



**FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR REPORT**

For the year-ended  
December 31, 2025

## INTRODUCTION

Lundin Mining Corporation (“**Lundin Mining**” or the “**Company**”) is committed to preventing and mitigating human rights impacts associated with the Company’s activities and contributing to the promotion of their broader societal respect and protection.

The Company prepared this **Fighting Against Forced Labour and Child Labour in Supply Chains Report** (the “**Report**”) in accordance with Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act (S.C. 2023)* (the “**Act**”) for the financial year ended December 31, 2025. This is a joint report made under Section 11 of the Act on behalf of the Company and its subsidiaries that have been determined to be reporting entities under the Act (collectively, the “**Reporting Entities**”) for the reporting period ending December 31, 2025. For purposes of this Report, the Reporting Entities other than Lundin Mining Corporation are listed below. Notwithstanding the foregoing, Sociedade Mineira de Neves-Corvo, S.A., Zinkgruvan Mining AB and Lundin Mining Holdings AB were sold by Lundin Mining to Boliden AB on April 16, 2025 and are not considered as Reporting Entities following such date.

Reporting Entity	Country of Registration	Principal Business
1. Mineracao Maraca Industria e Comercio	Brazil	Operating Mine
2. Compañía Contractual Minera Candelaria	Chile	Operating Mine
3. Compañía Contractual Minera Ojos del Salado	Chile	Operating Mine
4. LMC Candelaria SpA	Chile	Holding Company
5. LMC Ojos del Salado SpA	Chile	Holding Company
6. LMC Caserones SpA	Chile	Holding Company
7. SCM Minera Lumina Copper	Chile	Operating Mine
8. Eagle Mine LLC	Delaware, USA	Operating Mine
9. Lundin Mining Delaware Ltd.	Delaware, USA	Holding Company
10. LMC Brazil Holdings B.V.	Netherlands	Holding Company
11. Sociedade Mineira de Neves-Corvo, S.A.	Portugal	Operating Mine
12. Zinkgruvan Mining AB	Sweden	Operating Mine
13. Lundin Mining AB	Sweden	Holding Company
14. Lundin Mining Holdings AB	Sweden	Holding Company

This report describes the actions that Lundin Mining has taken to assess and manage the risks of forced labour and child labour (“**Modern Slavery Risks**”). In this Report, unless otherwise stated, references to “Lundin Mining”, the “Company”, “we”, “us”, “our” and similar expressions include the Reporting Entities.

## ABOUT LUNDIN MINING CORPORATION



Lundin Mining is a Canadian mining company headquartered in Vancouver, Canada. The Company currently has three operating mines in Chile and Brazil that primarily produce copper and gold. Lundin Mining also holds a 50% interest in one of the world's largest copper, gold, and silver projects in the Vicuña District on the border of Argentina and Chile. The Company's shares trade on the Toronto Stock Exchange and Nasdaq Stockholm.

As of December 31, 2025, Lundin Mining had a total of approximately 4,634 employees and 8,940 contract employees located primarily in Canada, Brazil, Chile, and the United States for a total equivalent full-time employment of 13,574 people. A total of 58 employees and less than 20 contract employees are located in Canada.

## OUR SUPPLY AND VALUE CHAIN

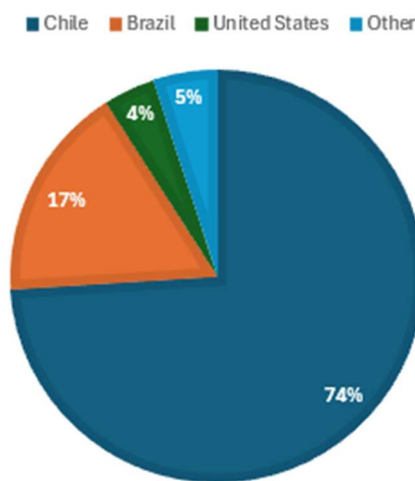


Figure 1: Percentage of Procurement Spend by Country, 2025

Lundin Mining’s supply chains rely on national and international networks of business partners for the provision of products and services required to support business activities at our mines.

Our partners vary across our operations but reflect a strong focus on prioritizing a local and national supplier base. In 2025, goods and services that contributed to our supply chain were procured from Chile (74%), Brazil (17%), United States (4%), others (5%) as shown in the graph to the left.

During 2025, Lundin Mining conducted business with 5,253 suppliers of goods and services. The top 50 suppliers provided goods or services in the following categories: heavy machinery equipment and maintenance, energy, fuel, loading & haulage ore/waste, desalinated water, grinding media, explosives, industrial plant equipment, insurance, concentrate transportation, catering, and general services. The end-users of our products are global.

Our suppliers are expected to acknowledge Lundin Mining's core policies, which helps us to choose suppliers that share our values and have acceptable policies and procedures in place for anti-corruption, labour, health and safety, environmental stewardship, human rights and confidential reporting.

Goods and services that largely could not be sourced locally included specialized or heavy equipment, chemicals, and certain types of specialized technical-consulting services. Rail and vessel shipping are also services that are generally procured outside of local or country-specific areas.

Our mineral production during 2025 consisted primarily of copper, gold and nickel. Our mineral concentrate and cathode products are transported in bulk by covered trucks or rail cars directly to smelter facilities for further processing; or to outbound ports for shipping. Concentrates are mainly sold under multi-year sales contracts to a variety of smelter customers in Europe, Asia and the Americas.

## GOVERNANCE

The Safety, Sustainability and Technical Committee ("**SSTC**") of the Board is responsible for overseeing the Company's approach and performance with respect to our sustainability strategy, which includes human rights and associated risks. Lundin Mining's President and Chief Executive Officer ("**CEO**") is accountable for risk management, including human rights risks. The Vice President of Sustainability ("**VP Sustainability**") is the corporate executive responsible for managing human rights risks and works with sites to ensure appropriate systems and processes are implemented. The VP Sustainability reports quarterly to the SSTC on our progress and performance on human rights.

### Our Policies & Guidelines

Our policies can be found on the Company website [here](#).

Our **Code of Conduct, Ethical Values and Anti-Corruption Policy** (the "**Code of Conduct**") sets out standards of behaviour expected by all directors, officers, employees, consultants and contractors of Lundin Mining Corporation and its subsidiaries, in conducting the business and affairs of the Company. One of its principles states: "The corporation does not engage in or condone forced, compulsory, or child labour of any kind and will work to ensure these conditions are not present in our workforce". (click [here](#))

Our **Responsible Mining Policy** explicitly ratifies our commitment to operate our business in line with the United Nations Guiding Principles for Business and Human Rights. (click [here](#))

Our **Human Rights Policy** explicitly includes the prohibition of using any form of forced or compulsory labour, including child labour. This Policy applies to all Lundin Mining employees, whether permanent, temporary, or on contract, and includes senior management and Board of Directors. It also applies to our contractors and suppliers. (click [here](#))

Our **Human Rights Guideline** outlines how we govern, assess, monitor and report on human rights matters. The guideline identifies ways in which we can integrate continuous human rights due diligence, including for forced labour and child labour, into our overall Risk Management Framework and continuously assess its effectiveness.

Our **Business Partner Code of Conduct** (the "**BPCC**") applies to all business partners doing business with or on behalf of Lundin Mining. By agreeing to comply with the BPCC, Lundin Mining expects companies and individuals with whom it has a direct or indirect business relationship, including those providing supplies or services or receiving the Company's products, and their employees, agents, and subcontractors to act in a manner consistent with Lundin Mining's Code of Conduct and Human Rights Policy. The BPCC explicitly states it prohibits the use of forced, compulsory or child labour, and human trafficking.

Our **Whistleblower Policy** establishes procedures for making and managing reports on a worldwide basis including joint ventures, if any, where Lundin Mining has managerial control. The policy also applies to Lundin Mining's directors, officers, employees, consultants and contractors (and their employees), shareholders, any other parties with a business relationship with the Company, and external stakeholders. The policy explicitly includes the prohibition of retaliation. This protection extends to individuals who are connected to the reporter, including work colleagues, family members and individuals assisting the reporter in the reporting process. (click [here](#))

Our **Diversity and Inclusion Policy** reflects the Company's ongoing commitment to promoting diversity at the highest levels of the Company in order to set the "tone at the top" and demonstrate the Company's commitment to diversity at all levels within the organization, and its commitment to fostering an inclusive culture based on merit and free of conscious or unconscious bias. (click [here](#))

## MANAGING OUR FORCED LABOUR AND CHILD LABOUR RISKS

In this section, we describe the actions undertaken to identify, address and remediate human rights risks or impacts, particularly forced labour and child labour. We also outline any measures taken to assess the effectiveness of our actions where relevant.

### Due Diligence – Human Rights Risk Assessments

Human Rights Risk Assessments ("**HRRAs**") are undertaken at all operations on a five-year cycle, a process that commenced in 2019. All sites have now undergone at least one assessment, with Caserones currently undertaking its first assessment as part of this regular review process. In these assessments, third-party consultants evaluate our policies and standards against relevant international standards, undertake a detailed country risk assessment, conduct internal and external stakeholder interviews and engagement at the site, and define salient issues that need to be addressed.

The scope of the HRRAs focus areas includes impacted communities, environmental impacts, security arrangements, worker arrangements, procurement and supply chain management, and business relationships. Typically, salient issues identified across the operations included health and safety, labour contractors, fair and equal treatment, resettlement and land acquisition, grievance mechanisms, and environmental impacts. Sites develop Human Rights Action Plans ("**HRAPs**") incorporating the assessments' recommendations and work cross-functionally to mitigate risks and impacts.

In 2025, we initiated HRRAs at Caserones and Eagle with the support of independent experts. These assessments did not identify any risks of forced labour or child labour in our operations or supply chains. Following the sale of Eagle Mine in January 2026, we provided the assessment materials and preliminary findings to the acquiring entity that is now responsible for any further follow-up actions. The Caserones HRRAs will be finalized in 2026, and its findings will be incorporated into action plans and risk management processes.

### Due Diligence – Supplier Onboarding

Lundin Mining utilizes worldwide screening and enhanced monitoring processes, to support the due diligence of our supply partners. Lundin Mining's general practice is to review partners to determine if they meet the due diligence requirements to be registered and partake in business transactions with the Company. Where appropriate, our processes include self-certification questionnaires that include specific questions associated with human rights. The onboarding systems flag business partners that are potentially higher risk, for further review and consideration by the appropriate management. The onboarding process also incorporates our Code of Conduct, Ethical Values, and Anti-Corruption Policy and our Human Rights Policy and where appropriate includes a requirement to certify that our business partners have read and will comply with such policies.

## Due Diligence – Compliance Program

All Lundin Mining operations have processes in place intended to prevent the use of forced labour and child labour. As mentioned above, neither our HRRAs, nor our continuous due diligence processes have identified that any of our operations are at risk for incidents of child labour or having young workers exposed to hazardous work. Lundin Mining has strict proof-of-age requirements for our workforce upon hiring that prevent anyone under the legal industrial working age from obtaining employment at any of our operations or exploration sites.

Similarly, our operations are not considered to be at risk for incidents of forced or compulsory labour. All Lundin Mining operations have formal processes to assess fair wages for the workforce, with most sites conducting annual employee salary reviews against market data and government set standards.

Additionally, existing and new business partners are expected to adhere to Lundin Mining's BPPC and Human Rights Policy and conduct their operations in a manner that respects human rights, including ensuring fair treatment and proper work conditions for their employees and agents, recognizing rights to freedom of association and collective bargaining, and strictly prohibiting forced, compulsory or child labour, and human trafficking. Failure to comply with this Code may be grounds for termination of the business partner relationship and any related agreements.

## Grievance Mechanisms

For Lundin Mining, appropriate grievance management is a fundamental tool to conduct continuous due diligence on all risks and impacts to our stakeholders, including on human rights. All sites have a community grievance mechanism in place to ensure that community members and other stakeholders can voice concerns about Company activities and impacts, and that these concerns are documented in a transparent, accountable manner and addressed in a timely fashion.

In 2025, Lundin Mining received a total of 90 community grievances across all our operations. None of these grievances were related to concerns regarding forced labour or child labour.

## Whistleblower Channel

As stated above, the Board, through the Audit Committee and the Corporate Governance and Nominating Committee ("CGNC"), adopted a Whistleblower Policy to establish procedures for the receipt, retention and treatment by the Company and its subsidiaries of concerns reported by its directors, officers, employees, consultants and contractors and community members regarding known or suspected accounting, financial or auditing irregularities or other known or suspected violations of the Company's Code of Conduct which include human rights issues.

Individuals governed by the Whistleblower Policy are required to report such improper conduct on a confidential and, if preferred, anonymous basis which includes submitting a report via the Company's independently hosted online and telephone reporting services, available in each of our jurisdictions, or by sending a letter to the applicable committee chair. The applicable committee chair is responsible for assessing and evaluating any such reports or letters and conducting investigations and may engage management and/or independent advisors to assist in investigations and recommend appropriate action provided that investigations implicating members of the Board or the senior leadership team shall be managed by the Board (excluding each director implicated in the report).

In 2025, Lundin Mining received 433 complaints through the Whistleblower channel, the majority of which were associated with human resources and/or Code of Conduct violations. None were related to forced labour or child labour.

No incidents of forced labour or child labour were identified by Lundin Mining in its operations or supply chains, and no incidents of forced labour or child labour were reported to it by employees, suppliers or others, including pursuant

to the Whistleblower Policy and the Grievance Mechanism, in 2025. As a result, no remediation actions were taken during 2025.

### Training and Awareness Activities

Lundin Mining requires all key employees to complete an online training course which ensures employees review and sign-off on Lundin Mining's Code of Conduct, Ethical Values and Anti-Corruption Policy and related policies on an annual basis. Such training includes scenario-based testing and practical application of our policies, including those related to forced labour and child labour. In 2025, majority of officers and key employees of Lundin Mining completed the training.

In 2025, site security teams at Candelaria, Caserones and Chapada participated in training on the Voluntary Principles on Security and Human Rights (VPSHR). The sessions reinforced expectations that security practices respect human rights and align with international best practices, emphasizing practical application in day-to-day operations, and a plan was developed to address identified implementation gaps.

Strengthening awareness and capacity in this area supports Lundin Mining's broader commitment to conducting business responsibly, maintaining the safety of our people and assets, and upholding the rights and dignity of those living and working near our operations.

In addition, all Canadian full-time and fixed term employees are required to review Lundin Mining's Human Rights Policy and sign an acknowledgement that they understand and agree to the policy when they join the company.

### ASSESSMENT

In 2025, Lundin Mining assessed its effectiveness at ensuring that forced labour and child labour are not being used in its business and supply chains through a review of whistleblower complaints and grievances, as detailed above. No incidents were reported through these channels.

### CERTIFICATIONS

Our Candelaria and Caserones operations continue to maintain their Copper Mark™ designation, reflecting our ongoing commitment to responsible production and continuous improvement. Both sites first achieved the Copper Mark™ in 2023 following comprehensive independent assessments that evaluated performance against thirty-three responsible production criteria, including explicit requirements related to forced labour and child labour.

As part of the Copper Mark™'s continuous assurance model, our sites participate in regular monitoring and periodic re-assessments to demonstrate sustained conformance. Candelaria and Caserones remain in good standing, with both sites continuing to meet all criteria related to forced labour and child labour.

### ATTESTATION

This Report was approved by the Board of Directors of Lundin Mining Corporation as a joint report on March 26, 2026 on behalf of itself and the other Reporting Entities, for the financial year ended December 31, 2025, in accordance with subparagraph 11(4)(b)(i) of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entities listed above. Based on my knowledge, and having exercised

reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year first listed above.

/s/ Jack Lundin

Jack Lundin, I have authority to bind the Company and its Reporting Entities  
President and Chief Executive Officer and Director

March 26, 2026