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洛阳钼业
洛陽欒川鉬業集團股份有限公司
CMOC Group Limited*

(a joint stock company incorporated in the People's Republic of China with limited liability)
(Stock Code: 03993)

PERFORMANCE APPRAISAL RESULTS FOR THE 2023 INTEREST ALLOCATION PERIOD OF THE 2021 FIRST PHASE OF EMPLOYEE SHARE OWNERSHIP PLAN AND EXTENSION OF ITS TERM

Reference is made to the announcements of CMOC Group Limited* (the “**Company**”) dated 5 May 2021, 23 May 2021, 12 June 2022, 9 June 2023 and 1 December 2023, and the circular dated 5 May 2021, in relating to, among others, the proposed adoption of the 2021 First Phase of Employee Share Ownership Plan of the Company and its amendments (the “**Employee Share Ownership Plan**”), the achievement of the performance appraisal indicators under the Employee Share Ownership Plan and the allocation of interests for the corresponding interest allocation period.

I. PERFORMANCE APPRAISAL RESULTS FOR THE 2023 INTEREST ALLOCATION PERIOD UNDER THE EMPLOYEE SHARE OWNERSHIP PLAN

The board of directors of the Company (the “**Board**”) hereby announces that, following approval by the Board, the third interest allocation period for the four incentive participants under the Employee Share Ownership Plan, namely, Mr. Sun Ruiwen, Mr. Yuan Honglin, Mr. Li Chaochun and Mr. Liu Dajun, will commence 36 months after the date on which the Employee Share Ownership Plan was approved by the general meeting of the Company and the Company announced the completion of the transfer of the last tranche of underlying shares to the Employee Share Ownership Plan (i.e., after June 17, 2024). In the third interest allocation period, the number of shares to be unlocked shall account for 40% of the total number of underlying shares held by the Employee Share Ownership Plan. For Mr. Zhou Jun, an additional incentive participant subsequently included in the Employee Share Ownership Plan, the appraisal year for his second interest allocation period shall be automatically deferred by one year. The corresponding interest allocation period shall coincide with the above-mentioned third interest allocation period for the other incentive participants (i.e., after June 17, 2024) and the number of shares to be unlocked shall account for 30% of the total number of underlying shares held by the Employee Share Ownership Plan in the second interest allocation period.

Based on the relevant audit documentation in the audit report issued by Deloitte Touche Tohmatsu Certified Public Accountants LLP and the individual appraisal results of the incentive participants under the Employee Share Ownership Plan for the corresponding interest allocation period in 2023, the details of the appraisal results for the relevant incentive participants in 2023 are as follows:

Appraisal Indicators	Completion	Appraisal	
Company Level	(1) The asset-liability ratio (excluding monetary funds (including RMI)) at the end of 2023 shall not exceed 60%;	The asset-liability ratio (excluding monetary funds (including RMI)) at the end of 2023 was 42.80%.	Achieved
	(2) Based on the performance in 2020, the compound annual growth rate of return on net assets for 2023 shall be no less than 12%.	The compound annual growth rate of return on net assets for 2023 was 37.03%.	Achieved
Individual Level	Individual annual appraisal result (S):	Sun Ruiwen's 2023 individual appraisal result is above 80	100%
	$S \geq 80, 80 > S \geq 60, S < 60.$	Yuan Honglin's 2023 individual appraisal result is above 80	100%
	Individual-level unlocking coefficient (N):	Li Chaochun's 2023 individual appraisal result is above 80	100%
	When $S \geq 80, N = 100\%$;	Liu Dajun's 2023 individual appraisal result is above 80	100%
	When $80 > S \geq 60, N = 80\%$,	Zhou Jun's 2023 individual appraisal is still under review	To be determined
	When $S < 60, N = 0.$		

According to the provisions of the Employee Share Ownership Plan, the corresponding share allocations for the unlocked shares are as follows:

No.	Holder	Proportion
1	Sun Ruiwen	14,400,000
2	Yuan Honglin	6,410,630
3	Li Chaochun	6,000,000
4	Liu Dajun	6,000,000
Total		32,810,630

The Board authorised the Board Office of the Company to vest the shares unlocked during the relevant interest allocation period and the associated rights to the individual incentive recipients based on their performance appraisal results.

Furthermore, Mr. Zhou Jun, a holder of the Employee Share Ownership Plan, underwent a change in role in August 2024. In accordance with the relevant provisions of the Employee Share Ownership Plan of the Company, the sixth meeting of the management committee of the Employee Share Ownership Plan resolved to repurchase the relevant interests held by Mr. Zhou Jun that had not yet been unlocked during the third interest allocation period of the Employee Share Ownership Plan at the subscription cost.

II. EXTENSION OF THE TERM OF THE EMPLOYEE SHARE OWNERSHIP PLAN

According to the relevant provisions of the Employee Share Ownership Plan, prior to the expiry of the term of the Employee Share Ownership Plan, if the shares held by the Company have not been fully sold or transferred to the holders of the Employee Share Ownership Plan, the term of the Employee Share Ownership Plan may be extended subject to the approval of holders representing two-thirds or more of the total shares present at a meeting of holders, and subsequent approval by the Board.

Taking into account the actual circumstances of the Employee Share Ownership Plan and the interests of the holders, and following approval by the meeting of holders of the Employee Share Ownership Plan and the Board, the term of the Employee Share Ownership Plan is extended by 24 months, i.e. the term is extended to 16 June 2028.

III. OTHER INFORMATION

The Company will fulfil its information disclosure obligations in a timely manner in accordance with relevant laws and regulations, taking into account the progress of the implementation of the Employee Share Ownership Plan. Investors are advised to pay attention to the relevant announcements and investment risks.

By order of the Board
CMOC Group Limited*
Liu Jianfeng
Chairman

Luoyang City, Henan Province, the People's Republic of China,
16 June 2026

As at the date of this announcement, the executive directors are Mr. Liu Jianfeng, Mr. Peng Xuhui and Mr. Que Chaoyang (Employee Director); the non-executive directors are Mr. Lin Jiuxin, Mr. Jiang Li and Mr. Ma Fei; and the independent non-executive directors are Mr. Wang Kaiguo, Ms. Gu Hongyu and Mr. Cheng Gordon.

* For identification purposes only