

## 2023 GRI CONTENT INDEX

GRI Standard	Disclosures	Description	SASB Index	Sustainability Report Page and/or URL 2023	Comments
GRI 1: Foundation 2021	Requirement 1, 2, 3	Lundin Mining has reported the information cited in this GRI content index for the period January 1, 2023 to December 31, 2023 with reference to the GRI Standards			
GRI 2: General Disclosures 2021	<b>ORGANIZATION &amp; REPORTING PRACTICES</b>				
	2-1	Organizational details		i, 5 <a href="#">AIF</a> , <a href="#">Financial Statements</a> , <a href="#">MIC</a>	
	2-2	Entities included in the organization's sustainability reporting		i, ii	
	2-3	Reporting period, frequency and contact point		i	
	2-4	Restatement of Information		24	One non-material restatements in 2023
	2-5	External assurance		i, ii	
	<b>ACTIVITIES &amp; WORKERS</b>				
	2-6	Activities, value chain, and other business relationships		5-7, 62,102-106 <a href="#">AIF</a> , <a href="#">Financial Statements</a> , <a href="#">MIC</a> 66-67	
	2-7	Employees		82,84 <a href="#">Interactive ESG Data Tool</a> Appendix B	
	2-8	Workers who are not employees		81 <a href="#">Interactive ESG Data Tool</a>	
	<b>GOVERNANCE</b>				
	2-9	Governance structure and composition		15, 88-89 <a href="#">MIC</a> 53	
	2-10	Nomination and selection of the highest governance body.		11, 89-90 <a href="#">MIC</a> 17-18, 40-41, 43, 94	
	2-11	Chair of the highest governance body		<a href="#">MIC</a> 29	
	2-12	Role of the highest governance body in overseeing the management of impacts.		10, 11, 74, 88, 92, 94 <a href="#">MIC</a> 40 <a href="#">AIF</a>	

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	2-13	Delegation of responsibility for managing impacts.		11-12, 74, 89, 92 <a href="#">AIF</a>	
	2-14	Role of the highest governance body in sustainability reporting.		i (Sustainability reporting Framework and Cycle), 11-12 <a href="#">MIC</a> 36	
	2-15	Conflicts of interest.		90,93 <a href="#">Code of Conduct</a> <a href="#">MIC</a> 55	
	2-16	Communication of critical concerns		55, 89, 90, 92-93 <a href="#">MIC</a> 39	
	2-17	Collective knowledge of the highest governance body		89, 92	
	2-18	Evaluation of the performance of the highest governance body		89 <a href="#">MIC</a> 42, 58	
	2-19	Remuneration policies		11-12, 83 <a href="#">MIC</a> 15, 18-19, 50, 88	
	2-20	Process to determine remuneration.		<a href="#">MIC</a> 61	
	2-21	Annual total compensation ratio		Omission	Information unavailable/incomplete. Refinement of HR data underway
<b>STRATEGIES, POLICIES &amp; PRACTICES</b>					
	2-22	Statement on sustainable development strategy		2-4, 8-12 <a href="#">AIF</a> <a href="#">MIC</a> 5-6	
	2-23	Policy commitments		i, 7-9, 13, 62, 73, 81, 88-91, 105-106 <a href="#">AIF</a> <a href="#">MIC</a> 4-6	
	2-24	Embedding policy commitments		i, 8-10, 80-81 <a href="#">AIF</a>	
	2-25	Processes to remediate negative impacts		8-9, 43, 55, 57-58 <a href="#">AIF</a>	
	2-26	Mechanisms for seeking advice and raising concerns	EM-MM-510a.1.	71, 90-92 <a href="#">Whistleblower Policy</a>	

GRI Standard	Disclosures	Description	SASB Index	Sustainability Report Page and/or URL 2023	Comments
	2-27	Compliance with laws and regulations		8-9, 49-50	
	2-28	Membership associations		14 <a href="#">Memberships and Associations</a>	
<b>STAKEHOLDER ENGAGEMENT</b>					
	2-29	Approach to stakeholder engagement		13-14, 58	
	2-30	Collective bargaining agreements	EM-MM-310a.1.	83, 95	
<b>MATERIAL TOPICS</b>					
GRI 3: Material Topics 2021	3-1	Process to determine material topics		13	
	3-2	List of material topics		13-14,	
<b>ENVIRONMENTAL TOPICS</b>					
<b>ENERGY</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics		19, 33-36	
GRI 302: Energy 2016	302-1✓	Energy consumption within the organization	EM-MM-130a.1.	33-34, 36-38 <a href="#">Independent Assurance Statement</a> Appendix A <a href="#">Interactive ESG Data Tool</a>	
	302-2	Energy consumption outside of the organization		40-41 <a href="#">Interactive ESG Data Tool</a>	
	302-3	Energy intensity		19, 38- 40 <a href="#">Interactive ESG Data Tool</a>	
	302-4	Reduction of energy consumption		33	
<b>WATER STEWARDSHIP</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics		19, 25-32	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource		25-28, 29, 31 <a href="#">AIF</a>	
	303-2	Management of water discharge-related impacts		25	
	303-3✓	Water withdrawal	EM-MM-140a.1.	25-28, 31 <a href="#">Interactive ESG Data Tool</a>	
	303-4✓	Water discharge	EM-MM-140a.2.	25, 27-29, 31 <a href="#">Interactive ESG Data Tool</a>	

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	303-5	Water consumption		25, 27-28, 31	
<b>BIODIVERSITY</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics		45-47	
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	EM-MM-160a.3.	45-46	
	304-2	Significant impacts of activities, products, and services on biodiversity		45-46	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations		47	
Mining and Metals Sector Disclosures 2013	MM1	Amount of land (owned or leased and managed for production activities or extractive use) disturbed or rehabilitated		47	
	MM2	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria and the number (percentage) of those sites with plans in place		45	
<b>GREENHOUSE GAS EMISSIONS</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics		11, 15, 33	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions		35-36, 41 Appendix A	
	305-2✓	Energy indirect (Scope 2) GHG emissions		35, 41	
	305-3	Other indirect (Scope 3) GHG emissions		40, 42	
	305-4	GHG emissions intensity		35, 42	
	305-5	Reduction of GHG emissions		35, 39	
<b>AIR QUALITY</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics		42-44	
GRI 305: Emissions 2016	305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ) and other significant air emissions		44-45 <a href="#">Interactive ESG Data Tool</a>	
<b>TAILINGS AND WASTE ROCK MANAGEMENT</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics		11, 15, 19-22 <a href="#">Tailings Management Information Sheet</a>	

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Mining and Metals Sector Disclosures 2013	MM3	Total amounts of overburden, rock, tailings and sludges and their associated risks	EM-MM-150a.1. EM-MM-160a.2.	24-25	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts		22-24	
	306-2	Management of significant waste-related impacts		22-24	
	306-3	Waste generation and significant waste-related impacts		22, 24-25	
	306-4	Waste diverted from disposal		24-26	
	306-5	Waste directed to disposal		24, 26	
<b>RECLAMATION AND CLOSURE</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics		97-98	
Mining and Metals Sector Disclosures 2013	MM10	Number and percentage of operations with closure plans		98	
<b>MATERIALS AND PRODUCT STEWARDSHIP</b>					
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling		105-106	
	417-2	Incidents of non-compliance concerning product and service information and labeling		No concentrate transport related non-compliances were reported at Lundin Mining's operations.	
	417-3	Incidents of non-compliance concerning marketing communications		No concentrate transport related non-compliances were reported at Lundin Mining's operations.	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		107	
<b>SOCIAL TOPICS</b>					
<b>EMPLOYMENT</b>					
GRI 401: Employment 2016	401-1	New employee hires and employee turnover		81 Appendix B	
<b>LABOR</b>					

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GRI 402: Labor / Management Relations 2016	402-1	Minimum notice periods regarding operational changes		80-81	
<b>WORKPLACE HEALTH AND SAFETY</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics		11, 15, 71-74, 77-79	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system		73	
	403-2	Hazard identification, risk assessment, and incident investigation		9, 71 -74	
	403-3	Occupational health services		77	
	403-4	Worker participation, consultation, and communication on occupational health and safety		14, 73, 74	
	403-5	Worker training on occupational health and safety		73-74, 78	
	403-6	Promotion of worker health		77	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		19, 105	
	403-8	Workers covered by an occupational health and safety management system		8-9, 73	
	403-9✓	Work-related injuries	EM-MM-320a.1.	73-74, 76 Appendix B	
	403-10	Work-related ill health		77	
<b>TRAINING AND EDUCATION</b>					
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee		83	
	404-2	Programs for upgrading employee skills and transition assistance programs		57, 82, 83	
	404-3	Percentage of employees receiving regular performance and career development reviews		81	
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>					
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees		92	
<b>NON-DISCRIMINATION</b>					
GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken		84	
<b>CHILD LABOR</b>					
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor		95 <a href="#">Modern Slavery Act</a>	
<b>FORCED OR COMPULSORY LABOR</b>					

GRI Standard	Disclosures	Description	SASB Index	Sustainability Report Page and/or URL 2023	Comments
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		95	
<b>SECURITY PRACTICES</b>					
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures		92, 94	
<b>RIGHTS OF INDIGENOUS PEOPLES</b>					
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples		58	
Mining and Metals Sector Disclosures 2013	MM5	Total number of operations taking place in or adjacent to Indigenous Peoples' territories and number and percentage of operations or sites where there are formal agreements with Indigenous Peoples' communities	EM-MM-210a.2.EM-MM-210a.3.	55	
	MM6	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous Peoples	EM-MM-210b.1.	57	
	MM7	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous Peoples and the outcomes		57	
<b>HUMAN RIGHTS</b>					
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments		95-96	
	412-2	Employee training on human rights policies or procedures		96	
<b>LOCAL COMMUNITIES</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics		11, 15, 53, 55-57, 59, 63-64	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programs		48, 53-55, 57, 59, 60, 64-67	
	413-2	Operations with significant actual and potential negative impacts on local communities		55, 57, 64	
<b>ECONOMIC TOPICS</b>					
<b>ECONOMIC PERFORMANCE</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics		12, 15, 62, 102	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed		57, 61-62 Appendix B <a href="#">Lundin Foundation</a>	
	201-2	Financial implications and other risks and opportunities due to climate change		35	

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<b>INDIRECT ECONOMIC IMPACTS</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics		55, 59, 61-63	
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported		62	
	203-2	Significant indirect economic impacts		57, 64, 61, 103	
<b>LOCAL ECONOMIC DEVELOPMENT</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics		11, 15, 55-56	
GRI 202: Market Presence 2016	202-2	Proportion of senior management hired from the local community		83	reported partially
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers		62	-
<b>BUSINESS INTEGRITY AND TRANSPARENCY</b>					
GRI 3: Material Topics 2021	3-3	Management of material topics		7-9, 89-96	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	EM-MM-510a.1.	81, 90	
	205-2	Communication and training about anti-corruption policies and procedures		81 <a href="#">AIF, Code of Conduct</a>	
	205-3	Confirmed incidents of corruption and actions taken		92	
GRI 207: Tax 2019	207-1	Approach to tax		89, 91	
	207-2	Tax governance, control, and risk management		87-91	
	207-3	Stakeholder engagement and management or concerns related		14, 90, 91	
	207-4	Country by country reporting		91 Appendix B	

All disclosures for reporting in accordance with the GRI Universal Standards are reported, with omission noted.

Additional disclosures are reported to provide a more detailed and comprehensive report. These additional disclosures may be reported in full or used to guide relevant content.

The Mining and Metals Sector (MM) Disclosures have been retired by GRI. While a new GRI Sector Standard is awaited, these are included as additional disclosures and may be reported in full or used to guide relevant content.

\*While the relevant SASB reference is identified, it is not intended to imply that the content of this report fully complies with the SASB definitions and methodologies described in Metals & Mining Sustainability Accounting Standard, SASB October 2018.

✓Represents data and information subject to external assurance