contracts to clearly define compliance responsibilities and behavioral requirements in the aforementioned areas.

This mechanism has been implemented at multiple mining areas, formally incorporating ESG performance into the assessment criteria for supplier admission and selection as an important basis for cooperation decisions. During the Reporting Period, Norton Gold Fields conducted reviews and due diligence on new suppliers covering environmental and social factors, with a focus on their occupational health and safety provisions, modern slavery compliance, recent litigation records, environmental management-related certifications, and compliance risk disclosures. Aurora also conducted assessments of local suppliers, covering dimensions such as social responsibility and corporate governance.

Supplier Review and Management

We implement full-process review and dynamic management of suppliers through a combined model of "daily performance assessment + annual performance review". For suppliers with identified risks or issues, we will take corresponding measures such as requesting rectification or suspending cooperation, depending on the situation; we also provide positive incentives to suppliers with outstanding performance. In addition, we are continuously advancing a regular supplier ESG review mechanism and are gradually implementing it across all mining areas. During the Reporting Period, Zeravshan completed a relevant assessment, conducting a systematic review of suppliers' actual performance in areas such as the operation of their environmental management system, energy consumption and emissions control, fulfillment of social responsibilities, protection of labor rights, development of corporate governance systems, information transparency, and management of negative records. Rosebel also plans to uniformly implement supplier ESG audits, assessments, and due diligence starting in 2026.

Local Procurement

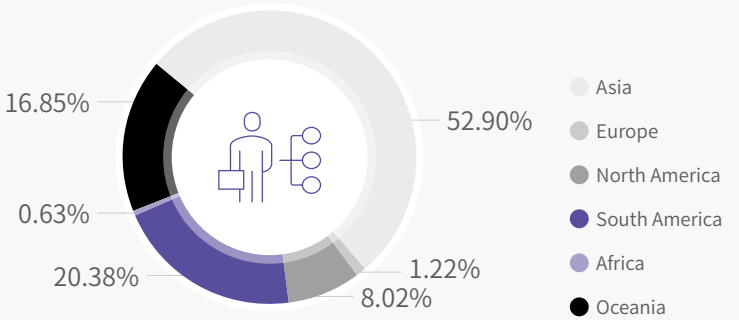
We optimize local procurement management through various initiatives. Several mining sites specify that, provided quality, technical specifications, delivery capacity, and reasonable pricing requirements are met, products and services from local suppliers are prioritized in project procurement, with some goods and services even being exclusively sourced locally. Mining sites such as Norton Gold Fields and Continental Gold also provide guidance and support to local suppliers on operational management and bidding processes within a compliant framework, helping them enhance their standardized management capabilities and market competitiveness. Additionally, some mining sites support local suppliers by offering advance payments and shortening payment cycles, which helps optimize their cash flow, ensure the smooth execution of contracts, and thereby strengthen the stability and sustainability of the local supply chain.

During the Reporting Period,

the local procurement rate was **73.26** %

Indicator	Unit	2025
Total number of suppliers	Number	5,573
-Suppliers from China	Number	366
-Suppliers from other countries and regions outside China	Number	5,207
Number of new suppliers	Number	828
-Number of new suppliers selected by ESG standards	Number	608
Number of blacklisted suppliers	Number	14

Supplier Data

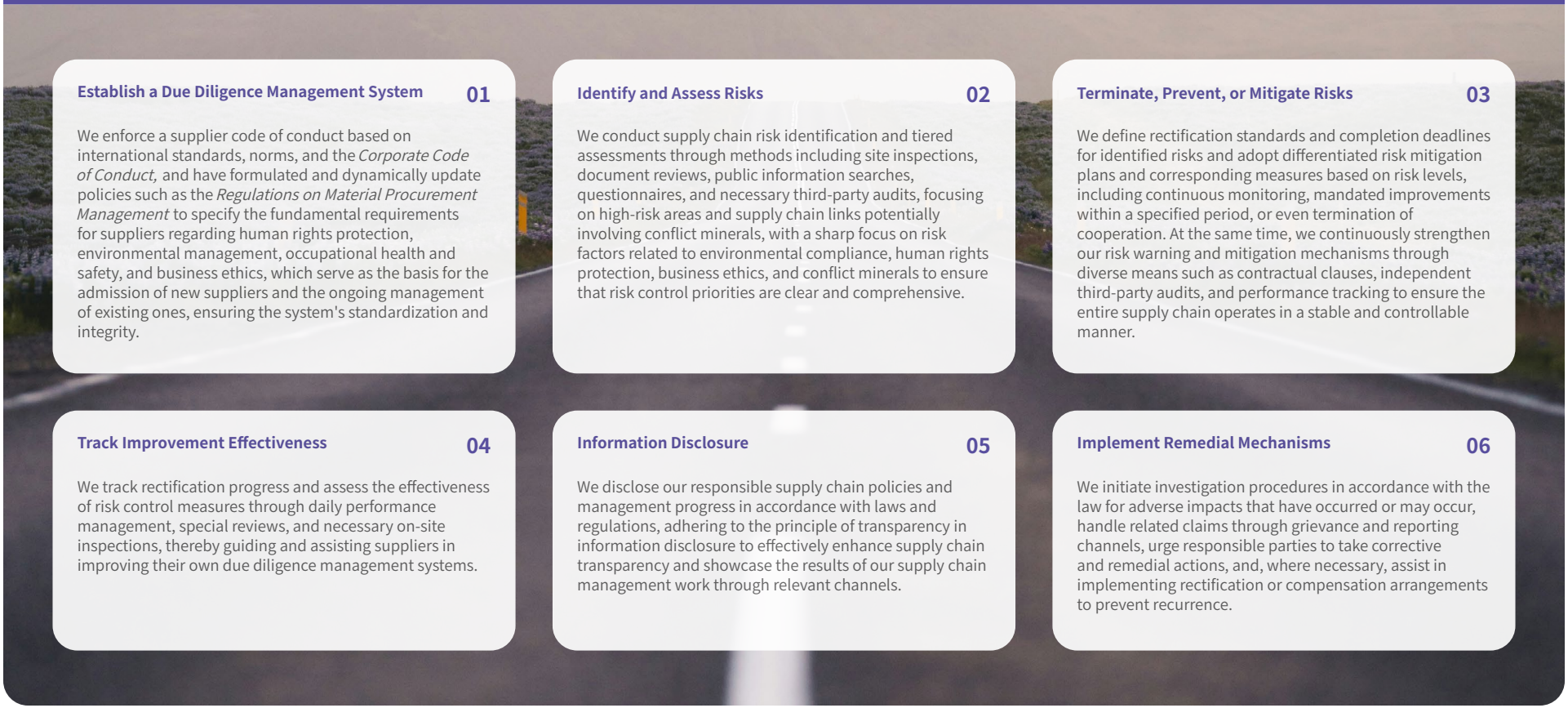


Geographic Distribution of Supplier Origins

Responsible Supply Chain Development

The Company actively promotes the development of a responsible supply chain by adhering to its core principles and referencing the six-step framework of the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* to establish and implement a systematic due diligence management process, ensuring the supply chain is compliant, transparent, and sustainable.

During the year, the Company did not identify any significant instances of forced labor, child labor, environmental damage, or other serious human rights and environmental risks within its supply chain, which operated in a compliant and stable manner overall.



Establish a Due Diligence Management System 01

We enforce a supplier code of conduct based on international standards, norms, and the *Corporate Code of Conduct,* and have formulated and dynamically update policies such as the *Regulations on Material Procurement Management* to specify the fundamental requirements for suppliers regarding human rights protection, environmental management, occupational health and safety, and business ethics, which serve as the basis for the admission of new suppliers and the ongoing management of existing ones, ensuring the system's standardization and integrity.

Identify and Assess Risks 02

We conduct supply chain risk identification and tiered assessments through methods including site inspections, document reviews, public information searches, questionnaires, and necessary third-party audits, focusing on high-risk areas and supply chain links potentially involving conflict minerals, with a sharp focus on risk factors related to environmental compliance, human rights protection, business ethics, and conflict minerals to ensure that risk control priorities are clear and comprehensive.

Terminate, Prevent, or Mitigate Risks 03

We define rectification standards and completion deadlines for identified risks and adopt differentiated risk mitigation plans and corresponding measures based on risk levels, including continuous monitoring, mandated improvements within a specified period, or even termination of cooperation. At the same time, we continuously strengthen our risk warning and mitigation mechanisms through diverse means such as contractual clauses, independent third-party audits, and performance tracking to ensure the entire supply chain operates in a stable and controllable manner.

Track Improvement Effectiveness 04

We track rectification progress and assess the effectiveness of risk control measures through daily performance management, special reviews, and necessary on-site inspections, thereby guiding and assisting suppliers in improving their own due diligence management systems.

Information Disclosure 05

We disclose our responsible supply chain policies and management progress in accordance with laws and regulations, adhering to the principle of transparency in information disclosure to effectively enhance supply chain transparency and showcase the results of our supply chain management work through relevant channels.

Implement Remedial Mechanisms 06

We initiate investigation procedures in accordance with the law for adverse impacts that have occurred or may occur, handle related claims through grievance and reporting channels, urge responsible parties to take corrective and remedial actions, and, where necessary, assist in implementing rectification or compensation arrangements to prevent recurrence.

Our Path Forward

We will continuously improve our supply chain management systems and implementation mechanisms, focusing on key risks and high-impact areas, to fully integrate ESG requirements into the entire procurement and cooperation process. Future development priorities are as follows:



- Fully incorporating assessments of environmental compliance, labor rights, business ethics, and human rights risks into the supplier screening process, optimizing review mechanisms and procedures.
- Enhancing the daily and annual performance evaluation systems for suppliers, gradually increasing the weighting of ESG indicators as appropriate, and strengthening the tracking and re-evaluation of high-risk suppliers to promote more refined, tiered risk management.
- Refining the closed-loop mechanism for risk identification, response, and rectification by referencing the OECD due diligence framework, and enhancing management effectiveness by combining internal assessments, on-site spot checks, and third-party verification.
- Expanding the participation of local suppliers where compliant and commercially viable to enhance supply chain stability and resilience.



05 Appendices

5.1 About Our Report
5.2 Independent Verification Statement
5.3 ESG Data Table
5.4 Indexes
5.5 Reader Feedback Form

About Our Report

This is the first Environmental, Social and Governance (ESG) Report published by Zijin Gold International Company Limited. It aims to systematically disclose the Company's sustainability strategy, annual performance, and future plans; elaborate on its ESG governance structure and practical progress; and respond to matters of key concern to stakeholders.

Reporting Scope

Reporting Period: The Reporting Period of this Report covers 1 January 2025 to 31 December 2025 (the "Reporting Period", "this year", or "2025"). Some content may be traced back to previous years or extend into future years.

Organizational Scope: This Report primarily adopts an operational control approach in disclosing the Company's environmental, social and governance performance. During the Reporting Period, mines directly controlled and operated by the Company were included in the main ESG data reporting boundary. For assets acquired in 2025 or still undergoing post-acquisition integration, certain indicators have not yet been included in the consolidated data where data systems, reporting procedures and internal controls remain under integration and enhancement. The relevant exclusions and reasons are disclosed in the applicable sections or footnotes. The Company holds a minority interest in the Porgera Gold Mine in Papua New Guinea but does not exercise operational control over the mine. Accordingly, Porgera is not included in the consolidated operational ESG performance data in this Report. The Company will continue to monitor material ESG matters relating to this asset within the scope of its shareholder rights and available information, and will provide appropriate disclosure where the information is reliable, verifiable and suitable for disclosure[1].

Basis of Preparation

This report is prepared in accordance with Appendix C2, *Environmental, Social and Governance Reporting Code*, of the Main Board Listing Rules issued by The Stock Exchange of Hong Kong Limited (hereinafter referred to as "HKEX"). In respect of international frameworks, the report complies with the *Sustainability Reporting Standards* issued by the Global Reporting Initiative (GRI), and makes supplementary disclosures with reference to IFRS S1, IFRS S2 and relevant provisions under the *SASB Metals & Mining Standard*. The scope of application of relevant contents and corresponding chapters shall be subject to the index table and specific chapter explanations set out in this report. All ESG data and statements contained in this report are compiled based on the Company's management systems, statistical standards and available information during the Reporting Period.

This Report Responds to and Complies with the Following Principles:

Materiality: In preparing this Report, we identified key stakeholders and their sustainability issues of concern, and made targeted disclosures based on the relative importance of these issues.

Quantitative: This Report uses quantitative data to present key performance indicators at the environmental and social levels. The relevant measurement standards, methods, assumptions, calculation tools, and sources of conversion factors are explained in the corresponding sections.

Balance: This Report objectively discloses both positive and negative information to ensure its content provides a fair reflection of our sustainability performance during the Reporting Period.

Consistency: As this is the Company's first ESG Report, there is no comparable data from previous periods. The statistical and calculation methods adopted this time will serve as the baseline for future preparations to ensure consistency in subsequent disclosures.

Definition of Terms

For simplicity and ease of reading, the following terms are used in this report:

Zijin Gold International, the Company, We	refers to	Zijin Gold International Company Limited
Zijin Mining	refers to	Zijin Mining Group Co., Ltd., the controlling shareholder of the Company
Zeravshan	refers to	Joint Venture Zeravshan Limited Liability Company, a subsidiary of the Company
Altynken	refers to	Altynken Limited Liability Company, a subsidiary of the Company
Norton Gold Fields	refers to	Norton Gold Fields Pty Limited, a wholly-owned subsidiary of the Company
Aurora	refers to	AGM Inc., a wholly-owned subsidiary of the Company
Continental Gold	refers to	Continental Gold Limited Sucursal Colombia, a subsidiary of the Company
Rosebel	refers to	Rosebel Gold Mines N.V., a subsidiary of the Company
Raygorodok	refers to	RG Gold LLP, a wholly-owned subsidiary of the Company
Akyem	refers to	Zijin Golden Ridge Limited, a wholly-owned subsidiary of the Company

Data Source

All information and data used in this Report are sourced from the Company's official documents and statistical reports, with some economic data derived from the Company's 2025 Annual Report. Unless otherwise specified, all monetary amounts in this Report are expressed in U.S. dollars.

Reliability Assurance

The data and textual information in this Report have been verified and an assurance opinion has been issued by TÜV SÜD Certification and Testing (China) Co., Ltd., an independent third-party verification body, in accordance with the International Standard on Assurance Engagements 3000 (Revised) (ISAE 3000). For details, please refer to the "Independent Verification Statement" section of this Report.

Review and Publication

This Report has been reviewed and approved for publication by the Board of Directors of Zijin Gold International. In consideration of low-carbon and environmental protection principles, this Report is published in electronic format only and is available for download on the websites of the Hong Kong Stock Exchange and the Company.

1.This Report primarily describes the sustainability practices and performance of projects over which Zijin Gold International has operational control. We note that some projects not under the Company's operational control and not included within the scope of this Report (including the Porgera Gold Mine in Papua New Guinea) have received significant attention from stakeholders. Although the Company is not the operator of this project, as a joint controlling shareholder, we place great importance on the project's operational performance and sustainability status, and we actively promote its responsible operation by exercising our shareholder rights. Sustainability information for this project is disclosed externally after joint review by Zijin Gold International and the project's other joint controlling shareholders; stakeholders may refer to the sustainability reports or annual reports published by the project's operator for details.

ndependent Verification Statement

Verification Statement：EIV2 137100 0001 Rev. 00

ID: CCB_EIV_F_10.03TCS Version: 4 Effective Date: 02 Mar 2026 Page 1 of 3

To the management and stakeholders of Zijin Gold International Company Limited,

TÜV SÜD Certification and Testing (China) Co., Ltd. (hereinafter referred to as "TÜV SÜD") has been engaged by Zijin Gold International Company Limited (hereinafter referred to as "Zijin Gold International" 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's verification team strictly abided by the contract signed with Zijin Gold International and provided verification regarding the Report in accordance with the provisions agreed by both parties and within the authorized scope stipulated in the contract.

This Independent Verification Statement is based on all the data and information collected by Zijin Gold International and provided to TÜV SÜD. The scope of verification is limited to the given data and information. Zijin Gold International shall be held accountable for the authenticity and completeness of the provided data and information (contains assumptions, projections, and/or historical facts).

Scope of Verification

Time frame of this verification:

- The Report contains the data disclosed by Zijin Gold International during the reporting period from January 1st, 2025 to December 31st, 2025 including environmental, social and governance data and information, methods for management of material issues, actions/ measures and the Company's sustainability performance during the reporting period.

Physical boundary of this verification:

- The on-site verification sampling took place at below listed location:
  Zijin Gold International headquarter, Level 75, International Commerce Centre, 1 Austin Road West, Kowloon, Hong Kong.

Scope of data and information for the verification:

- The scope of verification is limited to the data and information of Zijin Gold International and all companies under its operational control covered by the Report.

The following data and information are beyond the scope of this verification:

- Any relevant data and information beyond the reporting period;
- The data and information of Zijin Gold International's suppliers, partners and other third parties; and
- The financial data and information disclosed in the Report that have been audited by an independent third party are not verified again herein.

Limitations

- The verification process is conducted in the above scope. Sampling and verification are adopted for the data and information in the Report by TÜV SÜD, and only the stakeholders within the Company are interviewed; and
- 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 by TÜV SÜD and may not identify all problems and conditions, nor constitute any guarantee of the credibility or status of the subject of verification.

Verification Methodology

This verification process was conducted by TÜV SÜD's expert team with extensive experience in environmental, social and governance and other relevant areas and drew the conclusions thereof. The verification conforms to the following requirements:

- International Standard on Assurance Engagements (ISAE) 3000 (Revised), 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 relevant assurance standards, and provide reliable verification for the conclusions, the verification team conducted the following activities:

- Preliminary investigation of the relevant information before on-site verification;
- Confirmation of the presence of the topics with high level of materiality and performance in the Report;
- On-site verification review of all supporting documents, data and other information provided by Zijin Gold International; tracing and verification of key performance information;
- Special interview with the representative of Zijin Gold International's management; and held interviews with the employees related to collection, compilation and reporting of the disclosed information; and
- Other procedures deemed necessary by the verification team.

Verification Conclusions

According to the verification, we believe that the data and information presented in the Report are objective, factual and reliable, without systematic problems.
The verification team has drawn the following conclusions on the Report :

Inclusivity	Zijin Gold International has identified the internal and external stakeholders, such as employees, shareholders and investors, business partners, local communities, etc., and established a stakeholder communication mechanism to collect the demands of stakeholders on a regular basis.
Materiality	Zijin Gold International has established the identification and prioritization process of material topics determination, identified and assessed the priority of the sustainability topics which are highly related to the industry, and disclosed the governance structure, management approach as well as sustainability performance in corporate operation, therefore the Report's adherence to materiality principle is guaranteed.
Responsiveness	Zijin Gold International has disclosed the management approach and performance of high material topics that stakeholders concern, such as pollution prevention, climate change adaptation and resilience, biodiversity and land use, community participation, development and relationship management, etc., and has established a communication mechanism, to fully respond to the demands and expectations of stakeholders.
Impact	Zijin Gold International has established Audit Committee to monitor and guide the Company's efforts in the areas of environmental, social and governance. The Company has implemented a process of material topics impact assessment, based on a comprehensive and balanced understanding, measuring the impact on stakeholders and the organization itself, and disclosing the relevant impact.

Recommendations on Continuous Improvement

- It is recommended that the Company continues improving the sustainability management system in the future.

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 Certification and Testing (China) Co., Ltd is one of TÜV SÜD's global branches and has an expert team whose members have professional background and rich industrial experiences.

TÜV SÜD and Zijin Gold International are two entities independent of each other and both TÜV SÜD and Zijin Gold International 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 Gold International. TÜV SÜD has not been involved in preparation and drafting of the Report, except for the verification itself and issuance of this Independent Verification Statement.

Signature: 

On Behalf of TÜV SÜD Certification and Testing (China) Co., Ltd.

Wenjun Zhu
TÜV SÜD Certification and Testing (China) Co., Ltd. Technical Certifier
Shanghai, China, 15th April, 2026

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ESG Data Table[1]

Economic Performance

Indicator	Unit	2025
Business performance		
Revenue	US$100 million	53.83
Profit for the year	US$100 million	18.72
Profit for the year attributable to owners of the parent	US$100 million	16.02
Total assets	US$100 million	125.67
Production volume		
Mined gold	Tonne	46.9
Resources		
Gold	Tonne	1,972

Note: In 2025, mined gold production amounted to 46.9 tonnes, of which approximately 45.4 tonnes were attributable to the Group's controlled mines.

Governance Performance

- **Composition of the Board of Directors**

Indicator	Total	Executive directors	Non-executive directors	Independent non-executive directors	Female directors
Number of Directors	9	3	3	3	1
Percentage	100%	33.33%	33.33%	33.33%	11.11%

- **Business ethics**

Indicator	Unit	2025
Business ethics training coverage		
- Directors, senior management	%	100
- Employees	%	65.57
- Suppliers and contractors	%	38.20
Whistleblowing reports		
Total number of whistleblowing reports received	Cases	40
Total number of whistleblowing reports completed	Cases	39
Sources of whistleblowing reports		
- From employees	Cases	26
- From suppliers and contractors	Cases	3
- From other stakeholders	Cases	11

Note: Business ethics training coverage excludes Akyem, which was acquired in 2025. Relevant data records have not yet been established and the related systems will be improved as soon as practicable.

Environmental Performance

- **Environmental protection**

Indicator	Unit	2025
Investment in environmental protection	US$100 million	0.85
- Investment in eco-restoration	US$100 million	0.13

1.Due to rounding discrepancies, minor deviations may exist in the total of individual items, which is a normal statistical phenomenon.

• Climate change

Indicator	Unit	2025
Total GHG emissions (Scope 1+2)	**10,000 tCO_2e**	**78.67**
- Direct GHG emissions (Scope 1)	10,000 tCO_2e	63.26
- Indirect GHG emissions (Scope 2)	10,000 tCO_2e	15.40
- Other indirect GHG emissions (Scope 3)	10,000 tCO_2e	30.87
GHG emissions intensity by industrial added value	**tCO_2e/per RMB10,000 of industrial added value**	**0.96**

Note:
1. Climate change data exclude Raygorodok, which was acquired in October 2025. Relevant data records have not yet been established and the related systems will be improved as soon as practicable.
2. During the calculation of direct GHG emissions, parameters such as calorific value, carbon content per unit calorific value, and carbon oxidation rate are mainly based on the data of the purchased fuel supplier and the greenhouse gas emission accounting methods of various industries in the country.
3. In calculating indirect greenhouse gas emissions, the Company adopts a market-based approach for the reporting year. Emission factors are determined with reference to the attributes of purchased electricity contracts and the corresponding energy sources. For entities procuring 100% compliant green electricity, the emission factor for purchased electricity is accounted for as zero.
4. The calculation of other indirect GHG emissions (Scope 3) in 2025 includes Category 3 Fuel- and Energy-related Activities, Category 4 Upstream Transportation and Distribution, Category 5 Waste Generated in Operations, Category 6 Business Travel, Category 7 Employee Commuting and Category 9 Downstream Transportation and Distribution.
5. Greenhouse gas emissions per unit of industrial added value refer to the greenhouse gas emissions generated by the added value of the enterprise in the production process. Industrial added value is calculated according to the income method (that is, industrial added value = depreciation of fixed assets + labor compensation + net production tax value + operating surplus). Zijin Gold International's industrial added value is calculated using 2020 metal prices (in RMB) to reduce the impact of price fluctuations.

• Energy consumption

Indicator	Unit	2025
Direct energy		
Diesel	Tonne	188,927.04
Gasoline	Tonne	273.33
Coal	Tonne	9,355.70
Liquefied petroleum gas (LPG)	Tonne	193.70
Other direct energy	TJ	3.50
Indirect energy		
Electricity	GWh	1,149.73
- Non-green power	GWh	280.81
- Hydropower	GWh	529.92
- Solar power	GWh	41.67
- Other renewable energy	GWh	297.63
Steam	TJ	0
Energy consumption by source (GWh)		
Total energy consumed	GWh	3,480.58
Total direct energy (non-renewable energy) consumed	GWh	2,330.85
- Diesel	GWh	2,256.63
- Gasoline	GWh	3.36
- Coal	GWh	67.34
- LPG	GWh	2.55
- Other direct energy sources	GWh	0.97
Total indirect energy consumed	GWh	1,149.73
- Electricity	GWh	1,149.73
- Steam	GWh	0
Energy consumption by source (TJ)		
Total energy consumed	**TJ**	**12,530.08**
Total direct energy (non-renewable energy) consumed	**TJ**	**8,391.07**
- Diesel	TJ	8,123.86
- Gasoline	TJ	12.11
- Coal	TJ	242.43
- LPG	TJ	9.16
- Other direct energy sources	TJ	3.50

Indicator	Unit	2025
Total indirect energy consumed	**TJ**	**4,139.01**
- Electricity	TJ	4,139.01
- Steam	TJ	0
Energy consumption structure		
Energy consumption intensity by industrial added value	MWh/RMB10,000 of industrial added value	4.25
Energy consumption intensity by industrial added value	GJ/RMB10,000 of industrial added value	15.31
Ratio of direct energy (fossil fuel) consumed	%	66.97
Ratio of indirect energy consumed	%	33.03
Ratio of renewable energy consumed	%	24.84
Clean energy		
Installed capacity of clean energy	MW	80.42
Clean energy generated	GWh	41.67
- Solar power	GWh	41.67
- Others	GWh	0

Note:
1. Energy and climate data exclude Raygorodok, which was acquired in October 2025. Relevant data records have not yet been established and the related systems will be improved as soon as practicable.
2. Other clean energy includes clean energy contained in the purchased electricity mix.
3. Other direct energy sources include dimethylmethane and fresh water.
4. In the electricity usage statistics, we count the renewable energy purchased from the power supplier and the renewable energy from our own self-generated renewable energy together as renewable energy consumed. For power without knowing the components, we include gray power. When calculating GHG emissions, we calculate it uniformly according to the purchased electricity consumption, and do not exclude renewable energy from it (unless the corresponding green power certificates have been obtained).
5. Installed capacity of clean energy refers to the cumulative installed capacity as at the end of 2025, comprising Norton Gold Fields (5.3 MW), Aurora (45 MW), Rosebel (30 MW), and Akyem (0.12 MW).
6. The clean energy generated refers to the electricity generated by Zijin Gold International's clean energy generating units during the Reporting Period.

• Water stewardship

Indicator	Unit	2025
Total water withdrawal	**Million tonnes**	**17.50**
Water intensity by revenue	**Tonne/US$ million**	**3,252.10**
Total water discharge	**Million tonnes**	**11.43**
Water re-use rate	**%**	**78.34**
Water withdrawal by water categories		
Fresh water	Million tonnes	8.17
Non-fresh water	Million tonnes	9.33
Water withdrawal by water sources		
Surface water	Million tonnes	4.93
Ground water	Million tonnes	8.22
Mine dewatering water	Million tonnes	4.32
Externally purchased water	Million tonnes	0.03
Water discharge by water categories		
Freshwater	Million tonnes	9.47
Non-freshwater	Million tonnes	1.96
Water discharge by sources		
Surface	Million tonnes	9.40
Ground	Million tonnes	0
External institutions	Million tonnes	2.03
Water withdrawal in water stressed (EH 4-5) areas		
Water withdrawal in high-risk areas	Million tonnes	2.94
Percentage of water withdrawal in high-risk areas	%	16.80

Notes:
1. The amount of water withdrawn refers to the fresh water collected and stored from various sources.
2. Water re-use rate = (Total water consumption - Total water withdrawal) / Total water consumption.
3. As stated in our ESG Report, our projects in high water risk areas and neighboring stakeholders are generally not exposed to material water risks, and water withdrawals for growth have been justified on the basis of water resources and will not have a material impact on neighboring communities, the natural environment and other stakeholders.
4. To present our water re-use performance more clearly, in the Reporting Period we accounted for rainwater, mine water and pit water as fresh water rather than as re-used water.

• Water pollutants

Indicator	Unit	2025
Discharge volume		
COD	Tonne	15.62
Ammonia nitrogen	Tonne	1.24
Total copper	Tonne	0.29
Total zinc	Tonne	0.05
Discharge intensity by revenue		
COD	g/US$ million	2,903.98
Ammonia nitrogen	g/US$ million	231.29
Total copper	g/US$ million	53.13
Total zinc	g/US$ million	8.38

• Acid rock drainage

Indicator	Unit	2025
Mines with risk of acid rock drainage	Number	1
- Mines where acid rock drainage is predicted to occur	Number	0
- Mines where acid rock drainage is actively mitigated	Number	0
- Mines where acid rock drainage is under treatment or remediation	Number	1

• Non-hazardous waste

Indicator	Unit	2025
Total non-hazardous waste generated	**Million tonnes**	**249.89**
- On-site diverted from disposal	Million tonnes	4.84
- Off-site diverted from disposal	Million tonnes	0.003
- On-site directed to disposal	Million tonnes	245.03
- Off-site directed to disposal	Million tonnes	0.01
Non-hazardous waste comprehensive utilization rate	**%**	**1.94**
Non-hazardous waste generated intensity by revenue	**Tonne/US$ 10,000 revenue**	**464.47**
Tailings		
Total tailings generated	Million tonnes	39.95
Total tailings comprehensively utilised	Million tonnes	0.48
Recycling rate	%	1.20

• Hazardous waste

Indicator	Unit	2025
Total hazardous waste	**Tonne**	**4,648.33**
- On-site diverted from disposal	Tonne	36.65
- Off-site diverted from disposal	Tonne	1,699.81
- On-site directed to disposal	Tonne	1,594.54
- Off-site directed to disposal	Tonne	1,317.32
Hazardous waste comprehensive utilization rate	**%**	**37.36**
Hazardous waste generated intensity by revenue	**Tonne/US$ million revenue**	**0.86**

Note:
1. Hazardous waste data exclude Raygorodok, which was acquired in October 2025. Relevant data records have not yet been established and the related systems will be improved as soon as practicable.

2. The utilization rate of hazardous waste is affected by the timeliness of treatment. Hazardous waste is usually stored until a certain volume is accumulated before being transferred to qualified third-party companies for treatment or utilization. Therefore, before transfer, such waste is counted as on-site disposal, which may cause year-to-year fluctuations in the reported utilization rate. The actual utilization rate may be higher than the reported figure.

• Air emissions

Indicator	Unit	2025
Particulate matter (PM)	Tonne	121.42
Nitrogen oxides (NO_x)	Tonne	26.28
Sulphur dioxide (SO_2)	Tonne	3.19
Volatile organic compounds (VOCs)	Tonne	0.95
Lead and its compounds	Tonne	0.02
Dust	Tonne	0.02
Hydrogen chloride	Tonne	0.01
Hydrogen sulphide	Tonne	0.001
Sulfuric acid mist	Tonne	0.000035
Particulate matter (PM) emissions intensity by revenue	Tonne/US$100 million revenue	2.26
Nitrogen oxides (NO_x) emissions intensity by revenue	Tonne/US$100 million revenue	0.49
Sulphur dioxide (SO_2) emissions intensity by revenue	Tonne/US$100 million revenue	0.06

Note:
1. Air emissions data currently exclude Rosebel and Akyem. Rosebel has not yet installed a continuous air emissions monitoring system and therefore no emissions data are available for the time being; third-party monitoring results for Akyem are still pending.
2. The total amount of air pollutants is estimated based on the pollutant concentrations and exhaust gas flow in the exhaust gas inspection reports.
3. During the Reporting Period, fugitive VOC emissions were collected and treated before being discharged through organized emission points.

• Land disturbance and ecological restoration

Indicator	Unit	2025
Newly disturbed land area	10,000 m^2	113.34
Area of vegetation restored	Million m^2	0.49
Number of trees planted	10,000 plants	12.89

Note: Newly disturbed land area data exclude Raygorodok, which was acquired in October 2025. Relevant data records have not yet been established and the related systems will be improved as soon as practicable.

• Tailings storage facilities

Indicator	Unit	2025
Number of tailings storage facilities	Number	10
Number of active tailings storage facilities	Number	9
Number of tailings storage facilities at risks	Number	0

• EMS certification and environmental audit

Indicator	Unit	2025
ISO 14001:2015 certification coverage	%	83.33
Environmental audit coverage	%	100

Notes:
1. ISO 14001:2015 certification coverage refers to the proportion of operating sites that have been in production and under the actual control of Zijin Gold International for more than three years and have obtained certification.
2. Environmental audit coverage primarily refers to the third-party environmental audit coverage of operating sites that have been in production and under the actual control of Zijin Gold International for more than three years.

Social Performance

• Labor

Indicator	Unit	2025
Number of workforce		
Number of employees	Persons	11,014
Number of contractor workers	Persons	8,309
By gender		
- Male	%	89.06
- Female	%	10.94
By age		
- <30	%	19.46
- 30 ⩽ Y<50	%	62.04
- ⩾ 50	%	18.50
By geographical region		
- China	%	3.79
- Other countries and regions outside China	%	96.21
Local employment rate	**%**	**92.95**

• Employee turnover

Indicator	Unit	2025
Number of new hires	**Persons**	**1,775**
Total employee turnover rate	**%**	**9.98**
By gender		
Male	%	9.64
Female	%	12.70

• Employee turnover

Indicator	Unit	2025
By age		
<30	%	14.79
30 ⩽ Y<50	%	8.55
⩾ 50	%	9.72
By region		
China	%	11.99
Other countries and regions outside China	%	9.92

Note: The workforce statistics were calculated after aggregating the numbers submitted by each subsidiary. Due to local laws or practices on anti-discrimination, protection of personal privacy, etc., certain subsidiaries are not allowed to collect certain information on their employees, such as age and gender. As a result, there are certain discrepancies between the total number of employees in the calculation of the employee ratio in each category and the actual total number of employees. We disclose based on the actual statistics.

• Employee training

Indicator	Unit	2025
By gender		
Training ratio of male employees	%	92.17
Average training hours of male employees	Hours	63.87
Training ratio of female employees	%	94.37
Average training hours of female employees	Hours	61.34
By job level		
Training ratio of senior-level employees	%	100
Average training hours of senior-level employees	Hours	58.27
Training ratio of mid-level employees	%	92.40
Average training hours of mid-level employees	Hours	35.12
Training ratio of entry-level employees	%	92.37
Average training hours of entry-level employees	Hours	65.07

Note: Entry-level employees do not include overseas entry-level employees, employees with no job grade, and employees below Grade 8.

• Collective bargaining agreement

Indicator	Unit	2025
Collective bargaining agreement coverage rate		70.93
By region		
Percentage of active workforce covered under collective bargaining agreements by local employees	%	75.22
Percentage of active workforce covered under collective bargaining agreements by foreign employees	%	12.76

• Strikes and non-technical delays

Indicator	Unit	2025
Number of non-technical delays	Number	3
Duration of non-technical delays	Days	2
Number of strikes and lockouts	Number	1
Duration of strikes and lockouts	Days	1

• Production safety

Indicator	Unit	2025
Investment in production safety	US$100 million	0.18
ISO 45001:2018 certification coverage	%	83.33
Number of work-related fatalities of our employees	Persons	0
Number of work-related fatalities of contractors' employees	Persons	1
Lost days	Days	417
Lost work hours rate (per million hours worked)	/	69.58
Lost time injury rate (LTIR) (per million hours worked)	/	0.87
Total recordable incident rate (TRIR) (per million hours worked)	/	1.93
Near miss frequency rate (NMFR) (per million hours worked)	/	3.13
Total number of hours worked	Million hours	48.23

Notes:
1. Unless otherwise indicated, these statistics cover employees and contractors of production enterprises under the operational control of Zijin Gold International, and any data relating to individual employees or contractors will be specifically indicated.
2. Investment in production safety excludes Raygorodok and Akyem, which were acquired in 2025 and have not yet been incorporated into the routine data collection system of the Zijin safety platform. Relevant systems will be improved and the projects will be included in the statistics as soon as practicable.
3. ISO 45001:2018 certification coverage refers to the proportion of operating sites that have been in production and under the actual control of Zijin Gold International for more than three years and have obtained certification.
4. Lost work hours rate = Lost work hours due to work-related injuries ÷ Total number of hours worked × 1,000,000
5. Lost time injury rate (LTIR) = Number of persons with lost time injury ÷ Total number of hours worked × 1,000,000
6. Total recordable incident rate (TRIR) = Number of persons with recordable incident injury ÷ Total number of hours worked × 1,000,000
7. Near miss frequency rate (NMFR) = Number of near misses ÷ Total number of hours worked × 1,000,000

• Safety training

Indicator		Unit	2025
Level 3 safety education for new recruits	Person-times	Person-times	1,389
	Training Hours	Hours	41,548.40
	Compliance rate	%	100
Level 3 safety education for new contractors	Person-times	Person-times	8,180
	Training Hours	Hours	200,253.64
	Compliance rate	%	100
On-duty self-employed personnel re-education	Person-times	Person-times	35,171
	Training Hours	Hours	141,970.50
	Compliance rate	%	99.47
On-the-job contractor re-education	Person-times	Person-times	20,362
	Training Hours	Hours	151,326.00
	Compliance rate	%	97.98

Note: Safety training data exclude Raygorodok, which was acquired in October 2025. Relevant data records have not yet been established and the related systems will be improved as soon as practicable.

• Product management

Indicator	Unit	2025
Qualified mineral production ratio	%	100
Number of products recalled for safety and health reasons	Number	/
Number of complaints lodged due to safety and health reasons	Number	/
Customer satisfaction	%	100
Wood used in bulk product packaging	Tonne	26.74
Bags for bulk product concentrates packaging	Tonne	505.37

• Suppliers

Indicator	Unit	2025
Total number of suppliers	**Number**	**5,573**
- Suppliers from China	Number	366
- Suppliers from countries and regions outside China	Number	5,207
Number of new suppliers	**Number**	**828**
- Number of new suppliers selected by ESG standards	Number	608
Number of blacklisted suppliers	**Number**	**14**
Local procurement rate	**%**	**73.26**

• Community investment

Indicator	Unit	2025
Community investment	**US$ million**	**22.24**
- Charitable donations	US$ million	11.20
- Development contributions	US$ million	11.04
Investment categories		
Education improvement	US$10,000	119.07
Cultural integration	US$10,000	38.90
Community health	US$10,000	46.95
Economic development	US$10,000	1,616.03
Environmental governance	US$10,000	62.17
Community engagement	US$10,000	77.46
Support for vulnerable groups	US$10,000	263.63

• Economic contribution

Indicator	Unit	2025
Direct economic contribution	**US$100 million**	31.96
- Salaries and benefits paid to employees	US$100 million	3.46
- Payments to suppliers	US$100 million	14.63
- Community donations	US$100 million	0.07
- Dividend distributed	US$100 million	5.12
- Interests paid to creditors	US$100 million	0.37
- Payments to governments (tax paid)	US$100 million	8.31

ndexes

GRI Standard

Statement of use

Zijin Gold International Company Limited has reported in accordance with the GRI Standards for the period from January 1, 2025, to December 31, 2025.

GRI 1 used
GRI 1: Foundation 2021

Applicable GRI Sector Standards
GRI 14: Mining Sector 2024

GRI Standard	Disclosure	Chapter /Location	Pages / Notes
GRI 2: General Disclosures 2021			
2-1 Organizational details		About Us *Zijin Gold International 2025 Annual Report*	P5-7
2-2 Entities included in the organization's sustainability reporting		About Our Report	P144
2-3 Reporting period, frequency and contact point		About Our Report	P144
2-4 Restatements of information		No restatement information for the current year	/
2-5 External assurance		Independent Verification Statement	P145-147
2-6 Activities, value chain and other business relationships		About Our Report Engagement with Our Stakeholders	P144 P13
2-7 Employees		Employee Development	P75-85
2-8 Workers who are not employees		Employee Development	P75-85
2-9 Governance structure and composition		Corporate Governance *Zijin Gold International 2025 Annual Report*	P109-116
2-10 Nomination and selection of the highest governance body		Corporate Governance *Zijin Gold International 2025 Annual Report*	P109-116
2-11 Chair of the highest governance body		Corporate Governance *Zijin Gold International 2025 Annual Report*	P109-116
2-12 Role of the highest governance body in overseeing the management of impacts		Corporate Governance *Zijin Gold International 2025 Annual Report*	P109-116
2-13 Delegation of responsibility for managing impacts		Corporate Governance *Zijin Gold International 2025 Annual Report*	P109-116
2-14 Role of the highest governance body in sustainability reporting		Sustainability Governance	P8-16
2-15 Conflicts of interest		Business Ethics and Integrity	P117-128
2-16 Communication of critical concerns		Engagement with Our Stakeholders	P13
2-17 Collective knowledge of the highest governance body		Sustainability Governance	P8-16
2-18 Evaluation of the performance of the highest governance body		Corporate Governance	P109-116
2-19 Remuneration policies		Corporate Governance *Zijin Gold International 2025 Annual Report*	P109-116
2-20 Process to determine remuneration		Corporate Governance *Zijin Gold International 2025 Annual Report*	P109-116
2-21 Annual total compensation ratio		/	Due to the privacy policies of some of our subsidiaries and the salary confidentiality requirements of some subsidiary unions, a reliable median salary cannot be calculated at the Company level.
2-22 Statement on sustainable development strategy		Message from the Management Sustainability Governance	P3-4 P8-16
2-23 Policy commitments		Sustainability Governance Human Rights	P8-16 P129-137
2-24 Embedding policy commitments		Sustainability Governance Human Rights	P8-16 P129-137

GRI Standard	Disclosure	Chapter /Location	Pages / Notes
GRI 2: General Disclosures 2021			
2-25 Processes to remediate negative impacts		Enterprise Risk Management Grievance and Whistleblowing	P113-115 P125-127
2-26 Mechanisms for seeking advice and raising concerns		Engagement with Our Stakeholders Grievance and Whistleblowing Community Prosperity	P13 P125-127 P86-95
2-27 Compliance with laws and regulations		Business Ethics and Integrity	P117-128
2-28 Membership associations		About Us	P7
2-29 Approach to stakeholder engagement		Engagement with Our Stakeholders	P13
2-30 Collective bargaining agreements		ESG Data Table	P154
GRI 14: Mining Industry 2024			
Topic 14.1 Greenhouse gas emissions		Climate Change	P46-58
Topic 14.2 Climate change		Climate Change	P46-58
Topic 14.3 Air emissions		Climate Change Waste Management	P46-58 P33-37
Topic 14.4 Biodiversity		Biodiversity and Land Use	P30-32
Topic 14.5 Waste		Waste Management	P33-37
Topic 14.6 Tailings		Tailings Management	P38-44
Topic 14.7 Water and effluents		Water Stewardship	P25-29
Topic 14.8 Closure and rehabilitation		Biodiversity and Land Use	P30-32
Topic 14.9 Economic impacts		Community Prosperity Supply Chain Management	P86-95 P138-142
Topic 14.10 Local communities		Community Prosperity	P86-95
Topic 14.11 Rights of Indigenous Peoples		Community Prosperity Human Rights	P86-95 P129-137
Topic 14.12 Land and resource rights		Community Prosperity Human Rights	P86-95 P129-137
Topic 14.13 Artisanal and small-scale mining		Human Rights	P129-137
Topic 14.14 Security practices		Human Rights	P129-137
Topic 14.15 Critical incident management		Environmental Management System Health, Safety, and Well-Being Community Prosperity	P20-24 P62-74 P86-95
Topic 14.16 Occupational health and safety		Health, Safety, and Well-Being	P62-74
Topic 14.17 Employment practices		Employee Development	P75-85
Topic 14.18 Child labor		Human Rights	P129-137
Topic 14.19 Forced labor and modern slavery		Human Rights	P129-137
Topic 14.20 Freedom of association and collective bargaining		Human Rights	P129-137
Topic 14.21 Non-discrimination and equal opportunitiey		Human Rights	P129-137
Topic 14.22 Anti-corruption		Business Ethics and Integrity	P117-128
Topic 14.23 Payments to governments		Corporate Governance Business Ethics and Integrity	P109-116 P117-128
Topic 14.24 Public policy		About Us	P144
Topic 14.25 Conflict-affected and high-risk areas		Supply Chain Management	P138-142
GRI 3: Material Topics 2021			
3-1 Process to determine material topics		Materiality Assessment	P13-16
3-2 List of material topics		Materiality Assessment	P13-16
3-3 Management of material topics		Materiality Assessment	P13-16
Material Topics			
Economic Performance 2016	3-3 Management of material topics	*Zijin Gold International 2025 Annual Report*	/
	201-1 Direct economic value generated and distributed	*Zijin Gold International 2025 Annual Report*	/
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Change	P46-58
	201-3 Defined benefit plan obligations and other retirement plans	Employee Development	P75-85

GRI Standard	Disclosure	Chapter /Location	Pages / Notes
Economic Performance 2016	201-4 Financial assistance received from government	*Zijin Gold International 2025 Annual Report*	/
Indirect Economic Impacts 2016	3-3 Management of material topics	Community Prosperity	P86-95
	203-1 Infrastructure investments and services supported	Community Prosperity	P86-95
	203-2 Significant indirect economic impacts	Community Prosperity	P86-95
Procurement Practices 2016	3-3 Management of material topics	Supply Chain Management	P138-142
	204-1 Proportion of spending on local suppliers	Supply Chain Management	P138-142
Anti-Corruption 2016	3-3 Management of material topics	Business Ethics and Integrity	P117-128
	205-1 Operations assessed for risks related to corruption	Business Ethics and Integrity	P117-128
	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics and Integrity	P117-128
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics and Integrity	P117-128
Anti-Competitive Behavior 2016	3-3 Management of material topics	Business Ethics and Integrity	P117-128
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics and Integrity	P117-128
Tax 2019	3-3 Management of material topics	Corporate Governance *Zijin Gold International 2025 Annual Report*	P109-116
	207-1 Approach to tax	Corporate Governance *Zijin Gold International 2025 Annual Report*	P109-116
	207-2 Tax governance, control, and risk management	Corporate Governance *Zijin Gold International 2025 Annual Report*	P109-116
	207-3 Stakeholder engagement and management of concerns related to tax	Corporate Governance *Zijin Gold International 2025 Annual Report*	P109-116
	207-4 Country-by-country reporting	*Zijin Gold International 2025 Annual Report*	/

GRI Standard	Disclosure	Chapter /Location	Pages / Notes
Materials 2016	3-3 Management of material topics	Product and Customer Responsibility	P96-105
	301-1 Materials used by weight or volume	Product and Customer Responsibility	P96-105
	301-2 Recycled input materials used	Product and Customer Responsibility	P96-105
	301-3 Reclaimed products and their packaging materials	Product and Customer Responsibility	P96-105
Energy 2025	3-3 Management of material topics	Climate Change	P46-58
	103-1 Energy policies and commitments	Climate Change	P46-58
	103-2 Energy consumption and self- generation within the organization	Climate Change	P46-58
	103-4 Energy intensity	Climate Change	P46-58
	103-5 Reduction of energy consumption	Climate Change	P46-58
Water and Effluents 2018	3-3 Management of material topics	Water Stewardship	P25-29
	303-1 Interactions with water as a shared resource	Climate Change	P25-29
	303-2 Management of water discharge-related impacts	Climate Change	P25-29
	303-3 Water withdrawal	Water Stewardship	P25-29
	303-4 Water discharge	Water Stewardship	P25-29
	303-5 Water consumption	Water Stewardship	P25-29
Biodiversity 2024	3-3 Management of material topics	Biodiversity and Land Use	P30-32
	101-1 Policy to halt and reverse biodiversity loss	*Ecological and Environmental Protection Policy* of Zijin Mining	/
	101-2 Management of biodiversity impacts	Biodiversity and Land Use	P30-32
	101-4 Identification of biodiversity impacts	Biodiversity and Land Use	P30-32

GRI Standard	Disclosure	Chapter /Location	Pages / Notes
Biodiversity 2024	101-5 Locations with biodiversity impacts	Biodiversity and Land Use	P30-32
	101-6 Direct drivers of biodiversity loss	Biodiversity and Land Use	P30-32
	101-7 Changes to the state of biodiversity	Biodiversity and Land Use	P30-32
	101-8 Ecosystem services	Biodiversity and Land Use	P30-32
Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Action and Energy Management	P56-58
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Action and Energy Management	P56-58
	305-3 Other indirect (Scope 3) GHG emissions	Climate Action and Energy Management	P56-58
	305-4 GHG emissions intensity	Climate Action and Energy Management	P56-58
	305-5 Reduction of GHG emissions	Climate Action and Energy Management	P56-58
	305-6 Emissions of ozone-depleting substances (ODS)	/	No emissions of this substance
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Waste Management	P33-37
Waste 2020	3-3 Management of material topics	Waste Management	P33-37
	306-1 Waste generation and significant waste-related impacts	Waste Management	P33-37
	306-2 Management of significant waste-related impacts	Waste Management	P33-37
	306-3 Waste generated	Waste Management	P33-37
	306-4 Waste diverted from disposal	Waste Management	P33-37
Waste 2020	306-5 Waste directed to disposal	Waste Management	P33-37
Supplier Environmental Assessment 2016	3-3 Management of Material Topics	Supply Chain Management	P138-142
	308-1 New suppliers that were screened using environmental criteria	Full-Process Supply Chain Management	P139-140
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Supply Chain Development	P141
Employment 2016	3-3 Management of material topics	Employee Development	P75-85
	401-1 New employee hires and employee turnover	Diversity and Inclusion	P76-79
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Labor Practices	P80-82
	401-3 Parental Leave	Labor Practices	P80-82
Labor/ Management Relations 2016	3-3 Management of material topics	Employee Development Human Rights Supply Chain Management	P75-85 P129-137 P138-142
	402-1 Minimum notice periods regarding operational changes	Employee Development	P75-85
Occupational Health and Safety 2018	3-3 Management of material topics	Health, Safety, and Well-Being	P62-74
	403-1 Occupational health and safety management system	OHS Management System	P63-64
	403-2 Hazard identification, risk assessment, and incident investigation	Risk Assessment and Hazard Identification	P65-68
	403-3 Occupational health services	Occupational Health and Well-Being	P72-73
	403-4 Worker participation, consultation, and communication on occupational health and safety	OHS Management System Safety Assurance Practices	P63-64 P69-71
	403-5 Worker training on occupational health and safety	Risk Assessment and Hazard Identification Safety Assurance Practices	P65-68 P69-71

GRI Standard	Disclosure	Chapter /Location	Pages / Notes
Occupational Health and Safety 2018	403-6 Promotion of worker health	Safety Assurance Practices Occupational Health and Well-Being	P69-71 P72-73
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safety Assurance Practices Occupational Health and Well-Being	P69-71 P72-73
	403-8 Workers covered by an occupational health and safety management system	OHS Management System	P63-64
	403-9 Work-related injuries	OHS Management System	P63-64
	403-10 Work-related ill health	Occupational Health and Well-Being	P72-73
Training and Education 2016	3-3 Management of material topics	Talent Development and Training	P83-84
	404-1 Average hours of training per year per employee	Talent Development and Training	P83-84
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Development and Training	P83-84
	404-3 Percentage of employees receiving regular performance and career development reviews	/	The relevant percentage is not disclosed as global employee performance review data has not yet been uniformly aggregated.
Diversity and Equal Opportunity 2016	3-3 Management of material topics	Diversity and Inclusion Governance Structure	P76-79 P110-112
	405-1 Diversity of governance bodies and employees	Diversity and Inclusion Governance Structure	P76-79 P110-112
Non-discrimination 2016	3-3 Management of material topics	Human Rights	P129-137
	406-1 Incidents of discrimination and corrective actions taken	Human Rights ManagementLabor Rights	P130-131 P132-133
Freedom of Association and Collective Bargaining 2016	3-3 Management of material topics	Human Rights Labor Practices	P129-137 P80-82
Child Labor 2016	3-3 Management of material topics	Human Rights Supply Chain Management	P129-137 P138-142
	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights Responsible Supply Chain Development	P129-137 P141

GRI Standard	Disclosure	Chapter /Location	Pages / Notes
Forced or Compulsory Labor 2016	3-3 Management of material topics	Human Rights Supply Chain Management	P129-137 P138-142
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Responsible Supply Chain Development	P129-137 P141
Security Practices 2016	3-3 Management of material topics	Human Rights	P129-137
	410-1 Security personnel trained in human rights policies or procedures	Security and Human Rights	P136-137
Rights of Indigenous Peoples 2016	3-3 Management of material topics	Community Prosperity Human Rights	P86-95 P129-137
Communities 2016	3-3 Management of material topics	Community Prosperity	P86-95
	413-1 Operations with local community engagement, impact assessments, and development programs	Community Prosperity	P86-95
Supplier Social Assessment 2016	3-3 Management of material topics	Supply Chain Management	P138-142
	414-1 New suppliers that were screened using social criteria	Supply Chain Management	P138-142
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management	P138-142
Customer Health and Safety 2016	3-3 Management of material topics	Product and Customer Responsibility	P96-105
	416-1 Assessment of the health and safety impacts of product and service categories	Quality and Service Management	P97-99
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Quality and Service Management	P97-99
Marketing and Labeling 2016	3-3 Management of material topics	Product and Customer Responsibility	P96-105
	417-1 Requirements for product and service information and labeling	Quality and Service Management	P97-99

GRI Standard	Disclosure	Chapter /Location	Pages / Notes
Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	Quality and Service Management	P97-99
	417-3 Incidents of non-compliance concerning marketing communications	Quality and Service Management	P97-99
Customer Privacy 2016	3-3 Management of material topics	Cybersecurity and Data Management	P100-101
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity and Data Management	P100-101

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.	Environmental Stewardship/ Climate Change	P19-45 P46-58
	A1.1 The types of emissions and respective emissions data.	Environmental Stewardship/ Climate Change	P28-37 P58
	A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	Environmental Stewardship	P36
	A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g., per unit of production volume, per facility).	Environmental Stewardship	P36
	A1.5 Description of emission target(s) set and steps taken to achieve them.	Environmental Stewardship/ Climate Change	P21 P47
	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.	Environmental Stewardship	P33-37

Appendix	Indicator	Chapter /Location	Pages / Notes
Aspect A2: Use of Resources	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.	Environmental Stewardship/ Climate Change	P19-45 P46-58
	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	P57 P149-150
	A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	Environmental Stewardship	P150-151
	A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	Climate Change	P21 P47
	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.	Environmental Stewardship	P21-27
	A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Data Performance Overview	P155
Aspect A3: The Environment and Natural Resources	General Disclosure Policies on minimizing the issuer's significant impact on the environment and natural resources.	Environmental Stewardship	P30-32
	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Environmental Stewardship	P30-32

Appendix	Indicator	Chapter /Location	Pages / Notes
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.	Employee Development	P75-85
	B1.1 Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	ESG Data Table	P153
	B1.2 Employee turnover rate by gender, age group and geographical region.	ESG Data Table	P153
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.	Health, Safety, and Well-Being	P62-74
	B2.1 Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	ESG Data Table	P154
	B2.2 Lost days due to work injury.	ESG Data Table	P154
	B2.3 Description of occupational health and safety measures adopted, and how they are implemented and monitored.	Health, Safety, and Well-Being	P62-74

Appendix	Indicator	Chapter /Location	Pages / Notes
Aspect B3: Development and Training	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Employee Development	P83-84
	B3.1 The percentage of employees trained by gender and employee category (e.g., senior management, middle management).	ESG Data Table	P153
	B3.2 The average training hours completed per employee by gender and employee category.	ESG Data Table	P153
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	P129-137
	B4.1 Description of measures to review employment practices to avoid child and forced labour.	Human Rights	P129-137
	B4.2 Description of steps taken to eliminate such practices when discovered.	Human Rights	P129-137
Operating Practices			
Aspect B5: Supply Chain Management	General Disclosure Policies on managing the environmental and social risks of the supply chain.	Supply Chain Management	P138-142
	B5.1 Number of suppliers by geographical region.	ESG Data Table	P155
	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.	Supply Chain Management	P138-142
	B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management	P138-142
Aspect B5: Supply Chain Management	B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management	P138-142
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 and Customer Responsibility	P96-101
	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Product and Customer Responsibility	P97
	B6.2 Number of products and service related complaints received and how they are dealt with.	Product and Customer Responsibility	P155
	B6.3 Description of practices relating to observing and protecting intellectual property rights.	Product and Customer Responsibility	P102
	B6.4 Description of quality assurance processes and recall procedures.	Product and Customer Responsibility	P97-98
	B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	Product and Customer	P100-101
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.	Business Ethics and Integrity	P117-121

Appendix	Indicator	Chapter /Location	Pages / Notes
Aspect B7: Anti-Corruption	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.	Business Ethics and Integrity	P121
	B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	Business Ethics and Integrity	P125-127
	B7.3 Description of anti-corruption training provided to directors and staff.	Business Ethics and Integrity	P124
Community			
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 Prosperity/ Human Rights	P86-88 P134-135
	B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Community Prosperity	P89-94
	B8.2 Resources contributed (e.g. money or time) to the focus area.	Community Prosperity	P155

Index of International Financial Reporting Sustainability Disclosure Standard No. 2 (IFRS S2)

Theme	Description	Disclosure Requirement	Pages / Notes
Governance	The governance processes, controls and procedures an entity uses to monitor, manage and oversee climate-related risks and opportunities.	The governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climate-related risks and opportunities.	P47-50
		Management's role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities.	P47
Strategy	An 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.	P48-50
		The current and anticipated effects of those climate-related risks and opportunities on the entity's business model and value chain.	P50
		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.	P48-55
		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 position, financial performance and cash flows over the short, medium and long term, taking into consideration how those climate-related risks and opportunities have been factored into the entity's financial planning.	P50-55
		The climate resilience of the entity's strategy and its business model to climate-related changes, developments and uncertainties, taking into consideration the entity's identified climate-related risks and opportunities.	P48-55

Theme	Description	Disclosure Requirement	Pages / Notes
Risk Management	An entity's processes to identify, assess, prioritise and monitor climate-related risks and opportunities, including whether and how those processes are integrated into and inform the entity's overall risk management process.	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; whether and how the entity prioritises climate-related risks relative to other types of risk; how the entity monitors climate-related risks; and whether and how the entity has changed the processes it uses compared with the previous reporting period.	P51-55
		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.	P51-55
		The extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the entity's overall risk management process.	P51-55
Metrics and Targets	An entity's performance in relation to its climate-related risks and opportunities, including progress towards any climate-related targets it has set, and any targets it is required to meet by law or regulation.	Information relevant to the cross-industry metric categories.	P56-58
		Industry-based metrics that are associated with particular business models, activities or other common features that characterise participation in an industry.	P56-58
		targets set by the entity, and any targets it is required to meet by law or regulation, to mitigate or adapt to climate-related risks or take advantage of climate-related opportunities, including metrics used by the governance body or management to measure progress towards these targets.	P47

Sustainability Accounting Standards Board (SASB) Appendix

SASB Code	Metric	Unit of Measure	Data/Pages
EM-MM-110a.1	Gross global Scope 1 emissions	tCO_2e	632,645
	Percentage covered under emissions limiting regulations	%	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	/	P47-55
EM-MM-120a.1	Air emissions of the following pollutants		
	(1) CO	Metric tonnes (t)	0
	(2) NOx (excluding N_2O)	Metric tonnes (t)	26.28
	(3) SOx	Metric tonnes (t)	3.19
	(4) Particulate matter (PM_{10})	Metric tonnes (t)	121.42
	(5) Mercury (Hg)	Metric tonnes (t)	0
	(6) Lead (Pb)	Metric tonnes (t)	0.02
	(7) Volatile organic compounds (VOCs)	Metric tonnes (t)	0.95
EM-MM-130a.1	(1) Total energy consumed	Gigajoules (GJ)	12,530,080
	(2) Percentage grid electricity	%	32.87
	(3) Percentage renewable	%	24.84
EM-MM-140a.1	(1) Total water withdrawn	Millions cubic metres (m^3)	8.17
	(2) Total water consumed	Millions cubic metres (m^3)	/
	Percentage of each in regions with High or Extremely High Baseline Water Stress	%	21.60
EM-MM-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Number	0
EM-MM-150a.4	Total weight of non-mineral waste generated	Metric tonnes (t)	13,727.61

SASB Code	Metric	Unit of Measure	Data/Pages
EM-MM-150a.5	Total weight of tailings produced	Metric tonnes (t)	39,950,083.64
EM-MM-150a.6	Total weight of waste rock generated	Metric tonnes (t)	207,850,230.30
EM-MM-150a.7	Total weight of hazardous waste generated	Metric tonnes (t)	4,648.33
EM-MM-150a.8	Total weight of hazardous waste recycled	Metric tonnes (t)	1,736.46
EM-MM-150a.9	Number of significant incidents associated with hazardous materials and waste management	Number	During the Reporting Period, none of the operating mining sites experienced any environmental non-compliance or incidents with adverse impacts relating to emissions, waste or other discharges.
EM-MM-150a.10	Description of waste and hazardous materials management policies and procedures for active and inactive operations	/	P33-36 P43
EM-MM-160a.1	Description of environmental management policies and practices for active sites	/	P19-45
EM-MM-160a.2	Percentage of mine sites where acid rock drainage (i.e., acid-generating leakage to surrounding surface water and/or ground water)	%	5.56
	(1) Predicted to occur	%	0
	(2) Actively mitigated	%	0
	(3)Under treatment or remediation	%	5.56
EM-MM-160a.3	Percentage of proved 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	%	/

SASB Code	Metric	Unit of Measure	Data/Pages
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 proved reserves in or near indigenous land	%	/
	Percentage of probable reserves in or near indigenous land	%	/
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	/	/
EM-MM-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	/	/
EM-MM-210b.2	Number of non-technical delays	Number	3
	Duration of non-technical delays	Days	2
EM-MM-310a.1	Percentage of active workforce in China employed under collective agreements	%	75.34
	Percentage of foreign active workforce employed under collective agreements	%	12.77
EM-MM-310a.2	Number of strikes and lockouts	Number	1
	Duration of strikes and lockouts	Day	1
EM-MM-320a.1	(1) All-incident rate	Ratio	/
	(2) Fatality rate	Ratio	0.0041
	(3) Near miss frequency rate (NMFR)	Ratio	0.626
	(4) a. Average hours of health, safety, and emergency response training for direct employees	Hours	18.61
	(4) b. Average hours of health, safety, and emergency response training for contract employees	Hours	23.09

SASB Code	Metric	Unit of Measure	Data/Pages
EM-MM-510a.1	Description of the management system for prevention of corruption and bribery throughout the value chain	/	P117-128
EM-MM-510a.2	Production in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Metric tonnes (t) saleable	/
EM-MM-540a.1	Tailings storage facility inventory table: (1) facility name, (2) location, (3) ownership status, (4) operational status, (5) construction method, (6) maximum permitted storage capacity, (7) current amount of tailings stored, (8) consequence classification, (9) date of most recent independent technical review, (10) material findings, (11) mitigation measures, (12) site-specific EPRP	/	/
EM-MM-540a.2	Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities	/	P38-43
EM-MM-540a.3	Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities	/	P44
EM-MM-000.A	(1) Production of metal ores	Metric tonnes (t) saleable	See the *Zijin Gold International 2025 Annual Report*
	(2) Production of finished metal products	Metric tonnes (t) saleable	See the *Zijin Gold International 2025 Annual Report*
EM-MM-000.B	Total number of employees	Person	11,014
	Percentage of contractors	%	75.44

Reader Feedback Form

Dear Readers:
Greetings! Thank you for taking the time to read this Report. Zijin Gold International will continuously improve the quality of the Report and its disclosure practices, and we sincerely welcome your valuable feedback and suggestions to drive our continuous improvement.

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Closed-Ended Questions:

1.How would you rate the overall quality of this year's ESG Report?

☐ Very Satisfied ☐ Satisfied ☐ Average ☐ Dissatisfied ☐ Very Dissatisfied

2.Do you find the ESG information disclosed in this Report to be sufficient and valuable for reference?

☐ Very Sufficient ☐ Sufficient ☐ Average ☐ Insufficient ☐ Clearly Insufficient

3.Do you find the structure, layout, and presentation of information in this Report to be clear and easy to read?

☐ Very Clear ☐ Clear ☐ Average ☐ Complex ☐ Difficult to Understand

4.Do the material ESG topics identified and disclosed in this Report reflect the key areas you are concerned about?

☐ Fully Aligned ☐ Mostly Aligned ☐ Partially Aligned ☐ Poorly Aligned ☐ Not Aligned at All

5.Do you find the content disclosed in this Report valuable for making investment, partnership, or other decisions?

☐ Highly Valuable ☐ Valuable ☐ Limited Value ☐ No Value

Open-Ended Questions:

How would you evaluate the Company's overall ESG performance this year?

With regard to the Company's current ESG work, in which areas do you believe there is room for further improvement?

What are your expectations or suggestions for the Company's future sustainable development and ESG practices?



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