



五礦地產有限公司
MINMETALS LAND LIMITED

中國五礦

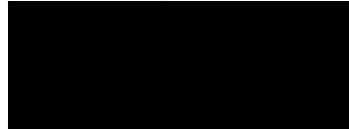
香港九龍尖沙咀漆咸道南79號中國五礦大廈18樓
中國北京市東城區朝陽門北大街3號五礦廣場A座8層

Certain personal information (being the residential address and sensitive personal data of the individual concerned) contained in this document has been redacted. The remaining information is considered as adequate by the Company and its directors for the purpose of disclosing the nature and significance of this document, and for the Company to fulfil its relevant disclosure obligations under the Codes on Takeovers and Mergers and Share Buy-backs.

Date: 1 July 2025

PRIVATE & CONFIDENTIAL

Professor Wang Xiuli



Dear Professor Wang,

We would like to thank you for acting as an independent non-executive director of the Company throughout these years. Your continuous support and contribution is vital to the success of the Company.

Pursuant to the Corporate Governance Code (the "Code") set out in Appendix C1 to The Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited, all directors including those appointed for a specific term should be subject to retirement by rotation at least once every three years.

This letter serves to confirm the terms in relation to the renewal of your appointment as an independent non-executive director of the Company in the light of the provisions in the Code:

1. Subject to retirement by rotation and re-election provisions of the Amended and Restated Bye-laws of the Company, the term of your office as an independent non-executive director of the Company shall be from 1 July 2025 to 30 June 2028 (both days inclusive). Either party may terminate this service contract by giving not less than three months' prior notice in writing to the other party.
2. The Company will pay to you the following fees:
 - (a) in consideration of the service as an independent non-executive director, HK\$290,000 per annum;

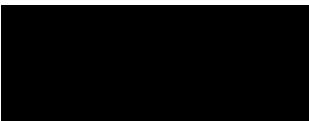
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- (b) in consideration of the service as a member of the audit committee of the board of directors of the Company, HK\$80,000 per annum;
- (c) in consideration of the service as a member of the remuneration committee and the nomination committee of the board of directors of the Company, HK\$20,000 per annum; and
- (d) in consideration of the service as the chairman of the audit committee, HK\$10,000 per annum (hereinafter collectively referred to as the "Fees").

The applicable Fees will be payable in arrears in two equal instalments on 30 June and 31 December each year. If expiration or termination of your appointment occurs on any day other than 30 June or 31 December, the Fees payable shall be pro-rated from the date of the last payment to the date of expiration or termination and shall be paid within 15 calendar days from the date of expiration or termination.

We should be obliged if you would confirm your acceptance of the above terms by signing and returning the duplicate copy of this letter to us.

Yours faithfully,
For and on behalf of
Minmetals Land Limited



He Jianbo
Chairman

Agreed:



Wang Xiuli
Date: 1 July 2025