



**China Molybdenum Co.,Ltd.**  
**Employment Policy**

**( This policy was prepared in both Chinese and English versions. Where there is discrepancy between the Chinese and English versions, the Chinese version shall prevail )**

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## Chapter 1 Our Commitment

China Molybdenum Co., Ltd, (hereinafter referred to as the “Company” or the “Group”) and all the subsidiaries directly or indirectly controlled or held by the Group (referred to as "the subsidiaries") are committed to offering a diverse, open, and inclusive workplace that respects the rights of employees, ensures equal employment, and promotes fair competition and personal development. We hereby commit ourselves to:

### 1. Equal Employment

- 1) We comply with the Declaration on Fundamental Principles and Rights at Work and the eight fundamental Conventions of the International Labour Organization, and the laws and regulations in countries where we operate. We develop appropriate regulations and preventative measures to ensure the elimination of all forms of child labour, forced labour, and violations of human rights or international humanitarian law during the hiring process, while employed, and at the end of employment. We also deliver the same to our suppliers and monitor their compliance periodically.
- 2) We adhere to the principle of equal employment and elimination of discrimination in employment. We recruit talent through various methods such as open recruitment and internal competitive selection, to provide equitable and diverse opportunities to all employees. As illustrated in the Business Practices Guidelines, Principles on Human Rights, and other policies of the mines, we do not accept employment-related discrimination against any nationality, race, ethnicity, religion,

gender, age, or any other attributes. We make recruitment and compensation decisions, develop training programs, and provide promotion opportunities to all our employees based only on their competency.

- 3) We value workforce diversity and strive to offer an inclusive workplace where everyone is entitled to fair treatment. We integrate the strategies of localization and diversification in our employment practices to promote local employment and develop sustainable development for the local economy. We respect different ways of life and encourage flexibility in exchanges and communications between locations and departments based on actual business needs. We proactively foster a positive employee relationship to enable employee empowerment and common development and to benefit both our employees and the Company.
- 4) We actively respond to the Women's Empowerment Principles (WEPs) initiated by the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) and promote gender equality by further increasing the percentage of women and the representative of women in leadership roles. We respect and support human rights and the principal of non-discrimination and treat all employees fairly. We safeguard the health, safety, and well-being of all employees, promote women's career advancement by enhancing their education and training, and promote gender equality and raise community awareness through stronger engagement with communities and publicity campaigns.

## 2. Comprehensive Compensation Program

- 1) The people strategy of CMOC is to “incentivize those who are capable, reward those who outperform, and be dependable to those with devotion and commitment”. The Company is committed to creating opportunities for employees to live up to their potential and establishing an effective, multi-dimensional, and layered incentive plan to allow employees to achieve self-fulfilment and self-esteem in their careers.
- 2) We have a comprehensive remuneration system which provides our employees with salary and benefits that are consistent with market standards and relevant laws and regulations, including but not limited to pension, medical, and unemployment plans as required by regional and national governments. We set working hours and holiday entitlements according to the law or collective bargaining agreement that apply in the relevant jurisdiction.

## 3. Career Development

We develop a differentiated talent development program that provides our employees with inhouse training, rotation across mines, incentive-based development plans, and internal mobility channels that combine recruiting, internal competitive selection, and referral to broaden the ways of firm-wide exchanges. Guided by the people- oriented principles, we centre around the strategy of the Group and set up various differentiated paths for career development with space, tools, and opportunities for growth.

#### 4. Freedom of Association and Collective Bargaining

We are committed to fostering a harmonious employment relationship which entitles everyone to the right of association and collective bargaining and protects their legitimate rights and interests, including their entitlement to employment, compensation and benefits, breaks and leave, health and safety, and social security.

#### 5. Employee Communication

We recognize the value of communication with our employees and utilize various channels including shared online workspace, email, website, telephone, and staff meetings at corporate and site levels to receive, record, and respond to any expectations, requests, and complaints from our employees and suppliers. We encourage employees to participate and provide feedback to contribute to the healthy and harmonious development of the Company.

## Chapter 2 Responsibilities

6. CMOC HR will monitor the implementation and enforcement of the Policy and review it on an annual basis to evaluate our performance in equal employment and employee development.
  
7. Contact Group HR or file an anonymous report on the website at <https://cmoc.ethicspoint.com> in case of any objection to the Policy or if any violation is identified.

## Chapter 3 Enforcement and Interpretation

8. Group HR is responsible for the interpretation and enforcement of the Policy.
  
9. This Policy shall come into force after being approved by the Board of Directors of the Company. If any policy previously issued by CMOC conflicts with this Policy, this Policy shall prevail.