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中国铝业股份有限公司
ALUMINUM CORPORATION OF CHINA LIMITED*

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

(Stock Code: 2600)

**ANNOUNCEMENT ON THE
REPURCHASE AND CANCELLATION OF
PARTIAL RESTRICTED SHARES GRANTED TO PARTICIPANTS
BUT NOT YET UNLOCKED AND ADJUSTMENT TO THE
REPURCHASE PRICE**

References are made to the notice of the 2022 first extraordinary general meeting, the notice of the 2022 first class meeting for A shareholders and the notice of the 2022 first class meeting for H shareholders dated 28 January 2022, the circular dated 28 January 2022, the supplemental circular dated 7 March 2022 (the “**Supplemental Circular**”), the announcement dated 6 April 2022 in relation to the adjustment to the proposed adoption of the 2021 Restricted Share Incentive Scheme, the announcement dated 21 April 2022 in relation to the SASAC’s approval for the 2021 Restricted Share Incentive Scheme, the announcement dated 26 April 2022 in relation to the consideration and approval of the 2021 Restricted Share Incentive Scheme at the 2022 first extraordinary general meeting, the 2022 first class meeting for A shareholders and the 2022 first class meeting for H shareholders, the announcements both dated 25 May 2022 in relation to the relevant matters on the adjustment to the 2021 Restricted Share Incentive Scheme and in relation to the First Grant of Restricted A Shares to Participants, the announcement dated 14 June 2022 in relation to the results of the First Grant under the 2021 Restricted Share Incentive Scheme, the announcement dated 24 November 2022 in relation to the proposed grant of reserved Restricted Shares to Participants, the announcement dated 27 December 2022 in relation to the results of the Reserved Grant of 2021 Restricted Share Incentive Scheme, the announcements both dated 25 October 2023 in relation to the adjustment to the repurchase price of Restricted Shares under the 2021 Restricted Share Incentive Scheme and in relation

to the repurchase and cancellation of partial Restricted Shares granted to Participants but not yet unlocked, the announcement dated 23 January 2024 regarding the implementation of repurchase and cancellation of partial Restricted Shares under equity incentives, the announcement dated 14 June 2024 regarding the unlocking of the first Unlocking Period under the First Grant and listing of the 2021 Restricted Share Incentive Scheme of the Company, the announcement dated 30 July 2024 in relation to the repurchase and cancellation of partial Restricted Shares granted to Participants but not yet unlocked under the 2021 Restricted Share Incentive Scheme and adjustment to the repurchase price, the announcement dated 22 October 2024 in relation to the implementation of repurchase and cancellation of partial Restricted Shares under equity incentives, the announcements both dated 19 November 2024 in relation to the repurchase and cancellation of partial Restricted Shares granted to Participants but not yet unlocked under the 2021 Restricted Share Incentive Scheme and adjustment to the repurchase price and in relation to the satisfaction of the unlocking conditions for the first Unlocking Period of the Restricted Shares under the Reserved Grant of the 2021 Restricted Share Incentive Scheme of the Company, the announcement dated 27 December 2024 in relation to the unlocking of the first Unlocking Period under the Reserved Grant and listing of the 2021 Restricted Share Incentive Scheme of the Company, the announcement dated 21 January 2025 in relation to the implementation of repurchase and cancellation of partial Restricted Shares under equity incentives, and the announcement dated 28 May 2025 in relation to the repurchase and cancellation of partial Restricted Shares granted to Participants but not yet unlocked and adjustment to the repurchase price of Aluminum Corporation of China Limited* (the “**Company**”). Terms used in this announcement shall have the same meanings as those defined in the Supplemental Circular unless the context requires otherwise.

On 28 May 2025, the Company convened the 34th meeting of the eighth session of the Board and the 18th meeting of the eighth session of the Supervisory Committee, at which the Resolution on Repurchase and Cancellation of Partial Restricted Shares Granted to Participants but Not Yet Unlocked and Adjustment to the Repurchase Price was considered and approved, respectively, and it was agreed that the Company would make adjustment to the repurchase price of Restricted Shares under the 2021 Restricted Share Incentive Scheme (the “**Incentive Scheme**”) and repurchase and cancel Restricted Shares granted to 13 Participants but not yet unlocked, totaling 654,408 shares. Following the approval of the aforementioned resolution, the repurchase and cancellation could not be implemented due to the subsequent processing of matters by the Company, including the unlocking of the second Unlocking Period under the First Grant of Restricted Shares, the distribution of the final dividend for 2024, and the distribution of the interim dividend for 2025.

In light of the foregoing circumstances, and taking into account the latest changes among certain Participants as well as the need to adjust the repurchase price of Restricted Shares following the Company's distribution of the interim dividend for 2025, on 25 November 2025, the 7th meeting of the ninth session of the Board of the Company was held, at which the Resolution on Repurchase and Cancellation of Partial Restricted Shares Granted to Participants but Not Yet Unlocked and Adjustment to the Repurchase Price was considered and approved, and it was agreed that the Company would make adjustment to the repurchase price and number of repurchase of Restricted Shares under the Incentive Scheme and repurchase and cancel Restricted Shares granted to 15 Participants but not yet unlocked, totaling 660,751 shares. Explanations on relevant matters are set out as below:

I. DETAILS RELATED TO THE REPURCHASE AND CANCELLATION OF RESTRICTED SHARES

(I) Number of Shares Repurchased and Reasons for Repurchase

1. Pursuant to the provisions in “IV. Changes to the individual circumstances of the Participants during the Validity Period” under “Chapter XIII Methods of Handling Unusual Changes to the Company and the Participants” of the 2021 Restricted Share Incentive Scheme of Aluminum Corporation of China Limited (the “**Incentive Scheme**”): where a Participant retires and does not continue to work in the Company or its subsidiaries, or terminates the labor relationship with the Company due to objective reasons such as job adjustment not under the control of the individual, the Participant shall unlock the restrictions according to the agreed conditions based on the performance appraisal period and the specific time limit. The remaining Restricted Shares which have been granted and not unlocked shall not be unlocked, and the Company shall repurchase them at the Grant Price plus interest on fixed bank deposits in the same period. Considering that 7 Participants of First Grant under the Incentive Scheme have retired and will not continue to work in the Company or its subsidiaries, the Company has decided to disqualify them as Participants and retain the Restricted Shares which have satisfied the conditions of performance appraisal period and the specific time limit, and the remaining Restricted Shares which have not satisfied the conditions of performance appraisal period and the specific time limit, totaling 34,536 shares, shall be repurchased by the Company at the adjusted repurchase price plus interest on fixed bank deposits in the same period. Considering that the one Participant

of First Grant under the Incentive Scheme has terminated the labor relationship with the Company due to objective reasons such as job adjustment not under the control of the individual, the Company has decided to disqualify them as Participants and retain the Restricted Shares which have satisfied the conditions of performance appraisal period and the specific time limit, and the remaining Restricted Shares which have not satisfied the conditions of performance appraisal period and the specific time limit, totaling 4,255 shares, shall be repurchased by the Company at the adjusted repurchase price plus interest on fixed bank deposits in the same period.

2. Pursuant to the provisions in “IV. Changes to the individual circumstances of the Participants during the Validity Period” under “Chapter XIII Methods of Handling Unusual Changes to the Company and the Participants” of the Incentive Scheme: where the Participant terminates the labor relationship due to the expiration of the labor contract, or terminates the labor contract on his/her own initiative, the Restricted Shares which have been granted and not unlocked under the Scheme of such Participant shall be repurchased by the Company at the lower of Grant Price and stock market price (average trading price of the underlying shares of the Company for the last 1 trading day immediately preceding the announcement of the Board resolution on the consideration of the repurchase, the same below) at the time of the repurchase. Considering that two Participants of First Grant under the Incentive Scheme have resigned on their own initiatives, the Company has decided to disqualify them as Participants and repurchase and cancel all the Restricted Shares granted to these Participants but not yet unlocked, totaling 176,400 shares, which shall be repurchased by the Company at the lower of adjusted repurchase price and stock market price of the Company at the time of the repurchase.
3. Pursuant to the provisions in “IV. Changes to the individual circumstances of the Participants during the Validity Period” under “Chapter XIII Methods of Handling Unusual Changes to the Company and the Participants” of the Incentive Scheme: Where any of the following circumstances is applicable to a Participant, such Participant shall return the income arising from the equity incentive, and the Restricted Shares which have been granted but not unlocked shall be repurchased by the Company, and the repurchase price shall be the lower of the Grant Price or the market price of the Company’s Shares at the time of the repurchase: (1) violation of national laws and regulations, breach of professional ethics, dereliction of duty or malfeasance of duty, etc., which seriously jeopardize the Company’s interests or reputation and cause direct or indirect economic losses to the Company; (2) in violation of the Company’s rules and regulations and being subject to the punishment of removal from office for

significant disciplinary violations in accordance with the Company's rules in relation to the management of rewards and punishments for employees; (3) where the Company has sufficient proof that the Participant, during his/her term of office, has caused direct or indirect losses to the Company due to his/her violation of laws or disciplines such as bribery, solicitation of bribes, corruption, theft and divulgence of operational and technological secrets of the Company; (4) where the Participant is held criminally liable for act of crime; (5) where the Participant causes improper losses to the Company as a result of violating relevant laws and regulations or the Articles of Association; (6) where the Restricted Shares are not permitted to be granted to the Participant pursuant to Article 8 of the Measures for the Administration of Equity Incentives of Listed Companies (the “**Administrative Measures**”). Considering that five Participants of First Grant under the Incentive Scheme shall return their incomes arising from the equity incentives due to the aforesaid circumstances, the Company has decided to disqualify them as Participants and repurchase and cancel all the Restricted Shares granted to the Participants but not yet unlocked, totaling 445,560 shares, which shall be repurchased by the Company at the lower of adjusted repurchase price and stock market price of the Company at the time of the repurchase.

In summary, the total number of Restricted Shares repurchased and cancelled by the Company this time was 660,751 shares granted to 15 Participants but not yet unlocked.

(II) Explanation of the Adjustment to the Repurchase Price

1. Reasons for the adjustment

The Resolution in relation to the Authorization to the Board of the Company to Determine the Interim Profit Distribution Plan for the Year 2025 was considered and approved at the 2024 annual general meeting of the Company held on 26 June 2025. Pursuant to the authorization of the shareholders' meeting, the Resolution in relation to the Interim Profit Distribution Proposal for 2025 of the Company was considered and approved at the 4th meeting of the ninth session of the Board of the Company held on 27 August 2025, and it was agreed that the Company would distribute the interim dividend for 2025 to all shareholders at RMB0.123 per share (tax inclusive). The Company completed the distribution of the interim dividend for 2025 on 17 October 2025.

In light of the foregoing, the Board of the Company made corresponding adjustment to the repurchase price for the repurchase and cancellation based on the authorization of the first extraordinary general meeting in 2022, the first class meeting of A shares in 2022 and the first class meeting of H shares in 2022.

2. *Method for the adjustment*

Pursuant to the provisions in “Chapter XV Principles of Repurchasing Restricted Shares” of the Incentive Scheme, after completion of the registration of the Restricted Shares which have been granted to the Participants, if there is any conversion of capital reserve into share capital, bonus issue, share split, rights issue, share consolidation, dividend distribution or any other event that affects the Company’s total share capital or share price, the Company shall make corresponding adjustments to the repurchase price of the Restricted Shares which are not yet unlocked.

The method for the adjustment to the repurchase price at the time of dividend distribution is as follows:

$P = P_0 - V$, where: P_0 represents the repurchase price of each Restricted Share before the adjustment; V represents the dividend per share; P represents the repurchase price of each Restricted Share after the adjustment. P shall remain greater than 1 after the adjustment for dividend distribution.

In accordance with the above provisions, the adjusted repurchase price of First Grant of Restricted Shares under the Incentive Scheme of the Company = $2.72 - 0.123 \approx \text{RMB}2.60/\text{share}$; the adjusted repurchase price of Reserved Grant of Restricted Shares = $1.88 - 0.123 \approx \text{RMB}1.76/\text{share}$.

In summary, the repurchase price of First Grant of Restricted Shares under the Incentive Scheme was adjusted from RMB2.72 per share to RMB2.60 per share; and the repurchase price of Reserved Grant of Restricted Shares was adjusted from RMB1.88 per share to RMB1.76 per share.

3. Impact of the adjustment to the repurchase price on the Company

The adjustment to the repurchase price of First Grant and Reserved Grant of Restricted Shares will not have any material impact on the Company's financial condition and results of operations.

(III) Source of Funds for the Repurchase and Cancellation of Restricted Shares

The total amount of funds to be used for the repurchase of Restricted Shares is RMB1,717,952.60 (excluding interests), which will be financed by the Company's own funds.

II. CHANGES IN THE COMPANY'S SHARE CAPITAL STRUCTURE AFTER THE REPURCHASE AND CANCELLATION OF RESTRICTED SHARES

Upon completion of the repurchase and cancellation of Restricted Shares, the changes in the Company's share capital structure were as follows:

<i>Unit: Share(s)</i>			
Class of shares	Before change	Change	After change
A Shares	13,211,666,110	-660,751	13,211,005,359
Including: Shares not subject to trading restrictions	13,165,622,419	0	13,165,622,419
Shares subject to trading restrictions	46,043,691	-660,751	45,382,940
H Shares	<u>3,943,965,968</u>	<u>0</u>	<u>3,943,965,968</u>
Total	<u><u>17,155,632,078</u></u>	<u><u>-660,751</u></u>	<u><u>17,154,971,327</u></u>

Note: The unlocking of partial Restricted Shares during the second Unlocking Period of Reserved Grant under the Incentive Scheme has not been taken into account for the data set out in the above table.

III. IMPACT OF THE REPURCHASE AND CANCELLATION ON THE COMPANY'S RESULTS

The repurchase and cancellation of partial Restricted Shares will not have any material impact on the Company's financial condition and results of operations, nor will it affect the diligence of the Company's management team and core business backbones. The management team and core business backbones of the Company will continue to fulfill their duties diligently and endeavor to create value for the Shareholders.

IV. OPINIONS OF THE REMUNERATION COMMITTEE OF THE BOARD

Given that the Company completed the distribution of the interim dividend for 2025, in accordance with the relevant provisions in relation to dividend distribution and other matters under the Incentive Scheme, the repurchase price of the Restricted Shares under the First Grant shall be adjusted from RMB2.72 per share to RMB2.60 per share; the repurchase price of Restricted Shares under the Reserved Grant shall be adjusted from RMB1.88 per share to RMB1.76 per share.

Meanwhile, pursuant to the relevant provisions of the Administrative Measures and the Incentive Scheme, considering that 7 Participants of First Grant under the Incentive Scheme have retired and will not continue to work in the Company or its subsidiaries, the Company has decided to disqualify them as Participants and retain the Restricted Shares which have satisfied the conditions of performance appraisal period and the specific time limit, and the remaining Restricted Shares which have not satisfied the conditions of performance appraisal period and the specific time limit, totaling 34,536 shares, shall be repurchased by the Company at the adjusted repurchase price plus interest on fixed bank deposits in the same period; considering that one Participant of First Grant under the Incentive Scheme has terminated the labor relationship with the Company due to objective reasons such as job adjustment not under the control of the individual, the Company has decided to disqualify them as Participants and retain the Restricted Shares which have satisfied the conditions of performance appraisal period and the specific time limit, and the remaining Restricted Shares which have not satisfied the conditions of performance appraisal period and the specific time limit, totaling 4,255 shares, shall be repurchased by the Company at the adjusted repurchase price plus interest on fixed bank deposits in the same period; considering that two Participants in the First Grant under the Incentive Scheme have resigned on their own initiatives, the Company has decided to disqualify them as Participants and repurchase and cancel all the Restricted Shares granted to the Participants but not yet unlocked, totaling 176,400 shares, which shall be repurchased by the Company at the lower of adjusted repurchase price and stock market price of the Company at the time of the repurchase; considering that five Participants of First Grant under the Incentive Scheme shall return their incomes arising from the equity incentives due to the occurrence of negative circumstances, the Company has decided to

disqualify them as Participants and repurchase and cancel all the Restricted Shares granted to the Participant but not yet unlocked, totaling 445,560 shares, which shall be repurchased by the Company at the lower of adjusted repurchase price and stock market price of the Company at the time of the repurchase.

In summary, the Remuneration Committee is of the view that the aforesaid proposed repurchase and cancellation of partial Restricted Shares granted to Participants but not yet unlocked and adjustment to the repurchase price are in compliance with the relevant provisions of the Administrative Measures and other laws, regulations and regulatory documents as well as the Incentive Scheme with legal and compliant procedures, without any prejudice to the interests of the Company and Shareholders as a whole, especially for the minority Shareholders. Accordingly, the Remuneration Committee agrees with the Company's repurchase and cancellation of partial Restricted Shares and adjustment to the repurchase price, which shall be submitted to the Board of the Company for consideration.

V. CONCLUSION OF THE LEGAL OPINION

According to the legal opinion issued by Jincheng Tongda & Neal Law Firm, the Company has obtained the necessary approvals and authorizations for the repurchase and cancellation and adjustment to the repurchase price. The repurchase and cancellation and adjustment to the repurchase price are in compliance with the Company Law, the Securities Law, the Administrative Measures, the Work Guidelines for the Implementation of Equity Incentives by Listed Companies Controlled by Centrally Administered Enterprises and other applicable laws and regulations, regulatory documents and the Incentive Scheme. The Company shall subsequently complete the procedures for the registration of share repurchase and cancellation and the reduction of registered capital in accordance with the relevant provisions of the Company Law and other relevant regulations, and fulfil its disclosure obligations in a timely manner.

By order of the Board
Aluminum Corporation of China Limited*
Ge Xiaolei
Company Secretary

Beijing, the PRC
25 November 2025

As at the date of this announcement, the members of the Board comprise Mr. He Wenjian, Mr. Mao Shiqing and Mr. Jiang Tao (Executive Directors); Mr. Jiang Hao (Non-executive Director); Mr. Yu Jinsong, Ms. Chan Yuen Sau Kelly and Mr. Li Xiaobin (Independent Non-executive Directors).

* For identification purposes only