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Lingbao Gold Group Company Ltd.

靈寶黃金集團股份有限公司

(A joint stock limited company incorporated in the People's Republic of China with limited liability)

(Stock Code: 3330)

**VOLUNTARY ANNOUNCEMENT
2024 MANAGEMENT WORK REPORT AND
OUTLOOK FOR 2025**

This is a voluntary announcement made by Lingbao Gold Group Company Ltd. (the “**Company**”, together with its subsidiaries collectively referred to as the “**Group**”) to inform its shareholders of the latest business development of the Group and outlook for 2025.

2024 marks a milestone for the Group in its strategic transformation. Despite challenges from geopolitical instability and soaring industry costs, the Group delivered impressive results amid adversity by insisting on resource expansion, cost control and structural adjustment. During the year, the Group recorded revenue of RMB11,867 million, representing a year-on-year increase of 12.7%, and net profit of RMB699 million, representing an astonishing year-on-year increase of 137.8%, hitting the highest growth rate since the Group’s listing. The Group is particularly proud that through technological innovation and refined management, the gross profit of the Group increased by over 50% to RMB1,462 million for 2024 as compared with 2023, demonstrating strong cost control and profitability.

During 2024, the Group seized the opportunity of rising gold prices and implemented multiple measures to ramp up production, optimize management and innovate technologies. Therefore, the Group delivered satisfactory results in production, management and operations. The Group’s market capitalization reached a historical high by the end of 2024, reflecting the confidence of the capital market in the Group’s strategy. The Group also successfully raised HK\$229 million through the placement of 43.5 million H shares in March 2025, injecting new momentum into global resource

integration. At this moment, The Group is advancing into the strategic waters of becoming a “national top rated and a world renowned” gold mining group with a fresh outlook.

For 2024, the Group’s overall business operation is summarized into six aspects as follows:

I. Vigorously strengthening production organization and solidified the safety basis to achieve quality and efficiency gains

The Company continued to optimize the operations of the mining segment and increased development investment in key mining enterprises. The Group invested a total of RMB169 million during 2024 for resource exploration, safety and environmental protection, technological innovation, and new technology application and promotion, significantly improving resource development efficiency and utilization while effectively reducing safety risks. Specific measures included strengthening production scheduling of infrastructure projects for Lingbao Gold Group Company Ltd. Nanshan Branch (“**Nanshan Branch**”) by introducing advanced equipment such as rock drilling jumbos, significantly improving the efficiency of underground shift and achieving a highest record of 150-meter single-face excavation; vigorously advancing precision prospecting of Tongbai Xingyuan Mining Company Limited (“**Xingyuan**”) by optimizing exploration-mining layouts and adjusting ore output structures, steadily increasing mining production; enhancing tunneling project management of Full Gold Mining Limited Liability Company (“**Full Gold**”) through scientific mining method adjustments, achieving monthly growth in mining quantity and hitting a record high of 39,600 tons in August 2024; implementing the fill mining method in Habahe Huatai Gold Company Limited (“**Huatai**”), achieving 56,100 tons of ore from filled stopes with ore grade exceeding targets by approximately 0.18 gram, representing an increase of 23% as compared with 2023; and intensifying prospecting projects of Chifeng Jinchuan Mining Company Limited (“**Jinchuan**”), substantially increasing reserve additions and prepared ore quantities while significantly improving ore grades. Through these production management reforms, technical and engineering upgrades, and production process optimizations, the Company achieved profitability across all operating mines for the first time in its history.

While driving production efficiency improvements, the Company consistently solidified the safety basis by strictly complying with national laws, regulations and policies regarding production safety and environmental protection. Through coordinated efforts in license processing and special safety campaigns, the Company maintained stable and controllable safety and environmental conditions without any major liability incidents. The Group invested a total of RMB87.88 million in enhancing safety protections, addressing potential hazards, promoting new technologies and equipment, assessing and monitoring risk sources, processing safety certifications, maintaining tailings pond closures, and implementing

environmental protection projects in 2024. Adhering to the “source control” (“源頭把控”) principle, the Company rigorously supervised project approvals and production safety permits to effectively mitigate potential risks during design, construction and other phases. Safety experts were organized to conduct comprehensive production safety evaluations for mining enterprises, with targeted support measures implemented to significantly elevate the Group’s overall safety management standards.

II. Accelerating the “digitalization” transformation driven by intelligent technologies

The Group is steadily advancing the pace of intelligent mining, with a total investment of RMB21 million in 2024. The Group updated the dispatching and commanding center of Nanshan Branch, Xingyuan, Jinchan and Huatai to integrate with the six systems of hoisting, transportation, ventilation, pressurized air, drainage, and power supply and distribution, realizing the unattended remote control of the six systems and the unified management and sharing of information. Ten gigabit industrial ring network, wireless WIFI coverage, accurate positioning of personnel, monitoring and controlling, and emergency broadcasting have been realized in underground mine. As a pilot unit for the intellectualization of non-coal mines in Henan Province, Xingyuan and Nanshan Branch have completed the construction of intelligent mines on schedule and passed the evaluation and acceptance. Notably, Xingyuan built the first gold ore intelligent sorting system in China’s gold industry under the guidance of the expert team. Through the X-ray irradiation, body vision detection technology, big data deep learning technology, millisecond transmission and other artificial intelligence technology, the system can realize the intelligent sorting of ore and waste rock. After being put into use, the system effectively improved the feed grade by 0.2 grams and the waste rock throwing rate by 13.76% as compared with 2023, and was honored as the second prize of Science and Technology Achievement Award by China Gold Association. The Company aims to integrate various business data of mining, ore processing, and smelting production data flows to achieve unification of ore flow, data flow and business flow. To this end, it has deployed Manufacturing Execution System in key production units, covering mining, ore processing, and smelting. Additionally, the Company expanded its data middle platform and implemented BI dashboard system i.e., Business Intelligence dashboard system, enabling end-to-end closed-loop management, from data collection and analysis to statistical utilization and decision-making visualization. Additionally, the Company has established a digital business management system for core operations, supported by network and information security infrastructure, achieving comprehensive digitalization across key functions, including transactions and contracts, human resources, supplier relationship management, asset/warehouse/equipment management, safety management and training.

III. Further promoting internal transformation and steadily advancing the strategy of strengthening the enterprise with talents

The Company continues to enhance its internal control management, with a focus on institutional improvement and innovation. A comprehensive revision of 43 policies and procedures has been undertaken, covering investment management, material procurement, bidding and tendering, internal control auditing, project cost management, performance evaluation, human resources and compensation, as well as safety and environmental protection. At the same time, compliance reviews in business operations have been strengthened, extending compliance measures to frontline production units to ensure compliance management is fully integrated into all aspects of operations. Audit functions have been transformed from economic responsibility audits to internal control audits, with a combined approach of comprehensive audits and specialized audits conducted on key production units. This allows for precise identification of critical issues and risk points, ensuring rectifications through audit-driven improvements to further standardize management practices and business conduct. In addition, the Company has engaged leading management consultancy firms to utilize industry best experiences and cutting-edge practices to comprehensively review and optimize its information technology strategy, human resources management system, process authorization framework, and internal control systems of branches and subsidiaries, thereby continuously improving overall management efficiency.

In promoting the strategy of strengthening enterprises with talents, the Group has taken many measures to build a high-quality talent team. A talent profile system has been established, enabling the successful recruitment of dozens of core professionals in technology research and development (“R&D”), operation and management, finance, investment and merger, and technological innovation from leading domestic enterprises, renowned institutions, and high-tech firms, driving breakthrough progress in various areas. To advance the Youthful Leadership Initiative, the Company has appointed 12 high-performing young middle managers with strong business capabilities and comprehensive competencies for key positions in the functional departments and major mining enterprises of the Group, with the aim to gradually cultivate them into core management cadres of the enterprises.

Additionally, the Group has driven forward a Share Award Scheme, which will take effect upon the satisfaction of the conditions of (i) passing of special resolutions by the Shareholders at the general meeting to approve the proposed adoption of the Share Award Scheme; and (ii) the Listing Committee of the Stock Exchange granting the approval for the listing of, and permission to deal in, the H Shares which may be issued in respect of the Awards granted under the Share Award Scheme (Please see the Company’s announcement dated 5 September 2024 for details). Adhering to the principles of “Creating Value, Fostering Loyalty, Prioritizing Key Talent, and Long-Term Commitment”, the Group advances the scheme with the aim to reward

and recognize the contributions of eligible individuals, strengthen the sense of belonging and cohesion among core personnel, and attract and retain critical talent to support the Group's sustainable development.

IV. Strengthening the construction of technical platform to solve development problems

The Group will continue to strengthen our technical platform in terms of design, construction and geotechnical surveys, to give full play to the role of experts in solving key technical issues, with an aim to meet the needs of its subsidiaries for technical services and management. Throughout 2024, the Group organized experts in geology, mining, metallurgy, electromechanics, safety and environment, finance and internal control to help enterprises solve technical and management issues in the first line, and carried out on-site services for more than 130 times, providing real-time professional guidance.

Under the guidance of the expert team, the Group successfully demonstrated and launched the deep inclined shaft project of Nanshan Branch and the production exploration project of Lingjin No. 1 Mine, so as to accelerate the control of deep resources and expand the development space of the enterprises. After the promotion of filling mining at Huatai in 2024, a total of 52.8 thousand tonnes of ore was mined by filling mining, with an average grade increase of 12.9% compared to 2023. Besides, Jinchuan innovatively adopted the waste rock backfill mining method, which not only improved the grade of the ore but also realized the resource utilization of the backfilling of waste residues into the stope, thereby meeting the symbiotic standard of mining and backfilling. Meanwhile, the Group launched the upgrading project of the flotation process for mineral processing, and the flotation recovery rate reached 93.2% for 2024, representing a year-on-year increase of 3.5% as compared with 2023 and significantly enhancing the resource utilization rate. Through measures such as the reasonable allocation of ores and the optimization of the technological process, Full Gold recorded a historical high in its smelting recovery rate. Furthermore, the Lingbao Gold Group Company Ltd. Gold Smelting Branch (“**Smelting Branch**”) implemented a number of technological transformations such as replacement plate and frame gold sludge washing and zinc powder precious liquid purification, which improved the quality of gold sludge and the leaching rate of smelted silver, and lowered the production cost of refining and smelting, and continued to push forward the greening upgrading and optimization of the process of electro-copper and wastewater treatment, in order to further enhance the level of environmental protection and reduce the cost of production.

V. Persistently adhering to the “going global” strategy and accelerating the advancement of the international layout

The Group firmly promotes the “going global” strategy. With the core goal of increasing resource reserves, it focuses on achieving breakthrough progress in the fields of resource mergers and acquisitions, resource exploration, and resource management, providing a solid resource guarantee for the Group's sustainable

development. In 2024, the Group established the overseas business department, attracting a group of professional technical management talents with the work experience in well-known mining companies and an international perspective. The department is fully responsible for the whole process of overseas project work, including project collection and screening, preliminary investigation, selection and engagement of intermediaries, on-site due diligence, commercial negotiation, and signing and delivery. At the same time, it coordinates the technical management of geological exploration and project management of projects both at home and abroad.

In 2024, the Group focused on resource-rich regions such as Oceania, Africa, Southeast Asia and Central Asia, and actively carried out project expansion and cooperation. It organized on-site due diligence and inspections more than ten times throughout the year, and successfully completed the investment in the Oceania project. Meanwhile, it established a company in Zimbabwe. Taking Zimbabwe as a strategic pivot, it preliminarily screened out a number of high-quality resource projects with investment potential in the African region, laying a solid foundation for subsequent resource mergers and acquisitions, reserve enhancement, and the overseas resource layout.

VI. Accelerating the construction of green mines and taking a new step towards high-quality development

Adhering to the concept that “lucid waters and lush mountains are invaluable assets”, the Group actively responds to the “dual carbon” goals, fully fulfills its social responsibilities, and promotes green and sustainable development. Upholding the principle of “mining while governing”, the Group systematically implements the construction, consolidation, and improvement projects of green mines, and is committed to creating a green, environmentally friendly, and sustainable mine development model. Taking the Nanshan Branch as an example, the Group has invested approximately more than RMB15 million in total as of the date of this announcement to complete ecological restoration projects such as the management of the pit of the Yinxin and Qiangma systems and the treatment of slag slopes. The total area of treatment is about 197 mu, with a total of 1,720 meters of retaining walls, drainage ditches, and concrete retaining walls along the river been built, 2,180 meters of concrete roads and asphalt roads been paved, 530 lacebark pines and 2,000 black locust trees been planted, and 15,000 cubic meters of soil been covered. The improvement and renovation work has successfully passed the expert review. Among them, the treatment project of No. 13 pit of Yinxin has become a benchmark project for ecological restoration in the whole province.

Adhering to the concept of symbiosis and common growth, the Group paid attention to the interests of all parties in project locations, continued to contribute its strength to local communities, and promoted the integrated development of the enterprise and communities. In response to the deployment of the local government of Lingbao

City, the Group launched the New Material Industrial Park project, which greatly enhanced the industrial momentum of Daonan Industrial Area. At the same time, the Group has increased its investment in mining areas such as Full Gold in Kyrgyzstan, Tongbai, Nanyang City, Habahe, Xinjiang Uygur Autonomous Region and Chifeng, Inner Mongolia Autonomous Region to promote the improvement of the local economy, employment and people's livelihood. In addition, the Group invested a total of RMB13.33 million in 2024 to focus on the fields of education, assistance to the needy, public welfare investment, and rural revitalization in the communities where it operates, so as to help local residents get rid of poverty and contribute to regional economic and social development.

OUTLOOK FOR 2025

2025 is a critical year for the implementation of the Group's 2030 strategy, and it is also a year of accelerating the transformation and development of the companies under the Group. By maintaining strategic determination and focusing on development goals, the Group will continuously improve operational efficiency, optimize our cost structure, accelerate the pace of internationalization, and promote the dual transformation of digital intelligence and green and low-carbon, so as to ensure the steady progress of the enterprise.

I. Adhering to the strategy of paying equal attention to exploitation and prospecting and resource merger and acquisition, and consolidating the cornerstone of development

The Company will promote a new round of prospecting work in key mines, increase independent exploration efforts, deepen cooperation with well-known domestic scientific research institutes and exploration units, and carry out comprehensive research on the metallogenic potential of mining rights. At the same time, the Company will introduce advanced prospecting concepts and technical equipment to improve the prospecting effect and accelerate the transformation of resource advantages into industrial advantages. The Company will also formulate a three-year exploration plan for its main production bases, strive to achieve breakthroughs in prospecting and increase reserves and production to provide resource guarantee for the long-term development of the Company, and optimize the disposal of mining rights that do not meet the strategic requirements. In 2025, it is expected that the overall exploration plan will be 150,000 meters of drilling, and 270,000 meters of pit exploration, striving to complete the phased exploration results of each mining base by the end of 2026, with a target of nearly 100 tons of gold metal reserves for filing.

In addition, the Company will continue to advance its internationalization strategy by targeting key regions and conducting comprehensive assessments of mining policies, laws and regulations, environmental protection requirements, as well as the reserves, grades, and mining conditions of potential projects in target countries. The Company aims to secure high-quality mineral resources and, under a controllable risk framework, expand its overseas footprint through investments or acquisitions in

multiple locations, striving to significantly increase the proportion of overseas operations and production capacity within two to three years, thereby establishing a new growth driver for the Group.

II. Implementing key projects, deepening lean management, and driving technological innovation

For 2025, the Company's investment plan in capital expenditures primarily encompasses exploration and reserve expansion, production capacity expansion and technological upgrades. Key projects include the construction of multiple new large-scale tailings storage facilities to meet needs of production capacity expansion; the implementation by the Nanshan Branch of the deep-level production exploration project, the infrastructure construction for improvement of underground production systems, and the upgrade and expansion of the mineral separation plant; the implementation by Xingyuan of the production exploration and peripheral surveys, the extended construction, the geological exploration, and the technological R&D projects; the implementation by Huatai of the exploration and survey projects, and the upgrade and expansion of underground mining; the implementation by Jinchan of the geological exploration and production exploration, as well as the geological exploration for construction; the implementation by Full Gold of the underground vein development; the implementation by smelting branch of the green upgrade and renovation; the construction of a new gold refinery in the gold industrial park. Most of these projects are planned to be completed or put into operation by the end of 2025. The implementation of these projects will strongly support the Company's sustainable development, laying a solid foundation for its continuous capacity expansion and profit growth. Additionally, these efforts aim to ensure that the Company's existing mines maintain an annual growth rate of over 10% in mineral metal production over the next five years.

Although the price of gold has stayed high recently, the Company will continue to deepen its effort on refined management and incorporate the concept of quality and efficiency improvement and cost management and control into the whole process of production and operation by prioritizing the internal management of mining enterprises for the purpose of cost reduction and efficiency improvement, in order to maximize the value. In 2025, all of the Company's mining enterprises' aims to maintain the cost of gold output at approximately RMB300/gram (equivalent to approximately US\$1,100/ounce). To ensure that such target for reducing costs can be achieved, the Group will pay close attention to cost reduction in key points such as management, innovation and technology, and implement measures in a comprehensive manner. In future, the Group aims to control the cost to under US\$1,000/ounce for a long-term period.

Meanwhile, with production efficiency improvement as its core target, the Company comprehensively introduced mechanized and intelligent equipment to optimize mining efficiency. Advanced equipment such as automated drilling machines, drilling

jumbos, electric scrapers and intelligent transportation systems have been fully introduced to gradually replace the traditional manual labor. This mechanized upgrading is planned to significantly enhance mining efficiency while reducing labor intensity and safety risks. In the beneficiation process, high-efficient crushers, automated sorting equipment and intelligent monitoring systems have been implemented actively to further streamline the processes and enhance the ore processing capability and resource utilization rates. Through regular trainings and practical exercises, the Company has built a skilled technical team to provide a manpower foundation for improvement on production efficiency. Furthermore, the Company accelerates the deep integration of informatization with production and operational management to facilitate digital and automated mine management, thereby further enhancing management and efficiency.

III. Significant achievements in digitalization transformation

By fully leveraging the strategic partnership established between the Company and Zijin Zhixin (Xiamen) Technology Co., Ltd. (“**Zijin Zhixin**”), the Company will benchmark itself against Zijin Zhixin, the industry leader, to improve long-term planning for informatization and digitalization and intelligentization. Specifically, the Company will optimize existing information systems, the data middle platform and BI dashboards, prioritize the digital and intelligent transformation of remaining business areas, continue to facilitate the integration of intelligent mining data with management systems and enhance both management and production efficiency with more intelligent data analysis. During such process, the Group will focus on cultivating a high-quality talent pool with digital and intelligent skills to support the digital and intelligent transformation, as well as subsequent maintenance and application of systems.

IV. Adhering to talent recruitment and development and deepening the strategy of developing a robust company through talents

The Group will uphold the principle of “promoting the competent, reassigning the average, demoting the underperformers, and removing the unqualified”, and promote high-end managerial and technical talents with correct values and outstanding performance beyond conventional norms, forging a young, elite team capable of bold leadership and operational excellence. Focusing on talent development, the Group will enhance professional capabilities and broaden the horizons of cadres through robust pipeline development, improved promotion mechanism and strengthened learning and training system. The Group will actively recruit outstanding undergraduates and postgraduates, fostering young talents endowed with innovation and ambition through sound training and incentive system to add a new impetus for the sustainable development of the Group. With continuous implementation of the internationalization strategy, the Group will

increase our focus on international talent development and recruitment to support the Group's global expansion by fostering international perspectives and enhancing cross-cultural communication capabilities.

V. Building an ESG System with a global perspective and promoting sustainable

Development Under the circumstance of the accelerated internationalization and the green and low-carbon transformation of gold mining, the Group will abide by the principle of green, low-carbon, and sustainable development, establish a comprehensive ESG governance system, thereby deeply integrating its governance philosophy into corporate management practices and driving synergistic improvements in environmental, social, and economic performance. The Group will constantly promote the construction of green mines, with emphasis on the protection and restoration of the ecological environment in mining areas, and explore new channels for solid waste recycling, ensuring a balance between mine development and environmental protection. In addition, the Group will actively fulfill its social responsibilities, strengthen communication and cooperation with adjacent communities, promote community construction projects to improve the quality of residents' lives and achieve mutually beneficial development of the enterprise and communities. Building upon the Group's internationalization strategy and benchmarking international ESG standards, the Group will strictly meet environmental and social risk management requirements in overseas projects to ensure that global businesses comply with local laws and regulations as well as international best practices. Moreover, the Group will facilitate the comprehensive improvement of the environment, society and governance in 2025, laying a solid foundation for sustainable development and creating long-term value for shareholders, employees and society.

VI. Upholding the bottom line of safety and building solid foundation for high-quality development

The Group will continue to organize and carry out safety production supervision and inspections and specialized assistance activities, enhancing the overall safety management of the Group through professional guidance and on-site inspections by safety experts. In 2025, the Group plans to enhance its investment in safety production, continuously improving the construction standards and operational quality of intelligent mines. Priority will be given to carrying out comprehensive geological disaster management and remediation of mined-out areas, as well as upgrading and retrofitting underground hoisting and transportation systems and other safety rectification projects. Mechanized and intelligent mining equipment will be put into use to reduce safety risks and worker labor intensity while improving overall production efficiency. At the same time, the Group will strictly enforce safety operation policies and requirements to promote the systematization, standardization, and normalization of safety confirmation work, fully implementing the principle of "no production without safety, no operation

without safety”. Furthermore, the Group will continue to deepen special rectification actions and comprehensively manage control major safety risks, with an aim to curb major production safety accidents.

The new year began with a promising prospect. In the coming year, the Group will persist in innovation and embrace transformation, pursuing excellence with the spirit of determination, persistence and hard work and navigating towards its goals. Riding on the wave of the continuously improving precious metals market, the Group will solidify its foundation for vigorous development, accumulate capital and prepare for future growth. With lofty aspirations, the Group believe that success lies in human efforts, and the Group is committed to becoming a top domestic gold mining group with international prestige.

By order of the Board
Lingbao Gold Group Company Ltd.
Chen Jianzheng
Chairman

Henan Province, the PRC
8 April 2025

As at the date of this announcement, the Board comprises five executive directors, namely Mr. Chen Jianzheng, Mr. Xing Jiangze, Mr. He Chengqun, Mr. Wu Liming and Ms. Zhao Li; two non-executive directors, namely Mr. Zhang Feihu and Mr. Wang Guanran; and four independent non-executive directors, namely Mr. Yeung Chi Tat, Mr. Tan Chong Huat, Mr. Bo Shao Chuan and Mr. Guo Michael Xinsheng.