ZIJIN IN GHANA

Banded Golden Orb Weaver (Trichonephila senegalensis)

2026

ZIJIN GOLDEN RIDGE LIMITED

SUSTAINABLE DEVELOPMENT GOALS

WORLD GOLD COUNCIL MEMBER

MINING FOR A BETTER SOCIETY

TABLE OF CONTENT

ZiJin GOLDEN RIDGE LIMITED

BUILDING **FOUNDATIONS.** **SHAPING** THE FUTURE.

Leon Zhang

CHIEF EXECUTIVE OFFICER

This factbook presents Zijin Golden Ridge Limited's performance in 2025, our first full year of operations in Ghana. I present it not as a celebration document, but as an honest account of what we delivered, where we fell short, and what we are committed to building from here.

GHS 7.047 billion (US$ 582 million) invested in the Ghanaian econmy in our first year of operations reflects value that was deliberately retained in this country through taxes, local procurement, wages and community investment. It was achieved in circumstances that were not easy: ageing equipment, high operating costs, a tightening fiscal environment and expectations from government, communities and international stakeholders.

We chose to meet those expectations.

Our direct fiscal contribution of GHS 2.18 billion (US$ 174.4 million) was paid in full. Our local procurement of GHS 4.19 billion (US$ 335.1 million) exceeded our fiscal contribution because we believe the most durable form of economic partnership is one where Ghanaian businesses and state institutions are embedded in how we operate, not treated as an afterthought.

In employment, 597 of our 1,235 colleagues came from the host communities surrounding the mine. Nearly half our workforce. That figure reflects a deliberate hiring strategy and the trust that communities have placed in us. We do not take that trust lightly.

Through the Zijin Akyem Development Foundation, we supported 966 students with scholarships in 2024/2025, handed over a paediatric ward at New Abirem Government Hospital, and continued to expand infrastructure at the Akyem Vocational and Technical Institute that communities will rely on long after the mine closes.

Environmentally, we have gone further than our legal obligations require. Our reforestation programme covers 317 hectares ; exceeding the 303 hectares mandated. Our plantations sequester approximately 2,500 tonnes of CO_2e (carbon dioxide equivalent) annually and are now attracting species of wildlife, including 12 bird species not previously recorded on the site.

The standard we set in year one is the floor, not the ceiling. What we build from here will reflect the choices we make together.

→ **GHS 7.047 BN (US$ 582 M)**
Total Economic Contribution

→ **1,235**
People Employed

→ **20 YEARS +**
Mine Life Extension

02


ZIJIN


GHANA AKYEM MINE
COLLABORATION WITH
FORESTRY COMMISSION (FC)


ENCY DEPT.

WE ARE ZIJIN

Zijin Golden Ridge Limited (ZGRL) is a gold mining company operating the Akyem Gold Mine in the Eastern Region of Ghana.

The Company is a subsidiary of Zijin Gold International Company Limited, a leading global gold mining company and the consolidated overseas gold vehicle of Zijin Mining Group Co., Ltd., one of China's largest mining groups.

Zijin Gold International operates gold assets across nine countries including Tajikistan, Kyrgyzstan, Kazakhstan, Australia, Colombia, Guyana, Suriname, Papua New Guinea and Ghana, with a strategy centred on resource acquisition, operational excellence, technological upgrade and life-of-mine extension.

Operations at the Akyem Mine commenced in April 2024, following the purchase of the mine by Zijin Mining Group from Newmont for US$ 1 billion.

The mine operates within the Ajenjua Bepo Forest Reserve under permissions granted by the Environmental Protection Agency and the Forestry Commission of Ghana.

In 2025, the company produced 5.08 tonnes of gold, positioning itself as the largest gold producer among Chinese companies in Ghana.

Beyond gold production, the company's operational model is built around local value creation; maximising fiscal contribution, local procurement, community employment and structured investment in host community development.

This factbook presents the 2025 performance across three economic sections and a consolidated ESG section covering environmental, social, health & safety, and governance performance.

Our Values

SAFETY

We are committed to the highest standards of safety and wellbeing of our people, our partners and our communities.

INNOVATION

We strive for continuous improvement and remain agile by continually refining our ideas, technologies, policies, and management strategies to explore new opportunities to achieve greater success.

GREEN

We are dedicated to producing mineral materials with minimal carbon footprints, developing and implementing energy-efficient technologies, and establishing mining models aimed at decarbonizing mineral production.

INTEGRITY

We adhere to laws, respect contracts and international regulations, reject fraud, and are committed to delivering quality, safe, and responsible products and services.

COLLABORATION

We offer a platform that unites shareholders, employees, host communities, and contractors into a strong community dedicated to a common purpose of generating value and sharing the benefits of growth.

FINANCIAL HIGHLIGHTS

Total Economic Contribution

Zijin Golden Ridge Limited's total economic investment of **GHS 7.047 billion (US$ 582 million)** in 2025 reflects value deliberately retained within Ghana through fiscal payments to the state, local procurement from Ghanaian businesses, wages disbursed to a largely local workforce, and community investment. All figures are audited 2025 actuals. The scale of contribution in year one, particularly the volume of local procurement relative to fiscal payment, establishes a strong baseline for the Company's long-term economic partnership with Ghana.

US$ 335.3 million

GHS 4.19 billion

Local Procurement

US$ 1.24 million

GHS 15.5 million

Community Investment (formal structures)

US$ 189.7 million

GHS 2.18 billion

Direct Fiscal Payments to State

US$ 52.8 million

GHS 660 million

Annual Labour Cost

US$ 3.3 million

GHS 41 million

Broader Socioeconomic Contributions

Direct Fiscal Contribution to the state

Zijin Golden Ridge Limited paid GHS 2.18 billion (US$ 189.7 million) in direct fiscal contributions to the Ghanaian state in 2025. Corporate income tax of GHS 1.41 billion (US$ 125.7 million), paid at the full statutory rate of 32.5%, was the largest single payment. Mineral royalties of GHS 432 million (US$ 37.2 million) were paid at 5% of gold revenue. All fiscal obligations were settled in full and at statutory rates, a record the company regards as the non-negotiable baseline of responsible operation in Ghana

Corporate Income Tax (32.5%)	GHS 1.41 billion	US$ 125.7 million
Mineral Royalties (5% of gold revenue)	GHS 432 million	US$ 37.2 million
Forestry Levy (0.6% of revenue)	GHS 52.7 million	US$ 4.4 million
PAYE (Employee Income Tax)	GHS 138.9 million	US$ 11.3 million
Withholding Tax incl. VAT-WHT	GHS 93.8 million	US$ 7.8 million
Government Free Carried Interest	GHS 51.6 million	US$ 3.3 million

Local Content and Procurement

Local procurement is the company's largest single channel of economic value delivery in Ghana.
In 2025, Zijin Golden Ridge Limited spent **GHS 4.19 billion (US$ 335.3 million)** with Ghanaian businesses and state enterprises, a figure that exceeded the company's direct fiscal contribution to government by a ratio of nearly two to one. This is not coincidental; the company's procurement policy is deliberately built around local-first sourcing, with Ghanaian suppliers preferred at every stage of the operation where capability and quality allow.

The three largest procurement relationships were with Ghanaian state enterprises: the Volta River Authority and GRIDCo for power supply, and Ghana Oil Company (GOIL) for fuel; together accounting for GHS 709 million (US$ 56.7 million) channelled directly into state institutions.

US$ 219.5 million

GHS 2.74 billion

Locally sourced goods

US$ 59.0 million

GHS 738 million

Local services & contracts

US$ 3.3 million

GHS 361 million

Electric power - VRA / GRIDCo

US$ 27.8 million

GHS 348 million

Fuel supply - Ghana Oil Company (GOIL)

US$ 335.3 MILLION

GHS 4.19 BILLION

Total local procurement from Ghanaian suppliers and state enterprises

EMPLOYMENT & WORKFORCE

Workforce Composition

Zijin Golden Ridge Limited sustained a total workforce of 1,235 people in 2025, at an annual labour cost of GHS 660 million (US$ 52.8 million). The company's employment profile reflects a deliberate emphasis on local hiring, particularly from the host communities closest to the mine. This runs alongside a commitment to skills development through national service placements and contractor engagement.

The annual wage bill of GHS 660 million represents real income flowing into Ghanaian households, with a significant proportion concentrated in the Eastern Region communities that host the operation.

1,235
Total Workforce

760
Full Time Employees

457
Contractor Employees

18
National Service

Community Employment

Of the 1,235 workforce, 597 individuals, nearly half the total, came from the ten host communities surrounding the mine. 371 were employed directly by Zijin Golden Ridge Limited and 226 through third-party contractors. This 48% community employment share reflects a deliberate hiring strategy, not incidental proximity.

An additional 200+ community members were engaged through the Atewa Biodiversity Offset enrichment planting pilot; extending the employment footprint beyond the mine's immediate operational workforce.

Labour Investment

Beyond the basic employment relationship, Zijin Golden Ridge Limited introduced two significant staff welfare measures in 2025 that reflect the Company's principle that those who create value should share in it.

An over-production bonus was introduced to recognise and reward operational performance. Loan repayments were suspended during the period of falling dollar exchange rates to ease financial pressure on staff. An outstanding team awards and individual recognition programme further reinforced a culture of recognition.

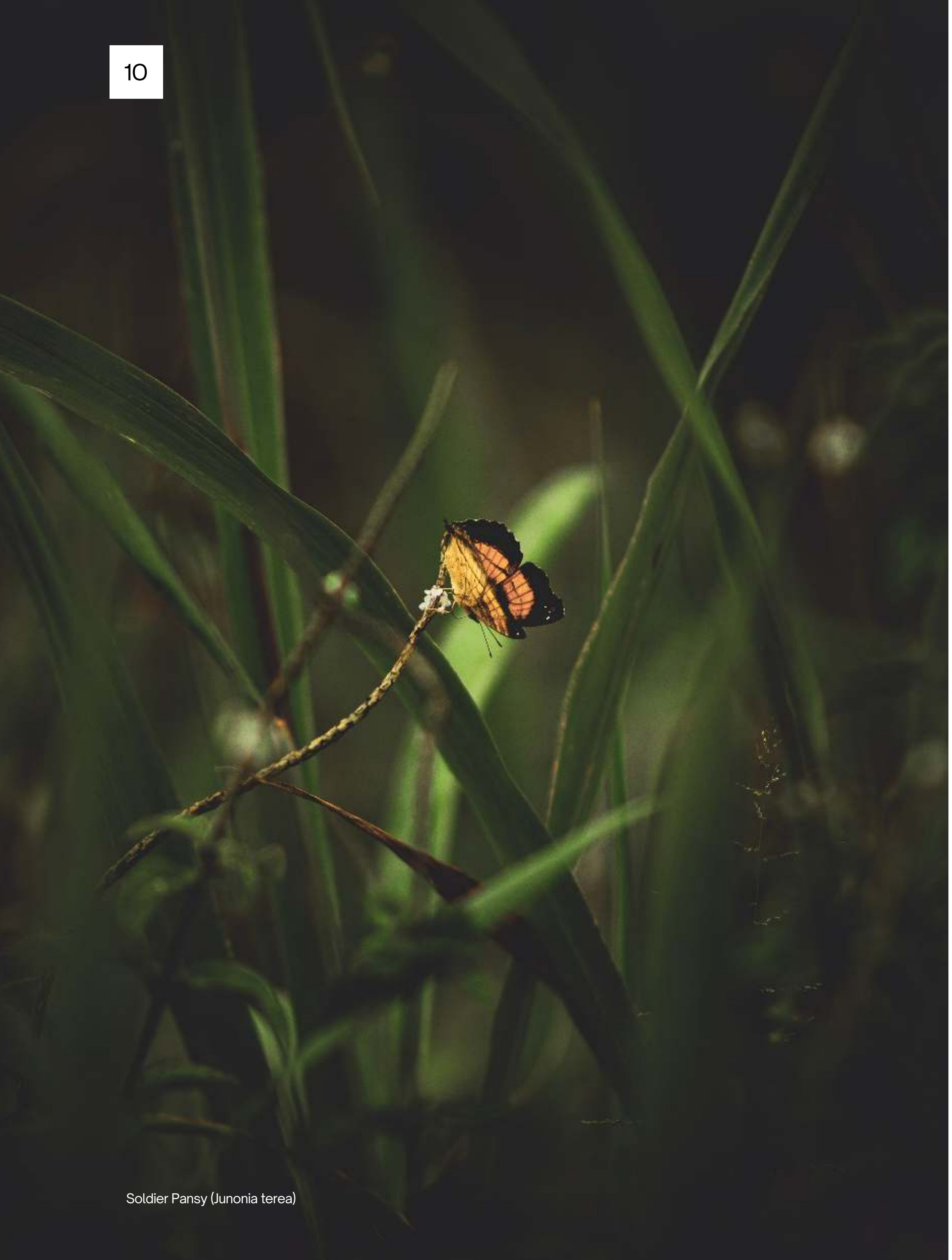
US$ 52.8 million
GHS 660 million
Annual labour cost

ZIJIN GOLDEN RIDGE LIMITED


USD 500+ MILLION

ESG HIGHLIGHTS

Akyem Process Plant



Soldier Pansy (Junonia terea)

ENVIRONMENT HIGHLIGHTS

Environmental Management

Total land disturbed by mining

→ 101 HECTARES

The company's mining footprint of 101 hectares within the Ajenjua Bepo Forest Reserve has been offset by the establishment of 317 hectares of reforestation; exceeding the 303-hectare legal requirement.

Zero regulatory exceedances were recorded for water quality in 2025, and the company maintains valid EPA and Forestry Commission permits across all operational areas.

Reforestation established

→ 317 HECTARES

Exceeds 303ha legal requirement by 4.6%)

Carbon sequestered — Reforestation

→ ~2,500

Tonnes CO_2e

Reforestation Programme

Under its Environmental Permit and MOU with the Government of Ghana, Zijin Golden Ridge Limited is required to restore forest at three times its mining footprint - 303 hectares. The Company has exceeded this legal obligation, establishing 317 hectares of reforestation across two phases in partnership with the Forestry Commission of Ghana.

Phase 1, covering approximately 60 hectares adjacent to the tailings storage facility within the Ajenjua Bepo Forest Reserve, is due to be handed over to the Forestry Commission. Phase 2, covering approximately 257 hectares in the Kweikaro Forest Reserve, extends the company's reforestation impact beyond the immediate concession boundary. It is also due to be handed over to the Forestry Commission.

The maturing plantations are delivering benefits well beyond regulatory compliance. Annual wildlife monitoring records show a growing variety of species each year as the planted trees mature and microhabitat diversity increases. There have been 12 previously unseen bird species recorded in the Phase 1 plantation in 2025.

Area impacted by mining	101 hectares — Ajenjua Bepo Forest Reserve
Legal reforestation requirement	303 hectares (3× mining footprint)
Total reforestation established	317 hectares — 4.6% above legal requirement
Phase 1	~60 hectares — Off Reserve land within the Akyem Mining Area near the tailings storage facility (TSF)
Phase 2	~257 hectares — Kweikaro Forest Reserve (offsite)
Programme commenced	2014 | Management period: 10 years per phase
Implementation partner	Forestry Commission of Ghana

Carbon Sequestration — Reforestation

The 317 hectares of established reforestation are estimated to sequester around 2,500 tonnes of CO_2e each year, which is roughly equivalent to 1.1 million pounds of carbon. This estimation is based on the EPA method for forest carbon sequestration in trees. It takes into account factors such as tree species, quantity, age, and survival rates. This significant annual offset contributes to partially counterbalancing operational emissions resulting from diesel consumption and grid power usage. In addition to carbon benefits, the reforested areas serve as wildlife corridors and shelters, connecting fragmented habitats in and around the concession. This is a co-benefit that is continually supported by annual biodiversity monitoring.

On-Site Biodiversity Monitoring

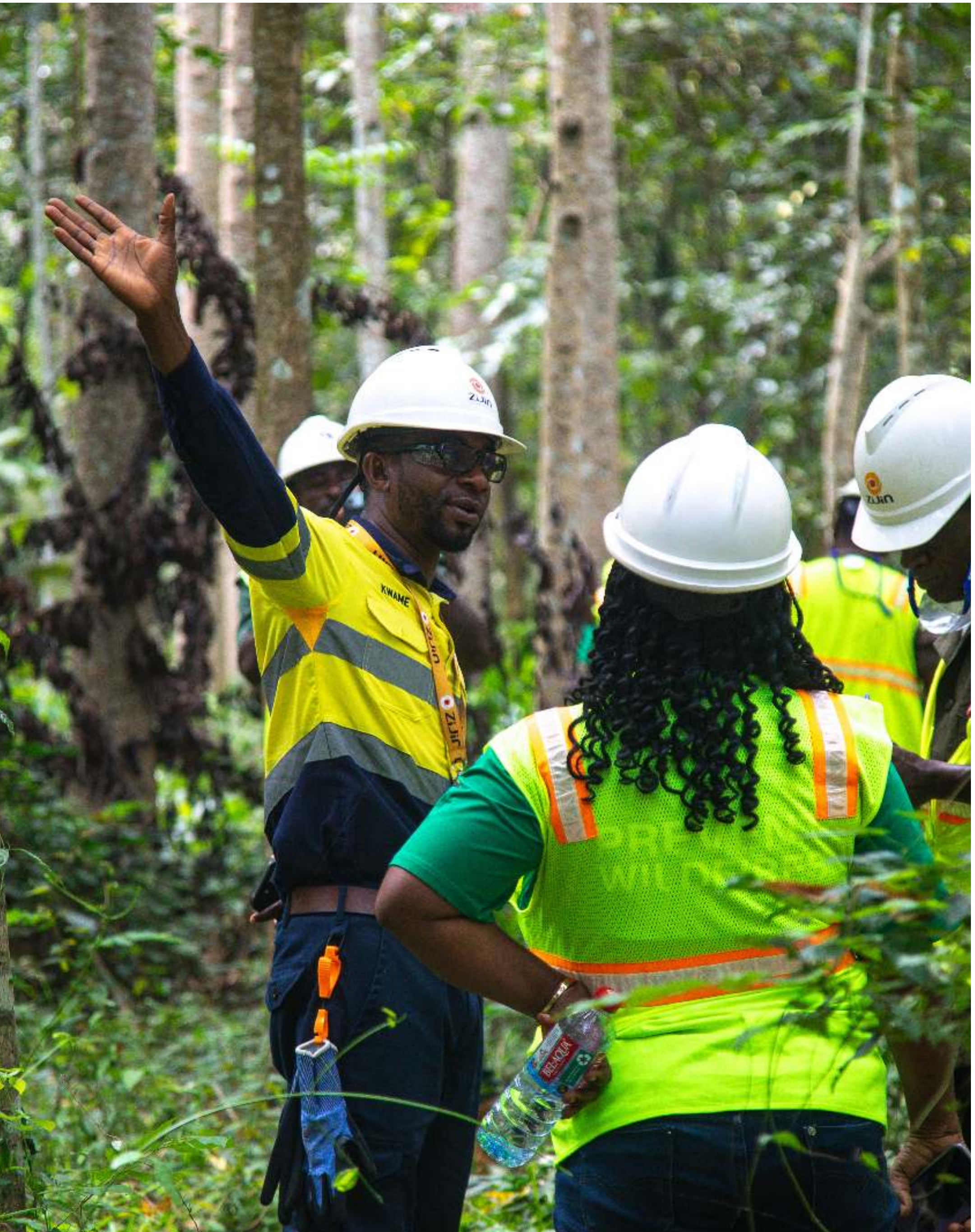
Zijin Golden Ridge Limited carries out systematic routine biodiversity monitoring within and around the mine boundary, reflecting its commitment to achieving no net loss of biodiversity. The focus of monitoring includes:

- Trends in wildlife populations within forest fragments and reforestation plantations
- The effects of hunting pressure on various species
- The effectiveness of habitat mitigation measures

A notable result from the 2025 monitoring cycle was the identification of 12 previously unrecorded bird species in the 60-hectare Phase 1 plantation. This finding serves as clear evidence that the reforested areas are transforming into increasingly suitable habitats as tree species mature and structural complexity enhances.

Species of Conservation Concern

Recent biodiversity assessments at the Akyem Mine site have revealed five species that are of conservation concern. This includes one critically endangered species, one endangered species and three near-threatened species.
The confirmed presence of these species highlights both the ecological importance of this area and the need for the company's ongoing biodiversity management efforts. Among these, the critically endangered Hooded Vulture and the endangered White-bellied Pangolin - one of the most trafficked mammals globally - are particularly significant and are subject to focused monitoring and protective measures.



Species of Conservation Concern

Necrosyrtes monachus	Hooded Vulture	Critically Endangered
Phataginus tricuspis	White-bellied Pangolin	Endangered
Eidolon helvum	African Straw-coloured Fruit Bat	Near Threatened
Hipposideros jonesi	Jones' Roundleaf Bat	Near Threatened
Leptopelis occidentalis	Tai Forest Treefrog	Near Threatened

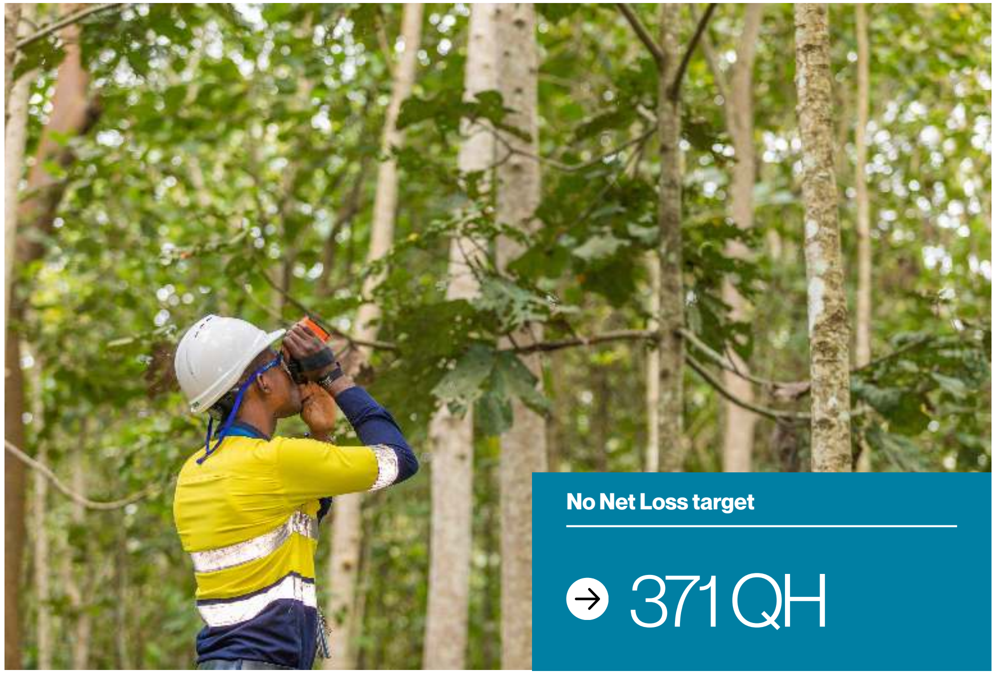
Community Herbal Plant Farm

In collaboration with Conservation Alliance and the Resettlement community, ZGRL has established a 1.5-acre (approximately 0.5 hectare) community herbal farm at Amanfrom. The farm contains 54 plant species of medicinal and cultural significance; making it more botanically diverse than most areas within the mine concession. Species were selected in partnership with traditional herbal healers and knowledgeable community members, and include plants used to treat a range of local ailments as well as those providing domestic non-timber benefits such as spices, food preservatives and chewing sticks. Beyond its immediate community value, the farm provides wildlife habitat and functions as a corridor connecting fragmented habitats. This reflects a practical integration of biodiversity conservation and community development.

Black-winged Bishop (Euplectes hordeaceus)

Paragomphus spp.

Atewa Biodiversity Offset Project



No Net Loss target

→ 371 QH

The Atewa Biodiversity Offset is Ghana's first large-scale, science-based mining biodiversity offset. It is a commitment of at least ten years within the Atewa Range Forest Reserve, designated a Globally Significant Biodiversity Area (GSBA).

Programme duration

→ 10 YEARS

The programme compensates for residual and indirect ecological impacts that reforestation alone cannot address, and is designed to achieve measurable, independently verified No Net Loss and Net Gain outcomes for biodiversity. Under the most conservative management scenario, current projections indicate the 371 Quality Hectare (QH) target will be exceeded (407 QH projected). This represents a 36 QH margin above the minimum threshold. Active implementation commenced in 2025, with logistics and operational management handed over to the Forestry Commission of Ghana.

No Net Loss target	371 Quality Hectares (QH)
Conservative scenario projection	407 QH — 36 QH above minimum target
Programme duration	2025–2035 (minimum)
Enrichment planting pilot (2022)	50 hectares — 94.6% seedling survival rate; 205 community members employed
2026 enrichment planting target	~1,450 hectares
2026 active restoration target	~450 hectares
10-year forest protection target	8,260+ hectares of natural forest
10-year forest restoration target	~2,550 hectares of degraded forest
Key biodiversity feature	Cola boxiana (threatened species) — 105 mature individuals targeted. Upper guinean forest habitat
International standards	IFC Performance Standard 6; BBOP Standards
Internal standard	ZGRL Biodiversity Management Standard (No Net Loss / Net Gain)
Primary implementation partner	Forestry Commission of Ghana / RMSC
Monitoring	Annual — forest condition, species recovery, restoration progress
Verification	Joint: Forestry Commission and RMSC — published annually

Water Management

Water management at the Akyem Gold Mine in 2025 demonstrated strong performance across all key indicators. The operation processed and recycled a significant volume of water through internal circuits, achieving an overall water recycling rate of 82.9%. Zero regulatory exceedances for water quality were recorded in 2025, reflecting the effectiveness of the Mine Water Treatment Plant (MWTP) and the company's compliance with Ghana Standards Authority discharge standards. Treated effluent discharged totalled 1,311,517 m^3, all within regulatory limits.

Energy & Emissions

Total energy consumed in 2025 was **1,077,823 GJ** - sourced from two primary inputs: grid electricity (241,821,100 kWh) supplied by VRA and GRIDCo, and diesel (28,022,337 litres) supplied by GOIL. Scope 1 emissions (direct - primarily from diesel combustion) were 74,987.79 tCO_2e (tonnes of carbon dioxide equivalent) and Scope 2 emissions (indirect - from purchased electricity) were 18,982.96 tCO_2e, giving a combined GHG emissions intensity of 0.4505 tCO_2e per ounce of gold produced. The Company's reforestation programme sequesters approximately 2,500 tonnes CO_2e annually, partially offsetting operational emissions. Reducing emissions intensity will be a focus area as the Company progresses its energy efficiency and electrification strategy.

Waste Management

Total solid waste generated in 2025 was 298.978 tonnes, of which 252.908 tonnes, approximately 84.6%, were recycled or reused, reflecting a strong commitment to the waste hierarchy. Hazardous waste disposed was 6.470 tonnes, managed in compliance with all applicable regulations. Tailings storage, a standard output of gold processing, totalled 8,908,112.9 tonnes and is managed in accordance with the Global Industry Standard on Tailings Management. Cyanide management is conducted in compliance with the International Cyanide Management Code (ICMC).

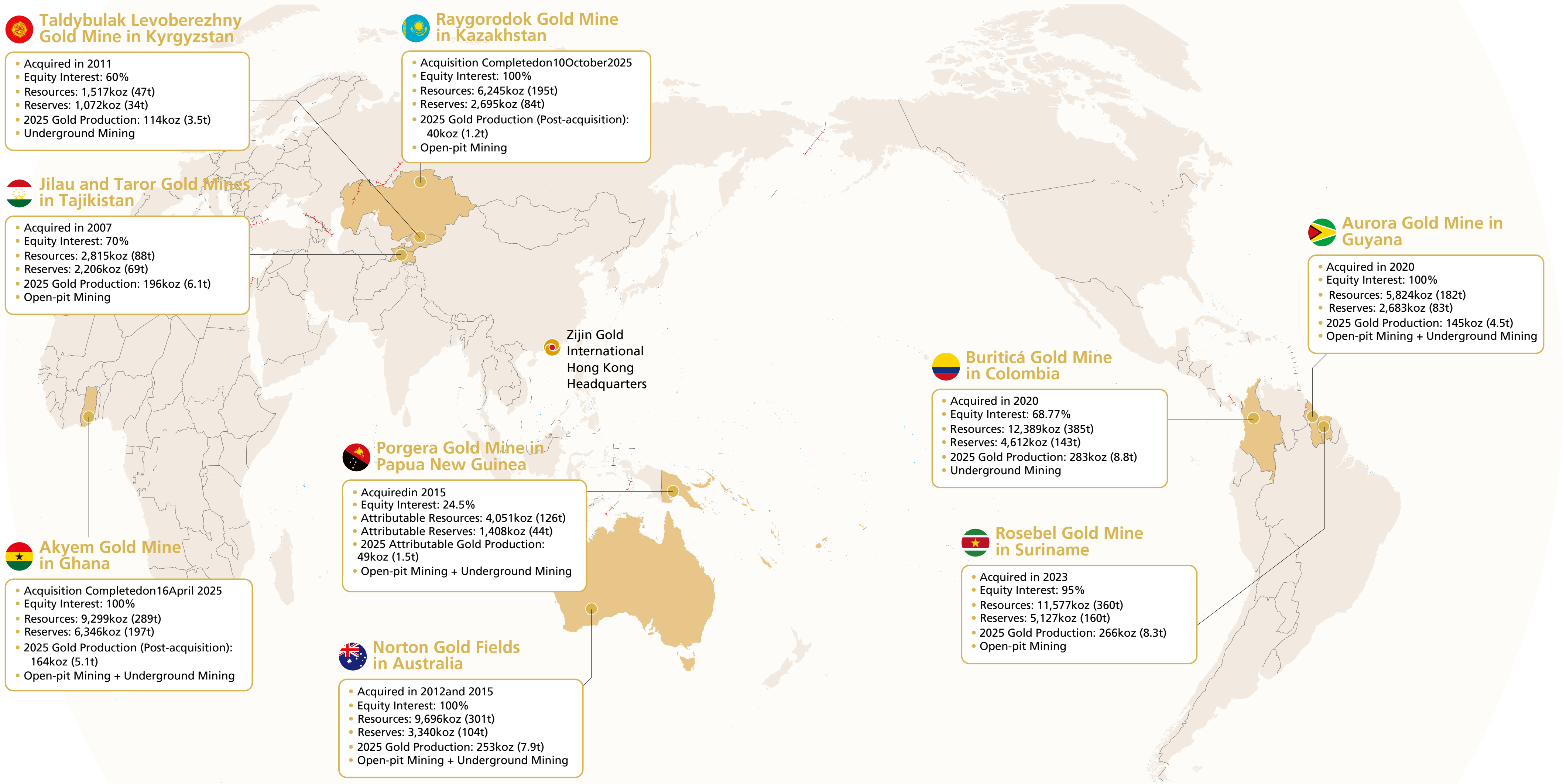
Water Indicator	Unit	2025 Performance
Total water withdrawn	m^3	1,779,184.59
Water recycled / reused	m^3	8,642,853.00
Water recycling rate	%	82.90%
Effluent discharged	m^3	1,311,517.00
Regulatory exceedances (water quality)	Number	NIL
Mine Water Treatment Plant (MWTP)		Operational — 2025

Energy & Emissions Indicator	Unit	2025 Performance
Total energy consumed	GJ	1,077,823.15
Grid electricity consumed (VRA/GRIDCo)	kWh	241,821,100
Diesel consumed (GOIL)	Litres	28,022,337.06
Scope 1 GHG emissions (direct)	tCO_2e	74,987.79
Scope 2 GHG emissions (indirect)	tCO_2e	18,982.96
Total GHG emissions	tCO_2e	93,970.75
GHG emissions intensity	tCO_2e / oz Au	0.4505
Carbon sequestered (reforestation offset)	tCO_2e	~2,500 (annual)


Andrew

Zijin Gold International Company Limited 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.



ZiJin GOLDEN RIDGE LIMITED

SOCIAL HIGHLIGHTS

ZiJin GOLDEN RIDGE LIMITED

Social Performance

Structured community investment

GHS 15.5 MILLION

US$ 1.24 million

The Zijin Akyem Development Foundation (ZADeF) is the primary vehicle through which Zijin Golden Ridge delivers structured and accountable community investment across its ten host communities in the Birim North District.

Established in June 2014 under a formal Foundation Agreement, ZADeF is funded through US$ 1 per ounce of gold sold (quarterly) and 1% of pre-tax profit annually.

ZADeF operates under a robust governance framework designed to ensure that community investment is transparent, accountable and community-led. Each of the ten host communities has a seven-member Sustainable Development Committee (SDC) that identifies, plans and manages local projects.

A competitive tender process overseen by the eleven-member Tender Board ensures value for money. The Board of Trustees provides overall oversight, with representatives from both Zijin Golden Ridge and the host communities.

ZADEF GOVERNANCE STRUCTURE AT A GLANCE

Foundation established	June 2014
Funding mechanism	US$ 1 per ounce of gold sold (quarterly) + 1% of pre-tax profit (annual)
Host communities served	10 — Birim North District, Eastern Region
Communities	Afosu, Adausena, Ntronang, Adjenua, Old Abirem, New Abirem, Mamanso, Yayaaso, Yaw Tano and Hamlets, Hweakwae
Board of Trustees	11 members — Zijin and host community representatives
Sustainable Development Committees	7-member SDC per community
Tender Board	11 members — Zijin, communities, Birim North District Assembly, Secretariat

Education

Education is ZADeF's most extensive and longest-running thematic area. Since inception in 2014 through December 2025, the Foundation has provided scholarships to 6,980 students from the ten host communities. This has been done at the senior high school levels, Akyem Vocational Technical Institute (AVTI), remedial programmes, tertiary institutions, and also through the ZADeF/Liebherr Excellence Award partnership. In the 2024/2025 academic year, 966 students received scholarships; 400 male and 566 female. This sustained investment in human capital represents the Foundation's most durable contribution to the communities it serves.

Economic Empowerment

The A-SEED (Akyem Skills, Entrepreneurship and Enterprise Development) programme targets employable skills for 600 youth across the Akyem communities. The Pempamsie Cooperative Credit Union (PCCU), a product of A-SEED, served 4,691 customers with GHS 6,045,163 (US$ 483,613) invested and GHS 9,842,853 (US$ 787,428) in savings. This gave community members access to formal financial services and credit.

51 heavy duty machinery operators graduated from the programme and received Minerals Commission licences, creating a pipeline of skilled workers for the mine's supply chain and the broader industry.

Health, Water & Sanitation

In April 2025, ZADeF completed and handed over the Paediatric Ward at New Abirem Government Hospital. This is one of the most visible and impactful infrastructure projects in the Foundation's history, directly improving access to paediatric healthcare for communities in the Birim North District. Beyond infrastructure, ZADeF provides monthly stipends to five local nurses at the Adausena Hweakwae Amanfrom Clinic, helping retain healthcare workers within the communities. A GHS 1,000,000 (US$80,000) interest-free loan was extended to the New Abirem, Afosu and Mamanso Water Board to fund the construction of a 280m³ reinforced concrete water tank at Mamanso, improving water supply for four communities.

Agriculture

Agricultural Programme	Status
Amanfrom/Resettlement Oil Palm Plantation — Kyenkyenku	43.5 acres operational; monthly harvesting ongoing in 2025
Hweakwae Community Oil Palm Plantation	50 acres acquired (2021); land documentation underway
Adausena Community Oil Palm Plantation	Land acquisition initiated (2024); documentation underway

Cultural Heritage & Youth

Cultural heritage support was provided to six communities in 2025, including the Akyem Kotoku Paramountcy, mausoleum construction at Hweakwae, two 100KVA generator sets for the Adausena Palace and Adauman Social Centre, and support for the District Cultural Festival. Youth sports support included sponsorship of the Owiredu Cup Competition and the Independence Day celebration on 6 March 2025.

Scholarship Category	Total Since Inception	2024/2025
Tertiary institution scholarships	5,451 (to 2023/24) + 966 (2024/25)	966
AVTI student scholarships	420 since inception	Ongoing
SHS Remedial students	125 (2022–2025)	28
ZADeF/Liebherr Excellence Award	4 (STEM university entrants)	1
TOTAL	**6,980**	**966**

AVTI — total students	324 (Year 3: 157 / Year 2: 91 / Year 1: 76)
AVTI — programmes	Welding & Fabrication, General Electricals, Plumbing, Building and Construction
PCCU — total customers	4,691 with GHS 6,045,163 (US$ 483,613) invested. GHS 9,842,853 (US$ 787,428) savings
ASSIST — active beneficiaries	348 across 16 trade areas
Heavy duty machinery graduates 2025	51 from 4 communities — licensed operators

Health & Safety

The safety of every person on site is a primary and non-negotiable operational commitment at Zijin Golden Ridge. In 2025, the company undertook a targeted programme of aging equipment replacement, to reduce mechanical risk and improve safety standards for all employees and contractors.

In 2025, the company recorded zero fatalities and achieved a Total Recordable Injury Frequency Rate (TRIFR) of 1.41 and a Lost Time Injury Frequency Rate (LTIFR) of 0.94 per million hours worked. This was across 4,265,388 total hours worked. Six total recordable injuries and 11 near misses were recorded, with 73 safety inspections conducted throughout the year.

The safety programme in 2025 included targeted safety campaigns and stand-downs to address emerging risks and manage drift from Safe Operating Procedures, and internal audits against legal regulations and industry standards. A successful wellbeing programme ran across all four quarters: Nutrition and healthy eating (Q1), Physical activity (Q2), General health (Q3) and Mental health (Q4).

The occupational health programme included the commencement of onsite physiotherapy sessions, heat stress assessments for the gold room and kitchens, daily bump testing of gas monitors at the process plant, medical surveillance through the Medisite onsite clinic serving 884 people, and a hearing conservation programme for the Drill and Blast Team. Malaria prevention is maintained through weekly larviciding, monthly inspection of facilities and bi-annual indoor residual spraying.

Safety Indicator	Unit	2025 Performance
Fatalities	Number	0
Total Recordable Injury Frequency Rate (TRIFR)	Per million hours worked	**1.41**
Lost Time Injury Frequency Rate (LTIFR)	Per million hours worked	**0.94**
Total recordable injuries	Number	**6**
Near misses reported	Number	**11**
Total hours worked	Hours	**4,265,388**
Safety training hours delivered	Number	**884 people**
Safety inspections conducted	Number	**73**


ZIJIN GHANA AKYEM
IN COLLABORATION
FORESTRY COMMISSION
PHASE 1 - PLANTATION PROJECT
SAFETY - OWN IT, ACT IT,

GOVERNANCE HIGHLIGHTS

Regulatory Compliance

Zijin Golden Ridge operates in full compliance with all applicable Ghanaian mining regulations under the oversight of the Minerals Commission, EPA and Forestry Commission. All licences and permits were valid throughout 2025.

Beyond statutory compliance, the company holds membership of, and operates in accordance with, a range of international standards and industry frameworks that reflect its commitment to responsible mining at a global standard.

Compliance Indicator	Regulator	2025 Status
Mining licence	Minerals Commission	Valid
Environmental permit	EPA Ghana	Valid
Forest entry permit	Forestry Commission of Ghana	Valid
Biodiversity offset permit condition	EPA / Forestry Commission	Active — implementation commenced 2025
Biodiversity offset MOU	Forestry Commission of Ghana	Signed 2018 — active
Mining licence renewal fee	Minerals Commission	GHS 304,700 (US$ 24,376) — paid
Corporate income tax	Ghana Revenue Authority	GHS 1.41 billion (US$ 125.7 million) paid
Mineral royalty payments	Ghana Revenue Authority	Paid in full
PAYE submissions	Ghana Revenue Authority	Compliant
Local content submission	Minerals Commission	Submitted — 2025
Regulatory violations / fines	All regulators	None reported

Industry Memberships & Standards

Membership / Standard	Status
International Cyanide Management Code (ICMC)	Responsible cyanide use in gold processing — compliance confirmed 2025
International Council on Mining and Metals (ICMM)	10 Principles for Sustainable Development in Mining — guiding framework
World Gold Council	Responsible Gold Mining Principles — industry best practice alignment
Global Industry Standard on Tailings Management	Tailings storage management — applied to 8,908,112.9 tonnes stored in 2025
Ghana Chamber of Mines	National industry membership and governance engagement

Anti-Corruption & ESG Reporting

Indicator	2025 Performance
Code of Conduct in place	Yes
Anti-corruption policy in place	Yes
Sustainability Factbook published	Yes — 2025
Biodiversity offset annual report	Submitted
ZADeF annual report	Published
Tax transparency	Full statutory rates — publicly reported
External financial auditor	Ernst & Young (EY) Chartered Accountants

APPENDICES

ABOUT THIS REPORT

This Factbook presents Zijin Golden Ridge Limited's performance for the period **16 April to 31 December 2025,** the company's first full year of operations. It covers all operations at the Akyem Gold Mine in the Eastern Region of Ghana, including the activities of the Zijin Akyem Development Foundation across ten host communities in the Birim North District. The report is intended for external stakeholder engagement. This includes including investors, government, regulators, host communities, NGOs, development partners and the general public.

REPORTING FRAMEWORKS

This Factbook has been prepared with reference to the GRI Standards (Global Reporting Initiative) as a guiding framework for ESG disclosure, the ICMM 10 Principles for Sustainable Development in Mining, IFC Performance Standard 6 (Biodiversity), BBOP Standards on Biodiversity Offsets, the ZGRL Biodiversity Management Standard, and Ghana's applicable legislative and regulatory framework.

MATERIALITY

The content of this Factbook reflects topics identified as material to Zijin Golden Ridge Limited's stakeholders and business operations through engagement with host communities, government regulators, the Minerals Commission, EPA, the Forestry Commission, the Ghana Chamber of Mines, employees, contractors and community development committees.

INDEPENDENT ASSURANCE

The financial figures presented in this Factbook are drawn from audited financial statements independently verified by Ernst & Young (EY) Chartered Accountants. The company is committed to the progressive strengthening of ESG data assurance targeted for the 2026 reporting cycle.

Data Quality & Boundaries

Organisational boundary	All data covers ZGRL's Akyem Gold Mine operations and ZADeF community programmes, Birim North District, Eastern Region, Ghana
Reporting period	16 April – 31 December 2025
Financial data	All monetary figures are audited 2025 actuals, independently verified by Ernst & Young (EY) Chartered Accountants
GHS / USD conversion	Confirmed average rate: GHS 12.50 per USD
Carbon sequestration	Estimated using EPA methodology; based on stand data (species, number, age, survival rate)
Diesel energy conversion	GJ = litres of diesel × 0.03846
ZADeF programme data	Sourced from ZADeF 2025 Annual Report — independently audited, presented at 10th AGM
Biodiversity offset data	Sourced from Atewa Biodiversity Offset Report (2025) — jointly verified by Forestry Commission and RMSC
Species data	ZGRL Annual Wildlife Monitoring Report (2025); IUCN Red List status current as at reporting date
Reclamation cost	Excluded from total economic contribution figures throughout

Terms, Abbreviations and Acronyms

A

A-SEED **Akyem Skills, Entrepreneurship and Enterprise Development**

ZADeF's economic empowerment programme targeting 600 youth in the Akyem communities through vocational training and enterprise development.

AGM **Annual General Meeting**

The annual governance meeting of the Zijin Akyem Development Foundation at which audited financial statements are presented and reviewed.

AIPeD **Akyem Integrated Piggery Development Initiative**

A flagship long-term strategic project of ZADeF to develop integrated livestock farming in host communities.

AKOPaD **Akyem Oil Palm Development Initiative**

A flagship long-term ZADeF programme to develop oil palm plantations and processing capacity across host communities.

AAILAB **Akyem AI Lab**

A proposed long-term strategic project of ZADeF to establish a technology and artificial intelligence learning facility in the Akyem communities.

A-SEED **Akyem Skills, Entrepreneurship and Enterprise Development**

ZADeF's economic empowerment programme targeting 600 youth in the Akyem communities through vocational training and enterprise development.

ASSIST **Akyem Soft Skills and Sustainability Training**

ZADeF's apprenticeship programme providing skills training to master craftspersons and apprentices across 16 trade areas in host communities.

ASoPP **Akyem Social Protection Programme**

A ZADeF scholarship scheme subsequently transitioned into the broader ZADeF scholarship programme.

AVTI **Akyem Vocational and Technical Institute**

A vocational and technical school established under the A-SEED project to provide skills training to youth in the Akyem communities.

Terms, Abbreviations and Acronyms

B

BBOP **Business and Biodiversity Offsets Programme**

An international collaborative programme that has developed globally recognised standards for biodiversity offsetting. ZGRL's Atewa Biodiversity Offset is designed in accordance with BBOP Standards.

BECE **Basic Education Certificate Examination**

Ghana's national examination for students completing Junior High School (JHS3). ZADeF's EQUIP programme prepares students for the BECE.

C

CO_2e **Carbon Dioxide Equivalent**

A standardised unit for measuring greenhouse gas emissions, expressing the warming effect of different gases relative to carbon dioxide. Used to quantify ZGRL's Scope 1 and Scope 2 emissions and the carbon sequestration from the reforestation programme.

CHPS **Community-based Health Planning and Services**

A Ghana Health Service strategy for delivering healthcare at the community level. ZADeF supports CHPS compounds in host communities.

D

DCE **District Chief Executive**

The political head of a District Assembly in Ghana, responsible for local government administration.

Terms, Abbreviations and Acronyms

E

EPA **Environmental Protection Authority**

The Ghanaian government agency responsible for environmental regulation and oversight. ZGRL holds a valid EPA Environmental Permit, which expires in 2028.

EQUIP **Educational Quality Improvement Programme**

a ZADeF initiative providing mock examinations and academic support to JHS3 students across 25 basic schools in the Zijin Akyem operational area.

ESG **Environmental, Social and Governance**

the three pillars of non-financial performance used to assess a company's sustainability and societal impact. This Factbook is structured around ESG performance.

EY **Ernst & Young**

Ernst & Young Chartered Accountants, the independent external auditor responsible for auditing ZGRL's financial statements.

D

FC **Forestry Commission of Ghana**

the statutory body responsible for the management and conservation of Ghana's forest and wildlife resources. The Forestry Commission is ZGRL's primary implementation partner for the Atewa Biodiversity Offset and the reforestation programme.

G

GHG **Greenhouse Gas**

Gases that trap heat in the atmosphere and contribute to climate change. GHG emissions from ZGRL's operations are reported as Scope 1 (direct) and Scope 2 (indirect) emissions.

Terms, Abbreviations and Acronyms

G

GHS **Ghana Cedi**

The currency of the Republic of Ghana.

GJ **Gigajoule**

a unit of energy measurement. One gigajoule equals one billion joules. ZGRL's total energy consumption in 2025 was 1,077,823 GJ.

GOIL **Ghana Oil Company**

A Ghanaian state-owned petroleum company and ZGRL's fuel supplier. ZGRL's fuel procurement from GOIL in 2025 totalled GHS 348 million (US$ 27.8 million).

GRIDCo **Ghana Grid Company**

the state-owned company responsible for transmitting electricity across Ghana's national grid. A key procurement partner for ZGRL's power supply.

GSBA **Globally Significant Biodiversity Area**

Ghana's highest category of forest protection, reserved for forests of exceptional biodiversity value. The Atewa Range Forest Reserve, site of ZGRL's biodiversity offset, is a GSBA.

I

ICMC **International Cyanide Management Code**

A voluntary industry code of practice for the responsible management of cyanide in gold mining. ZGRL is compliant with ICMC standards.

ICMM **International Council on Mining and Metals**

A global mining industry body that sets leading practice standards. ZGRL's operational approach is guided by the ICMM 10 Principles for Sustainable Development in Mining.

Terms, Abbreviations and Acronyms

I

IUCN **International Union for Conservation of Nature**

The global authority on the conservation status of species. IUCN Red List categories (Critically Endangered, Endangered, Vulnerable, Near Threatened) are used to classify the conservation status of species identified in ZGRL's biodiversity monitoring.

J

JHS **Junior High School**

The second stage of basic education in Ghana. ZADeF's EQUIP programme targets JHS3 (Grade 9) students preparing for the BECE.

K

KNUST **Kwame Nkrumah University of Science and Technology**

A leading Ghanaian public research university. Two ZADeF/Liebherr Excellence Award beneficiaries study at KNUST.

kWh **Kilowatt-hour**

A unit of electrical energy consumption. ZGRL's grid electricity consumption in 2025 was 241,821,100 kWh, sourced from VRA and GRIDCo.

L

LTIFR **Lost Time Injury Frequency Rate**

the number of lost time injuries (injuries resulting in at least one day away from work) per million hours worked. ZGRL's LTIFR in 2025 was 0.94.

Terms, Abbreviations and Acronyms

M

MOU **Memorandum of Understanding**

A formal, non-binding agreement between parties documenting their intent and commitments.

MWTP **Mine Water Treatment Plant**

ZGRL's onsite facility for treating mine-affected water before discharge, ensuring compliance with EPA water quality standards.

N

No Net Loss

A biodiversity outcome in which the impacts of a project on biodiversity are fully compensated for by conservation gains, such that the overall result is neutral or positive.

NWC **Kwame Nkrumah University of Science and Technology**

A leading Ghanaian public research university. Two ZADeF/Liebherr Excellence Award beneficiaries study at KNUST.

P

PAYE **Pay As You Earn**

Ghana's system for collecting income tax from employees at source. ZGRL's PAYE contribution in 2025 was GHS 138.9 million (US$11.3 million).

PCCU **Pempamsie Cooperative Credit Union**

A community-based financial institution established as part of the A-SEED programme to facilitate access to credit and savings for individuals and businesses in ZGRL's host communities.

PS6 **Performance Standard 6**

IFC Performance Standard 6 on Biodiversity Conservation and Sustainable Management of Living Natural Resources.

Terms, Abbreviations and Acronyms

Q

QH **Quality Hectare**

A science-based metric used in biodiversity offsetting to measure ecological value. QH accounts for both the area and the biodiversity condition of habitat.

R

RMSC **Resource Management Support Centre**

The technical oversight body for enrichment planting and restoration activities within the Atewa Biodiversity Offset programme.

S

Scope 1 Emissions

Direct greenhouse gas emissions from sources owned or controlled by ZGRL; primarily from diesel combustion.

Scope 2 Emissions

Indirect greenhouse gas emissions from the generation of purchased electricity.

SDC **Sustainable Development Committee**

A seven-member community governance body in each of ZADeF's nine host communities, responsible for identifying, planning and managing development projects in consultation with community members.

SHS **Senior High School**

The secondary education level in Ghana, following Junior High School. ZADeF's scholarship programme supports students at senior high schools across the nine host communities.

Terms, Abbreviations and Acronyms

T

tCO_2e **Tonnes of Carbon Dioxide Equivalent**

A metric for expressing greenhouse gas emissions. ZGRL's combined Scope 1 and Scope 2 emissions in 2025 totalled 93,970.75 tCO_2e.

RMSC **Resource Management Support Centre**

The technical oversight body for enrichment planting and restoration activities within the Atewa Biodiversity Offset programme.

TRIFR **Total Recordable Injury Frequency Rate**

The number of recordable injuries (injuries requiring medical treatment beyond first aid) per million hours worked.

TSF **Tailings Storage Facility**

The engineered facility used to store the fine-grained waste material (tailings) remaining after gold ore processing.

U

UMaT **University of Mines and Technology**

A Ghanaian public university specialising in mining and technology disciplines.

UENR **University of Energy and Natural Resources**

A Ghanaian public university

USD / US$ **United States Dollar**

Used as the primary reference currency for international figures throughout this Factbook.

Terms, Abbreviations and Acronyms

T

VRA **Volta River Authority**

Ghana's state-owned hydroelectric power producer and a key procurement partner for ZGRL's electricity supply.

W

WASSCE **West African Senior School Certificate Examination**

The final examination for senior high school students in Ghana and other West African countries.

Z

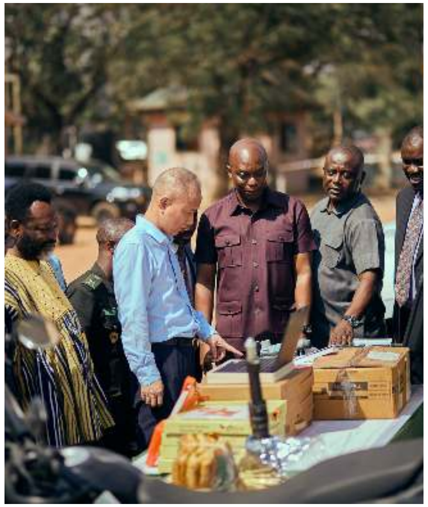
ZADeF **Zijin Akyem Development Foundation**

The primary vehicle through which Zijin Golden Ridge Limited delivers structured, accountable community investment across its nine host communities in the Birim North District, Eastern Region.

ZGRL **Zijin Golden Ridge Limited**

the registered operating company of the Akyem Gold Mine, Eastern Region, Ghana. A subsidiary of Zijin Gold International Company Limited.


23




ZiJin
GOLDEN RIDGE LIMITED
Forestry Commission


SANY
Quality changes the world
26
SANY
三一重装-紫金矿业AYKEM金矿SET150S交机仪式
SANY SET150S DUMPTRUCKS HAND OVER


SANY
ZiJin
GOLDEN RIDGE
LIMITED

ZiJin GOLDEN RIDGE LIMITED

SUSTAINABLE DEVELOPMENT GOALS

WORLD GOLD COUNCIL MEMBER

MINING FOR A BETTER SOCIETY

CONTACT US

Email

askzijinghana@akyemgoldmines.com

Website

www.zijinghana.com

Address

18 Quartey Papafio Avenue, Airport Residential Area, Accra, Ghana. GA-058-2818